

Salary Questions - Deflecting Responses (Close the Deal)

Caveat: This list contains possible responses to being asked either what your last salary was or what salary you are looking for before you have learned enough about a particular job to research and know it is fair market value. Typically, one does not reach that point until well into the interview process.

In deflecting enquiries about either your last salary or your current expectations, do not persist if you are no longer comfortable deflecting the conversation. If pressed, ask the interviewer what the established range is for the position, and then relay whether or not it fits within your range. You can also give a range in terms of the total remuneration package. If a recruiter asks, answer with a total remuneration package range. In both cases, express your willingness to be flexible.

“My salary history and expectations are in line with my professional achievements, experience level and the requirements of the position under consideration.”

“Rather than making salary an issue in the process, I would prefer to discuss remuneration in the context of the opportunity presented and my potential contributions.”

“I would prefer to defer discussion of remuneration issues and focus first on the match between your needs and my capabilities.”

“Although I considered my salary at XYZ appropriate for my years of service in the industry, I am aware that remuneration in other industries may vary widely.”

“Until we have had more time to discuss the position and its responsibilities, I would prefer to defer talking about salary. Once we agree that we have mutual interest....”

“Since I am not aware of how this industry’s positions are evaluated, would you be willing to share the salary range for this position with me?”

“I am hoping to find a challenging position where I can use my experience. A base salary will only be one of the criteria I will use in evaluating opportunities, so I prefer to wait until we’re further into our discussions to talk about salary.”

“I am primarily interested in the responsibilities of the job, and feel that after those are explained we can discuss salary.”