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Salary Negotiation Readiness Quiz

Negotiating your salary can be a daunting task, but being well-prepared can make all the difference to getting what you ask for or walking away empty handed!

Spend a few minutes answering these **15 questions to** assess how ready you are for your next salary negotiation. **Tick the response (A, B, C, or D)** that most closely aligns with your experience or mindset. You will tally up the responses at the end.

1. When was the last time you negotiated the price of something you bought from a shop or market?

A Never

B Years ago

C Within the last year

D Last month

2. When was the last time you negotiated your salary with a new employer?

A Never

B Years ago

C For my last job

D My current job

3. When was the last time you negotiated a salary increase or a benefit (i.e. study support, working from home, bonus) with your current employer?

- A Never
- B Years ago
- C For my last job
- D My current job

4. Do you normally prefer to keep the peace over having your personal needs met?

- A Always
- B Frequently
- C Occasionally
- D Never

5. Do you worry more about others than yourself?

- A Always
- B Frequently
- C Occasionally
- D Never

6. When it comes to making important decisions in your life do you require the consensus of those around you?

- A Always
- B Frequently
- C Occasionally
- D Never

7. Do you actively promote yourself and your achievements in the workplace?

A Never

B Occasionally

C Frequently

D Always

8. When asked a question do you share too much information with that other person (i.e. it is like you are in a confessional)?

A Always

B Frequently

C Occasionally

D Never

9. Are you mostly confident in yourself and your abilities to perform the work you currently do?

A Never

B Occasionally

C Frequently

D Always

10. Are you mostly confident in your overall employability and that you would always be able to get a good job?

A Never

B Occasionally

C Frequently

D Always

11. Would you prefer to earn what you are currently earning rather than raise the topic of a salary increase with your boss?

A Yes

B Most likely

C Potentially

D No

12. Do you think it is the responsibility of your boss and that of your employer to offer you a salary increase or bonus?

A Yes

B Most likely

C Potentially

D No

13. Do you want to develop your salary negotiation skills?

A No

B Potentially

C Most likely

D Yes

14. Are you someone who will do research before making a purchase or entering into a new contract or agreement?

A Never

B Occasionally

C Frequently

D Always

15. Are you of the mindset that everything is negotiable?

A Never

B Occasionally

C Frequently

D Always

Scoring:

1. Go through your answers, **counting the number of A, B, C, D responses**, giving the corresponding points for each.

A = 1 point B = 2 points C = 3 points D = 4 points

2. **Tally your total score** and find out what it says about your readiness below:

TOTAL POINTS =

Results Interpretation

- **15-30 Points:**

You are at the beginning of your negotiation journey. It's clear that negotiation-particularly around salary-is not something you're very familiar with. The good news is that this is a skill you can build! Focus on boosting your confidence and practicing negotiation in small, everyday situations. Consider working with a coach to accelerate your learning.

- **30-45 Points:**

You have a fair level of confidence and some negotiation skills. While you may not always promote yourself effectively or feel comfortable being assertive, you understand the importance of doing so. With additional preparation and practice, you'll quickly elevate your ability to negotiate successfully.

- **45-60 Points:**

You are a confident and capable negotiator! You know how to present yourself, articulate your value, and ensure your needs are met. Continue to fine-tune your skills and share your salary negotiation expertise with others-especially women-who may benefit from your experience.

Congratulations on Investing in You!