***Resources For Negotiating Your Salary***

**Values List**

*Complete a values exercise to help you think about what is most important to you in terms of an organization and job.*

* <https://www.livecareer.com/career/advice/jobs/workplace-values>

**Salary History Ban**

*Find out if the “salary history” question has been banned from the state or city in which you are employed or seeking work.*

* <https://www.hrdive.com/news/salary-history-ban-states-list/516662/>

**Salary Websites and Calculators**

*Use these websites to conduct research on the current market rate for your position, skills, and experience.*

* [www.payscale.com](http://www.payscale.com/)
* [www.salary.com](http://www.salary.com/)
* [www.vault.com](http://www.vault.com/)
* [www.glassdoor.com](http://www.glassdoor.com)
  + Also see Glassdoor’s Know Your Worth Salary Calculator: [www.glassdoor.com/Salaries/know-your-worth.htm](https://www.glassdoor.com/Salaries/know-your-worth.htm)
* [www.salaryexpert.com](http://www.salaryexpert.com)
* [www.linkedin.com/salary/](https://www.linkedin.com/salary/)
* [www.indeed.com](http://www.indeed.com)
* [www.careeronestop.com](http://www.careeronestop.com)
* [www.bls.gov](http://www.bls.gov)
* [www.guidestar.org](http://www.guidestar.org) (non-profit salaries)

**Professional Associations**

*Professional associations in your field may provide resources and additional information on salaries and organizations.*

* Professional Association Directory Searches: <https://www.livecareer.com/quintessential/professional-organizations>

**Company Information**

*Determine the health of an organization, which can be helpful knowledge when considering your negotiation strategy.*

* **Publicly traded companies**
  + Securities and Exchange Commission: [www.sec.gov](http://www.sec.gov)
* **Privately owned companies**
  + Check regional business journals, business pages of local business press and media
  + Hoovers: [www.hoovers.com](http://www.hoovers.com) (check public libraries, universities for free access)
* **Non-profit organizations**
  + Check annual reports on organization’s website
  + National Database of Non-profit Organizations: [www.guidestar.com](http://www.guidestar.com)
* **Government**
  + City and state government: check city or state website (budgets, expenses, salaries, new programs)
  + Federal government: check department website (budget, financial details such as expenses, salaries, future initiatives, planned changes, etc.)