

Salary Negotiation Baseline Script

(You can use this in email, on the phone, or in a live meeting.)

1. Baseline Script (Professional + Confident)

You: “Thank you again for the offer. I’m excited about the role and the opportunity to contribute. Before I can accept, I’d like to discuss the compensation package.”

Pause. Let them respond.

You: “Based on my experience, the responsibilities of the role, and the market rate for similar positions, I was expecting a salary in the range of \$X to \$Y. Is there flexibility to bring the offer closer to that range?”

If they push back: “I understand the constraints. I want to make sure the compensation reflects the value I’ll be bringing and the total cost of performing the role—including commute, schedule demands, and the level of responsibility. If we can get to \$X, I’m ready to sign and move forward.”

2. More Assertive Script (When You Know You’re Under-Offered)

You: “I appreciate the offer and I’m genuinely interested in the position. After reviewing the responsibilities and the expectations, I need to be at \$X to make this move viable.”

If they ask why: “This number reflects my experience, the market rate, and the real cost of taking on this role—commuting, schedule demands, and the level of expertise required. At \$X, I can commit fully and confidently.”

If they hesitate: “I understand you may need to review internally. I’m happy to wait. I’m confident we can find a number that reflects the value I’ll deliver.”

3. Collaborative Script (When You Want a Win-Win Tone)

You: “I’m really excited about the role and the team. I’d love to make this work. Before I accept, I’d like to revisit the salary.”

Pause.

You: “Given the scope of the position and the total cost of taking on the role—including commute, time investment, and the responsibilities—I was hoping for something closer to \$X. How can we work together to get the compensation aligned with that?”

If they say they're limited: "I understand. If the base salary can't move much, I'd like to explore other areas—such as a signing bonus, additional PTO, remote flexibility, or professional development support. What options do we have?"

Add-Ons You Can Use During the Conversation

Anchoring Statement

"I want to make sure the compensation reflects both the market and the value I'll be bringing from day one."

Value Reminder

"I'm confident I can deliver strong results quickly, and I want the compensation to reflect that impact."

Silence Technique

After stating your number, stop talking. Let them fill the space.

If They Say "This Is the Best We Can Do"

You: "I appreciate the transparency. Before I make a final decision, I'd like to understand whether there's flexibility in other areas—such as remote days, PTO, professional development, or a performance review at 6 months instead of 12."

This keeps the negotiation alive without sounding confrontational.

If They Say "We'll Review and Get Back to You"

You: "Great, thank you. I'm looking forward to hearing back. I'm excited about the possibility of joining the team once we align on compensation."

If They Ask for Your Current Salary

(You should avoid answering directly.)

You: "I prefer to focus on the value of the role and the market rate rather than my current compensation. For this position, I'm targeting \$X."

If They Ask for Your Expected Salary

(You should anchor high.)

You: "For the responsibilities and expectations of this role, I'm targeting \$X to \$Y."

Source: <https://christianjobnet.com>