

The Salary Negotiation Script Pack

Money talk feels like a trapdoor. It isn't — it's a normal, expected conversation. Here are the lines, ready to adapt, so you don't freeze or undersell yourself.

First, get your range

- ☐ Look up the role on the Government of Canada Job Bank for a real wage range in your area.
- ☐ Set three numbers: your **floor** (walk-away), your **target**, and an **ask** slightly above target.

MY RANGE

FLOOR

TARGET

ASK

The scripts — adapt and use

“WHAT ARE YOUR SALARY EXPECTATIONS?” (GIVE A RANGE)

“Based on the role and my experience, I'm looking in the range of **\$X to \$Y**. I'm flexible depending on the full package — happy to hear what you had budgeted.”

THE COUNTEROFFER

“Thank you — I'm genuinely excited about this. Based on **[my experience / the market range / the scope]**, I was hoping for closer to **\$Z**. Is there room to get there?”

WHEN THE OFFER IS TOO LOW

“I appreciate the offer. It's a bit below what I was expecting for this role. Could we look at the base — or, if that's fixed, at **[signing bonus / extra PTO / an early review]**?”

Two rules

- ☐ Name a number, then **stop talking**. Silence is not your job to fill.
- ☐ Stay warm and specific. You're negotiating the deal, not fighting the person.