

WORTHMORE

NEGOTIATION SECRETS: 50 THINGS YOU CAN NEGOTIATE OTHER THAN SALARY



50+ Negotiable Items

MONEY:

- Performance Bonus
- Signing Bonus
- Retention Bonus
- Relocation Bonus
- Tuition Reimbursement
- Severance Package

PROGRESSION:

- Title
- Job Responsibilities
- Special Assignments
- Review Timing

FLEXIBILITY:

- Start Date
- Remote Work
- Hours
- Travel
- Maternity Leave
- Post-Leave onboarding (e.g., first 4 weeks back at 50%, etc.)
- Sabbatical
- Shipped milk (for breast-feeding mothers)

PROFESSIONAL DEVELOPMENT:

- Association Dues
- Executive Coach
- Executive Education
- School Tuition
- Conferences

- Certifications
- Lead a pro bono project
- Training (e.g., public speaking, written communications, executive presence, accounting, P+L management, etc.)

BENEFITS:

- Retirement Savings
- Stock Options
- Equity
- Vesting Schedule
- Vesting Cliff
- Vacation Days
- Sick Days
- Bereavement Days
- Charitable Contributions
- Childcare Reimbursement
- Paid Backup Childcare
- Paid Childcare outside of normal working hours
- Concierge service

ENABLERS:

- Administrative Support
- Additional Team
- Additional Budget (e.g., special projects, team building, research, etc.)
- Invitation to certain meetings
- Daily irritants (e.g., parking, office, chair, dedicated conference room, etc.)