

## POSITION YOURSELF TO GET OFFERS

If you have not read about our ECLAMS approach, be sure to do so before you do anything else. It is one of the best tools on the market to help you think about what offers and the right choice in careers should mean to you.

### **Environment-Challenge-Location-Advancement-Money-Stability**

It is important that before you try and identify what a good offer truly is, that you give some thought to what makes up a good job opportunity as it relates to your life and your tastes.

Make money a part BUT NOT ALL of the equation. If money is the most important factor in a job, then learn to play professional sports. Just kidding, we know money is important, but you have to ensure your future employer that there is more driving you than the bucks.

### **Desired Income vs. Actual Income**

Believe it or not, there is a difference between what you want or need to earn and what you actually earn. So if you list your desired income on a resume, an application, or online form, then list an amount that is reasonable for your industry. If you are not sure what you should be earning, then contact a recruiting or HR consultant close to you.

### **Salary Surveys**

These can be a good starting block, but in most cases can get you in more trouble than they can help, because they use generalities that can be too broad for your specific region of the country, cost-of-living, or specific duties you perform vs. others in your industry. Also, because every company uses different grading systems for jobs and income ranges, then your title and work demand may differ drastically from a peer at another company. They can price you out of the market or too far below, so be careful.

### **Honesty is the Best Policy**

At some point in the hiring process you will be asked to tell someone what you earn, so be ready and most importantly be honest. Do not stammer. Do not try to combine bonuses, benefits, value of your computer, toll tag, or office with a window to come up with your base earnings. There will be a time for you to piece together all the other perks to build the right package, but for efficiency's sake just spit out the right answer quickly and correctly when asked. If you are not quick and direct, then your future employer may mistake it for dishonesty.