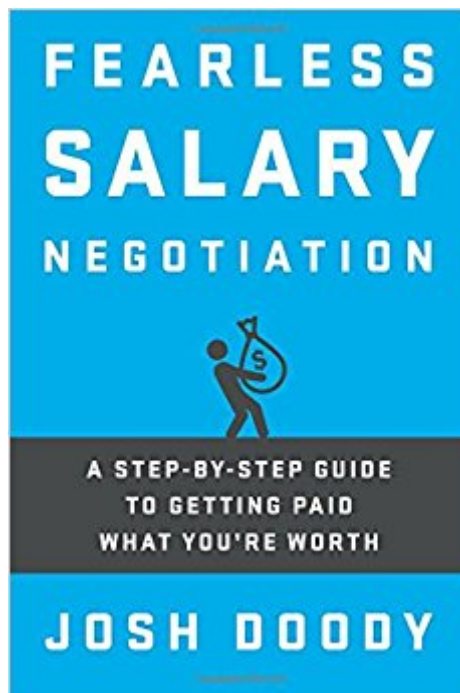




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Fearless Salary Negotiation: A Step-by-step Guide To Getting Paid What You're Worth



Synopsis

Fearless Salary Negotiation is a collection of Josh Doody's most valuable salary negotiation strategies and tactics from his experience coaching clients to get more high-quality job offers and negotiate higher salaries. The Fearless Salary Negotiation website has even more about his salary negotiation and career coaching, video courses, and other products. As a professional salary negotiation coach, Josh has used these strategies and tactics to help Software Developers and other professionals negotiate significantly higher compensation packages and finally get paid what they're worth. "Salary negotiation doesn't have to be scary - it's a skill you can learn, practice, and improve. Read Fearless Salary Negotiation, take notes, then follow Josh Doody's step-by-step negotiation process. Your future self will thank you." - Josh Kaufman, bestselling author of *The Personal MBA* and *The First 20 Hours*

Fearless Salary Negotiation is a step-by-step guide to getting paid what you're worth. But it's also something deeper--it's an exposé on how companies determine salaries and job titles, and how they think about raises and promotions. It is a roadmap showing you how to successfully bridge the chasm between what you know about salaries, job titles, and pay structures, and how they actually work so you can maximize your salary.

What's inside?

- Fearless Salary Negotiation shows you...How to get your next raise--A clear process to estimate your market value and make a compelling case that your salary should be adjusted to reflect that value.
- How to ace your next interview--Salary negotiation begins with the application and interview process. Acing your interview puts you in a position to command a higher salary.
- How to negotiate your new salary--You should negotiate your salary, not just accept the first offer you get. You'll get a clear plan for your salary negotiation to maximize your pay.
- How companies manage their salary structures--When you know how companies structure their salaries, salary negotiations, promotions, and raises make a lot more sense.
- How to estimate your market value--Understanding the market value for your skill set and experience is critical to the negotiation process.
- How to leave your job on the best possible terms--It's important that you don't burn any bridges when leaving your job. Your future salary negotiations could depend on your reputation.
- How to get your next promotion--An easy-to-follow process to demonstrate that you're already doing the job you want, then present a rock solid case and ask to make it official.

For each topic, you'll get specific tactics and precise steps you can take to get paid what you're worth. You'll also have access to tools and other resources like worksheets and email templates to help you implement what you learn.

What people are saying about Fearless Salary Negotiation

"Thanks to Josh's book, I was able to increase my salary by 10% with a single email. This is the most valuable email

"I've ever sent, and I wouldn't have sent it if it wasn't for this book." - Justin Abrahms, Senior Software Engineer
"Josh's advice helped me land a better job and a bigger salary with more benefits than I even thought possible." - Eric Macam, Project Scientist
"Josh has built a very successful career, first in engineering and now in project management. I'm glad he's finally writing about it so others can learn from his success!" - Ryan Delk, Entrepreneur
"I would have left a lot of money on the table without this book." - Dan Brothers, Territory Manager

Book Information

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Customer Reviews

"Salary negotiation doesn't have to be scary - it's a skill you can learn, practice, and improve. Read Fearless Salary Negotiation, take notes, then follow Josh Doody's step-by-step negotiation process. Your future self will thank you." - Josh Kaufman, bestselling author of The Personal MBA and The First 20 Hours
"Josh has written the definitive playbook for anyone hoping to maximize their pay. Fearless Salary Negotiation is well organized, actionable, and easy for anyone to follow and use." - Annie Duke, Author and Decision Making Expert
"Fearless Salary Negotiation provides a thoughtful salary negotiation and market research framework. I used it to negotiate \$10,000 more in base salary at a new firm." - John Miller, Financial Advisor
"I applied Josh's salary negotiation method and got a much better job where I'm paid what I'm worth. In less than a week, I interviewed for and negotiated a new job with a base salary increase of \$15,000!" - Shannon Long, Physical Therapist
"Fearless Salary Negotiation was my go-to guide while interviewing with multiple companies. It gave me the confidence I needed to nail my interviews and land a high paying job on

the best possible terms. Without it, I would not have known what to expect from various interviews and recruiters. I can't wait to use it for a promotion or a raise!" - Holly Stewart, Product Designer

