

SALARY NEGOTIATION OS

Sourced from *Difficult Conversations*, Ch. 12

SALARY NEGOTIATION · 3 SCRIPTS

DC Playbook Ch. 12

01 · MARKET DATA — RANGE NOT AVERAGE

Bottom, median, top from 3+ sources.

Levels.fyi, Glassdoor, Payscale, BLS, recruiter convos.

02 · THREE ACCOMPLISHMENTS — METRICS

Number + timeframe + project name. Three only.

Specifics > general claims.

03 · VALUE PROPOSITION — OPEN

Three accomplishments + range + ask. Stop talking.

Don't fill the silence. Don't soften.

04 · PIVOT — WHEN BASE IS DENIED

Signing bonus, PTO, dev stipend, flex hours, review timeline.

Rank by personal value beforehand.

05 · FUTURE COMMITMENT — REGARDLESS

"Specific metrics → automatic review in 6 months."

Get it in writing. Email follow-up.

THE HUMAN FREQUENCY · FIND COMMON GROUND

PRINT INSTRUCTIONS

Fold this card in half along the horizontal center for a wallet-sized version, or print on cardstock and laminate for the fridge or office wall.

READ THE FULL PAGE

thehumanfrequency.net/human-os/salary-negotiation

For the mechanism, the protocol, and citations.