Twitter Thread by Filippo Valsorda



Filippo Valsorda
@FiloSottile

“We don’t negotiate salaries” is a negotiation tactic.

Always. No, your company is not an exception.

A tactic I don’t appreciate at all because of how unfairly it penalizes low-leverage, junior employees, and those loyal enough not to question it, but that’s negotiation for you after all. Weaponized information asymmetry.

Listen to Aditya ■
https://t.co/F51Mfrr8aM

> "we don't negotiate salaries" really means "we'd prefer to negotiate massive signing bonuses and equity grants, but we'll negotiate salary if you REALLY insist" https://t.co/80k7nWAMoK
>
> — Aditya Mukerjee, the Otterrific \U0001f3f3\ufe0f\u200d\U0001f308 (@chimeracoder) December 4, 2018

And by the way, you should never be worried that an offer would be withdrawn if you politely negotiate.

I have seen this happen *extremely* rarely, mostly to women, and anyway is a giant red flag. It suggests you probably didn’t want to work there.

You wish there was no negotiating so it would all be more fair? I feel you, but it’s not happening.

Instead, negotiate hard, use your privilege, and then go and share numbers with your underrepresented and underpaid colleagues. […]

[…] Support them with management. Forward them recruiting emails so they get competing offers. Donate to @ProjAlloy.

Take your higher salary and the leverage that comes with it, and use it to make things more fair.

@ProjAlloy Oh and speaking of fairness, I wish I had a raise for every time I heard…

“But I don’t need more money!”

As if you could go to the company and tell them “you should pay me more, you see, I need more money”.

@ProjAlloy Your compensation has nothing to do with how much you need. It’s about your value to the company and your negotiation leverage.

Don’t need the extra money? Great! Donate it, save it, escape debt, negotiate with more leverage, pick better jobs, retire early, whatever. It’s yours.

@ProjAlloy Finally, let’s kill the notion that you’ll have to work more if you get a raise. Not how it works. Actually, kinda the opposite.

Higher comp if anything brings more organizational trust and respect, leading to less micro-management and wasted time, because you are more valued.

But if you made it this far, it’s time for me to hand you off to @patio11, and for you to read “Salary Negotiation: Make More Money, Be More Valued” — a 7,000 words piece which made me EASILY $20 per word over the past five years. Have fun, get paid! ■

https://t.co/eHcviO0ESu