Josh Doody is a salary negotiation coach who helps Software Developers get more high-quality job offers and negotiate higher salaries using the strategies and tactics he writes about on the Fearless Salary Negotiation website. His clients have successfully negotiated larger compensation packages at Google, Microsoft, , IBM, Bloomberg, Tesla and many other companies. Fearless Salary Negotiation is Josh's best salary negotiation strategies and tactics written so professionals at all experience levels can use them to earn more money and get paid what their worth. Josh is a Computer & Electrical Engineer who later earned his MBA at the University of Florida. He began his professional career as an electrical engineer, and then transitioned to project management and consulting in the talent management software industry. He has worked in many areas of the talent management industry including project management, consulting, implementation, technical support, and product development. He has consulted with firms large and small on their compensation management and planning strategies and helped implement software to help them manage their workforces more effectively. Josh has also been a hiring manager, helping to build a 25-person technical support team based at the headquarters of an international software company, and has managed a team of technical consultants.

I saw this book referenced in an article that I read (I think that it was a Glassdoor article), and I was looking for a new, easy-read career book, so I immediately looked it up and bought it. The book is a really good guide to salary negotiation, so it lives up to the title, but it provides a lot more value by also covering the interview process, coming up with a counteroffer to a job offer, getting a promotion, getting a raise and leaving a job on great terms. The book explains the logic behind why employers make certain decisions about compensation and hiring and why you'll increase your chances of being successful if you follow the author's advice. It's a notably engaging book, and there are a lot of scripts and templates included, so when you're in one of the situations that the book covers, you can easily create a winning plan and response. The author's approach to the topics just makes sense, and I've got no doubt that I'll use this as a reference for years. Considering that I bought it for salary negotiation, the book over-delivers. 5-stars!

Great read. Most people stumble through their once-a-year review (or the salary discussion of a new job) and leave HUGE amounts of money on the table. Lets assume you get a 3% raise every

year for five years, starting with a base of \$50k. By year five, you'd be at about \$58k. If you double your raise from 3% to 6% (trivially easy) year five income would be at \$65k. Jump to 8% raises and you're now looking at 70k (That's \$1000/month more than the 3% raise option, btw). Josh Doody's guide will have you thinking how to do the best job you possibly can do, then leverage that for promotions and raises, not 3% once a year, but 8% twice a year, or take a promotion that has you jumping 20% in pay, etc. I devoured this book in about 24 hours, am implementing the material (I have a target date for early March for my next discussion, after getting a significant raise a few weeks ago) and bought a copy for my brother-in-law. He does AMAZING work for his company, but is way underpaid. I'm hoping he'll adopt the mindset of Fearless Salary Negotiation, and either get paid a lot more, or jump ship to a new job. The short version is this: if you've spent any time or money trying to SAVE money or earn more money, just read this book next. Stop wasting time saving 5% on your gas by purchasing it from that random gas station across time on Wednesday mornings, and focus on growing your take-home pay 10-30% in the next year.

I never understood how to get promoted. There's a whole chapter in the book on getting promoted, and it walks you through the entire process from beginning to end - figuring out what job to pursue, then making a plan to get that job and how demonstrate that you're ready for it. It even has an example of an email you can send to your manager to put your request in writing after you talk to them about it. I've never seen promotions explained like this before, and it takes all of the fear and emotion out of it. Now it doesn't seem like that big of a deal. I can't wait to try it!

With the methods Josh lays out in this book, I was able to increase my current salary by over 12%. My boss and his boss thanked me for asking and being proactive. This would not have happened if I didn't properly prepare and ask. Had I not read Fearless Salary Negotiation, I know I would have received the "standard" 2.5% yearly raise. (Does that even cover inflation? Would I actually have "received" a pay cut?) With this big raise, I'm able to do a lot more little things like eat out more often, and I'm now saving more for travel and planning to purchase some property. Josh's methods have shown me that my current company values me. I can't wait to use the Fearless Salary Negotiation methods to see what kind of salary my next position will bring!

This is the best salary negotiation I have read on this topic because it focuses on understanding and aligning with the process your (prospective) employer uses for their salary negotiations, promotions, etc. This allows you to go for what you want while saying and doing the things that will increase your

chances of success versus running the risk of appearing too aggressive or offensive. Highly recommend this book as it really helped me in my recent negotiations. I will be applying the strategies as I progress my career further as well.

Amazing book, he really does know what he's talking about, after some research in my company, I realized they work as described in this book, their salary ranges and raise cycles. He also described all the mistakes I made when I got my offer, but more importantly, he explains with examples, how to avoid them and what to do instead to get more out of your salary or promotion negotiations. I'm actually in the process of preparing my case using the methods and resources provided by the author.

Josh does a good job of breaking down the job offer process. He explains that it is business not personal. Especially the viewpoint from the employer, they have a lot of people to consider and a salary negotiation is expected. The promotion and raise sections are redundant. Read one and skim the other. His website is excellent too.

Not as helpful as I had hoped, it was more basic and mid level manager advice. Not right for most senior levels.

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