

5 Allowances to Negotiate for

You've gotten the job offer and you're feeling good about the compensation and benefits package.

Anything else you should be negotiating for?

We recommend thinking about allowances. 

1. **Professional Development & Coaching:** Ask for coverage of training, coaching, and certifications to enhance your skills.
2. **Fitness:** Negotiate for gym memberships, exercise classes, or workout gear.
3. **Technology:** Request coverage for your cell phone, laptop and essential tech needs.
4. **Work from Home:** Ensure you have allowances for home office setup, like monitors and ergonomic chairs.
5. **Car & Parking:** If traveling frequently, ask for mileage coverage or a company car, compensation for travel time, and parking.

Articulating Your Strengths

How do you powerfully articulate your strengths in compensation negotiations, performance reviews and promotion conversations to help you get paid what you deserve? **We recommend a 3 step approach:**

1. **Identify your unique strength.** What is it about you that no one else can do? Identify those key strengths that differentiate you.
2. **Include a situational example where you showcased that strength.** This demonstrates how the strength is actually used in your day-to-day at work.
3. **Include metrics that indicate the significance of each strength.** Tie that strength to metrics that are of importance to your leader or team. For example, time savings, profitability, number of projects, new clients. Numbers stay in peoples' minds and demonstrate the "what's in it for me" to the company.

Please reach out to us if you're interested in learning more

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Common Negotiation Mistakes



Waiting too long. This often leads to frustration and weakens your position. Instead, raise the conversation early so your leader has time to plan within budget and compensation structures, setting you up for a more productive path to a "yes."



Agreeing to an offer in the moment. Always give yourself time to evaluate an offer by saying, "Thanks for this, I'll take it away and get back to you," rather than responding in the moment. Negotiations can be emotional, and taking a pause helps you carefully assess all elements of compensation and avoid agreeing to something you might later regret.



Over-focusing on external factors. Negotiation is most effective when you focus on your unique value rather than external factors (like inflation). Highlighting your skills and contributions makes a stronger case for why you deserve more, with external factors serving only as supporting evidence.



Employers Our Clients Have Negotiated With



The Thoughtful Co. supports women in negotiating their compensation and advises employers on gender equity. Our clients on average achieve +25% increases in their compensation.

**BOOK A FREE
INTRO CALL**



Please reach out to us if you're interested in learning more

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