

Negotiating Your Future

Penny Lewandowski, VP – Recruitment Manager, Middlesex Savings Bank

Abby DePasquale, Associate Director – Career and Professional Development Center, Nichols College

Succeeding in a Virtual Interview

Abby - 4 Minutes

Before Interview: Research the Company, Create Questions, Print Your Documents, Create a 5-Point Agenda, Test Your Technology, Find a Professional Background, Good Lighting, Dress to Impress

- Tech Issues Happen! Provide Your Phone Number In The Chat In Case Technology Issues Occur

Actual Interview: Eye Contact, Minimal Movements, Relate Your Answers Back To The Position at Hand, Ask Questions

After Interview: Follow Up With A Thank You Note Within 24-48 Hours

Employer No Show? Give Them A Call Or Send An Email If You Wish To Reschedule

Additional Resource: <https://www.indeed.com/career-advice/interviewing/virtual-interview>

Understanding Total Compensation

Penny - 4 Minutes

What is Total Compensation?

Salary/Hourly Rate

Incentives: Employee Referral Programs, Bonuses, Raises, Stock Options

Benefits: Health Insurance, Life Insurance, Paid Time Off (PTO)

Retirement Benefits: 401K Plan, Pension Plan

Perks: Wellness Benefits, Flexible Work Schedules, Company Discounts

Professional Development: Tuition Reimbursement, In-House Training, Leadership Programs

Top Benefits in the Workplace

Healthcare Options

Savings Account / Flexible Spending Account

Work / Life Balance

Paid Time Off

Volunteerism

Corporate Culture

Wellness Benefits: Gym Membership, Acupuncture, Weight Loss Program

Tuition Reimbursement

Recognition Incentives

Employee Direct Giving / Charitable Organizations

COVID-19 Safety Measures

Penny - 4 Minutes

The Negotiation Process:

Preparing & Executing

Abby - 4 Minutes

Preparation & Planning

Research The Company & Position Before The Interview

Candidate Experience vs. Job Requirements

Candidate Salary Requirements/Desire

Tools For Practicing -> Visit Your Career Center!

Bringing Your Findings To The Interview

Clarification & Justification

Job Requirements vs. Transferable Skills

Worth vs. Need

Closure

Clear Understanding Of Total Compensation Package

What to Expect: The Offer Process

Penny - 4 Minutes

Stay Calm & Ask Questions

Verbal Employment Offer

- Employer/HR Will Extend The Offer
- During Verbal Offer, Employer Will Review Offer Package & Training Offered

Evaluate the Job Offer

- Benefits & Perks
- Retirement Plan
- Work Environment/Schedule
- Weigh The Pros & Cons

Accept or Decline Job offer

Juggling Multiple offers

- Ask for More Time As It Is Important Not To Rush
- Is There Room For Negotiation On Salary? (Review Your Budget)
- Take The Time To Gracefully Communicate Your Decision

Salary Negotiation Example

Abby - 4 Minutes



What's on Your Mind? Questions?

Thank you!