

HOW TO TALK TO COWORKERS ABOUT PAY



negotiatethis.org

5 WAYS TO ASK COWORKERS ABOUT PAY

1 Ask their opinion.

2 Talk about an
upcoming review.

3 Share your number first.

4 Ask if they've ever
negotiated.

5 Ask outside the office (or
virtual work space).

negotiatethis.org

HOW TO TALK TO COWORKERS ABOUT PAY



"Hey, I have my annual review coming up next week. Do you mind me asking how much you make?"



"No, not at all! I'm making \$X. Last year I was making \$Y and I negotiated for more. How much are you making?"

negotiatethis.org

HOW TO TALK TO COWORKERS ABOUT PAY



"Hey, I'm making \$X. I'm worried I'm being underpaid. Do you think that's an appropriate amount for my position?"



"Uhh... you've got to ask for a raise! I started at \$Y when I was in your position. Here, I'll help you prepare."

negotiatethis.org

HOW TO TALK TO COWORKERS ABOUT PAY



"Hey, I'm making \$X. Do you think that's fair for my position and experience?"



"Whoa what!? That's way more than me. Tell me how you got there."

negotiatethis.org

HOW TO TALK TO COWORKERS ABOUT PAY



"Hey, I'm making \$X. Do you think that's an appropriate amount for my position?"



"That sounds about right. That's around what I was making when I started out in your position."

negotiatethis.org

HOW TO TALK TO COWORKERS ABOUT PAY



"Hey, I'm worried I'm being underpaid. Do you mind me asking how much you make?"



"No, I don't mind. When I started I was making \$X, then I bumped up to \$Y & now I'm making \$Z. Can I ask how much are you making?"

negotiatethis.org

HOW TO TALK TO COWORKERS ABOUT PAY



"Have you ever negotiated before? I'd like to ask for more, but I'm not quite sure the right approach."



"Yes, I've negotiated here and at my previous employer. I can give you some tips that will help. Here's what I did..."

negotiatethis.org

HOW TO TALK TO COWORKERS ABOUT PAY



"Hey, I'm making \$X. Do you think that's an appropriate amount for my position?"



"We are not supposed to talk about pay."

"I totally respect that you don't want to talk about that. I won't ask again. Just so you know, it's illegal for our employer to prohibit us from talking about salary according to the National Labor Relations Act. If you ever do decide you want to talk about it, I'm here. I think transparency can really help us all out."

[negotiatethis.org](https://www.negotiatethis.org)