

What Are You Worth?

If you're like the average wage earner, you'll have five to seven opportunities to negotiate your salary as you change jobs over the course of your career. What is your worth in the employment market? Your experience and education level, job type, industry and geographic location all play into your salary options. Your negotiation skills will help determine that final paycheck amount.

The key to negotiating your worth is research. The more informed you are about the salary range and skills that are reasonable for a specific job, the better positioned you will be to negotiate based on the specific talents and experience you bring to the table.

Libraries, professional organizations, and online resources all offer credible salary information, often for free. The U.S. Bureau of Labor Statistic's Occupational Outlook Handbook is a solid source of job descriptions and earnings information on hundreds of jobs across the U.S. The BLS' "Highlights of Women's Earnings in 2007" also contains general salary information. Other sites like salary.com, jobnob.com, glassdoor.com and quintcareers.com can provide more specific information. Salary.com's Salary Wizard benchmarks job salaries by job title and geographic location.

Don't worry if the information you find is not an exact match for the position or your qualifications. It's smart to use information from several sources to put together an estimate of your worth rather than relying on a single source.

Once you've landed that dream job, continue to increase your worth by:

- Tracking your successes and the tangible benefits to your organization
- Keeping up with trends in technology, business and culture
- Going beyond expectations, especially in new and creative ways

All of these steps will increase your earning power in your next negotiation situation, whether it be asking for a promotion or raise, or landing a new job.

Apply now and increase your earning power at manpowerjobs.com.

56%
of laid off workers
who found new
positions were
able to negotiate
a higher salary.