

# Your salary—consider it negotiable

**Surprising stat:** Eighty-two percent of the HR professionals polled by the Society for Human Resource Management said they *expect* prospective employees to counter their first salary offer. How to up your pay at any stage:

## You're fresh out of college

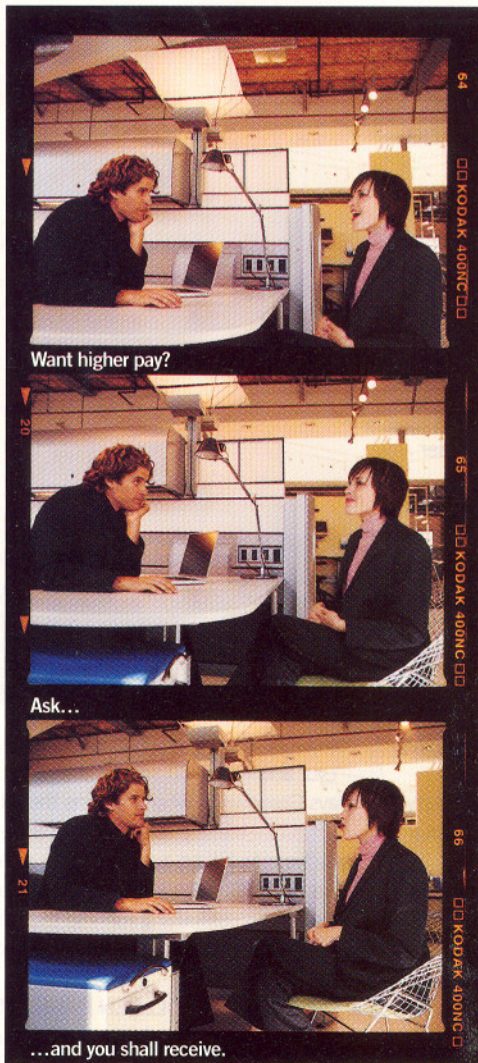
"Dig up salary reports—based on your geographic area and experience—put out by professional organizations or the Bureau of Labor Statistics," says Elizabeth Austin, coauthor of *The Good Girl's Guide to Negotiating* (Little, Brown). "If the offer is substandard, say, 'That's lower than I expected. I'd like you to consider 5 percent higher.'" Then play your strongest card, such as a past internship, to show you're worth more.

## You're ready for a raise

"Jot down each time you do something great," like boosting revenues or taking on added responsibility, says Austin. At your review, list your feats and name the salary you want, recommends Danielle Torcia, HR director at NewView Technologies Inc. in New York City. If the boss claims budget woes, ask for extra vacation or other benefits.

## You're changing jobs

First, tell the HR exec you're interested, says Mary Funke, general manager of career site JobSpectrum.org. "Simply say, 'I want to work for you, but I'd feel better about your offer if it were \$5,000 higher. What would it take to get it there?'" she suggests. If the hiring supervisor balks, say you'll take a sign-on bonus. Be self-assured and diplomatic, and never give an ultimatum. —BRETT GRAFF



Tara Thompson signs on.

## Hey, how was your day?

*Glamour* connected with Tara Thompson, 29, a sign-language interpreter from Washington, D.C.

### What was the best part of today?

"I interpreted for deaf walkers at a Maryland training clinic for the Avon Breast Cancer 3-Day Walk. It was inspiring to see people working hard at something so meaningful. And I got lots of feedback—nods of understanding to the speaker—so I knew I'd made communication happen successfully."

### The worst part?

"Today? None. But the hardest thing I run into in my job is dealing with companies that haven't employed interpreters before and aren't sure what my role is. Once when I arrived at a meeting early, the coordinator actually asked me if I would do some filing while I waited!"

### Was today stressful?

"Not really. There *is* a lot of pressure because you're in front of a crowd and everybody's watching you—whether they know sign language or not. But I'm pretty comfortable with myself. It's funny, though: If I help speakers address deaf people directly, I should be invisible. I want people to forget I'm there. Then I'm doing my job perfectly." —JAIMEE ZANZINGER

## Wallet watch

GLAMOUR'S CASH GURU HELPS YOU PROTECT YOURSELF FROM IDENTITY THEFT. Here's a chilling fact: The Federal Trade Commission says identity theft is the top consumer fraud complaint in America. Take action and call the credit reporting agencies' opt-out number at 888-567-8688 to remove yourself from their marketing lists. Those lists are used to create preapproved offers that, if tossed in the trash unshredded, can be used by identity thieves to order credit cards in your name. Don't give them the chance.

Contributing editor Beth Kobliner is the author of *Get a Financial Life* (Simon & Schuster).



**money quickie** Half of 200 high-level female executives surveyed feel only "fairly comfortable" investing.