



**HIRING**  
SOLUTIONS GROUP

*Leading Candidates  
to Leading Companies*

Find the Best Match. Leading Candidates to Leading Companies.

[hiringsolutionsgroup.com](http://hiringsolutionsgroup.com)

# Get Your First Raise – Before You Get the Job!

August 15, 2018

Categories: Career Solutions Group, For Candidates

Tags: candidate, dream job, skills, transition

Many companies think they are being smart by advertising a position requiring ten years' experience while only requesting five to seven.

With this in mind, the ten-year candidate might apply

but feel he has to ask a favor for them to consider him as he assumes he's overqualified. However, many studies have shown that, when the request is more reasonable and matches the needs of the position, applicants will be more likely to have what the company needs. These more sophisticated candidates will also stay longer and have a



greater impact on the company's bottom line. This effectively starts off the relationship with a more honest association with the new employer.

However, companies tend to ask for less when requiring more despite the evidence in favor of transparency, so what should a fully-qualified candidate do to get the best possible salary when all the jobs around only "require" half the experience the candidate has?

I call it "Planning to Hang Around." Getting a higher salary to match your more advanced skills is not immediate and not what you should focus on when applying. If you focus only on the salary offered and only see things the way the company offered, you will be the candidate who sees the ad for \$75K and takes it for \$76K, thinking you are way ahead of the curve. Or, even more extreme, it says \$75K and that's all that you ask for even though you're worth so much more.

However, when you put the emphasis on the potential relationship and can work to create an atmosphere in which the relationship can flourish, you will be far ahead of the game. Most HR and Recruiting agencies can have bonuses tied to creating the most equitable situations for the companies, but these are rarely in your favor. Get to the point of speaking to the person who is in charge of hiring you. If you focus on building and fostering a relationship with them and they get to the point that they like you enough to want to take you to lunch or dinner, you then have an open door to ask for them to recognize your value and, in turn, in your salary.

To give you a practical example, one of our Career Solutions Group (CSG) members was recently offered a job at \$85K. After we met with him and helped build his plan and rapport with the employer, he received an offer for \$110K from the company.

Is it worth it to upgrade your job search with us?

**Our CSG candidate would say so.**

Would you?

For more information, **contact CSG today!**

## **Hiring Solutions Group**



105 Van Houten Ave, Passaic, NJ 07055



973-773-4473

[contact@hiringsolutionsgroup.com](mailto:contact@hiringsolutionsgroup.com)