

How to Handle Salary Discussions during a Job Interview

Summary: Interviews are never the appropriate time to discuss your salary requirements. You have not been offered a position yet, and your answers may deter them from extending one.



Tackling salary requirements during an interview is never a preferred approach. You may have just **concluded an amazing interview** to have the hiring manager ask you what you are currently making at your job. Navigating this question can be tricky because you may not have done your research into the company or type of position beforehand to know what kind of answer to give to this question.

- See **Eight Mistakes That Could Keep You from Getting the Job** for more information.

You current job may be substantially lower paying than the one you are applying for, so giving away the truth of your pay can hurt your chance of getting a higher salary. For example, saying you make \$57,000 now when the company was prepared to give you \$80,000 will allow them to offer \$62,000 and call it good. You just missed out on the potential for a lot more money.

This can go the opposite direction as well. If you tell the hiring manager that you make \$57,000, but they only have \$54,000 in their budget, then they will assume they can't afford you or you won't be willing to take a cut in salary.

There are many other examples of why disclosing your current salary is not a good idea. The best thing you can do is go to the interview prepared with what kind of salary you expect. Research the



salary of people that have similar positions at the company and other companies through websites like Glassdoor.com or Payscale.com.

Also attempt to deflect away from the question by stating that you are flexible with salary since the position and growth potential are more important than compensation. If you fear that your requirements are high, then mention that you are willing to take other compensatory factors such as a 401(k) or vacation days.

Make sure you have the opportunity to explain your salary requirements. If the hiring manager is not willing to let you explain, then you know the company is not one you will want to work with. In the end, it is acceptable to be honest that you don't want to discuss salary until being offered a position. Nicely state that you would like to have an open discussion once offered a position about what kind of budget there is for your position and what you believe you are worth to them.

Never lie about what you currently make. The truth will likely come out at some point, ruining your chances with the company and your professional reputation.

- **See [Four Common Lies People Tell in Job Interviews and Why You Should Never Lie during an Interview](#) for more information.**

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