



SALARY NEGOTIATION SCRIPT

The Exact Words to Ask for More — and Get It

Professionals who negotiate earn \$1M+ more over a career. Most never ask.

1

BEFORE THE OFFER

- ◆ Research: Glassdoor + LinkedIn Salary + BLS.gov + 3 offers
- ◆ Know your number: Target + Walk-away + Dream number
- ◆ Never give a number first — deflect and ask for their range
- ◆ "What's the budgeted salary for this role?"
- ◆ Delay: 'I'd like to consider the full package — can I have 48 hrs?'

2

THE NEGOTIATION SCRIPTS

- ◆ Counter: "I'm very excited. Based on my research, I was hoping for something closer to [number]."
- ◆ Lowball: "I appreciate the offer. My research shows market is [X-Y]. Can we get closer to that range?"
- ◆ Final push: "What would it take to get to [number]? I'm ready to sign today."
- ◆ Benefits: "If salary is fixed, can we discuss signing bonus or additional PTO?"
- ◆ Close: "I'm excited and ready to accept if we can reach [number]."

3

WHAT TO NEGOTIATE BEYOND SALARY

- ◆ Signing bonus (often easier to get than base increase)
- ◆ Remote work days / flexible schedule
- ◆ Extra PTO (5 days often = \$5-10K in value)
- ◆ Professional development / education budget
- ◆ Stock options, performance review timeline

PRO TIP: Silence is your most powerful tool. After stating your number, say nothing. The first person to speak loses.

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