



ASK THE CAREER ENGINEER!

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Q: Is it ok to ignore the request for salary requirements until asked at interview? Jennifer, Virginia

A: Salary requirements: My experience has been that companies who "phish" for the \$\$\$ issue first, use the salary requirements as a way to gage how expensive or how "on sale" you are. The risk you run is overbidding or underbidding yourself. Plus an additional feeling I get from a company whose primary concern is \$\$\$ is that ...I often wonder about the validity of the non-financial opportunities with those types of firms (career path, work environment, etc.).

So I am not a big fan of sharing salary history prior to a meeting (only if you skillfully use a range technique) such as: "My experience is in line with scale in this field which ranges from \$50K - 100K...and I am OK with that range." I think a skillful interviewer and job description can triage the right candidate based on required skills sets, experience and performance language.

Now, in terms of salary requirements, if you are comfortable with your "Ball park/comfort zone" figure...you know in your heart of hearts you can't do anything with less than \$70, \$55K etc. Then shout that up front without any reservations if asked prior to a meeting. Now yes, you may lose some interviews, but you will be interviewed only for the positions that meet your \$\$\$ expectations. So...the salary first questions from companies could be a triage for you to determine mature and immature job offers. I hope this helps.

If you have a question for "The Career Engineer" send an email to questions@thecareerengineers.com . Author of the book, *A Mind to Work: The Life and Career Planning Guide for People Who ~~Want~~-Need to Work!* (\$10.95) For more information, speaking requests, or to make a book purchase; visit the website at www.thecareerengineers.com .