

## Ask the Career Engineer

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**Q:** Help! I received a verbal internal job offer and in my excitement (and desire to get out of my current position) I accepted the offer. I now have learned some additional responsibilities involved with this position, and wonder if I can now renegotiate the salary. Is there anyway I can fix this? **Kim, Chesapeake.**

**A:** The good book says, “be anxious for nothing.” As an eternal optimist, I believe in possibilities and probabilities. Hindsight is always 20/20, so let’s look at the facts of your case.

- 1. You accepted the position verbally as offered.** I strongly suggest that all career seekers take time and weigh the entire offer picture (career path, compensation, duties, flexibility etc.) In fact, many employers look unfavorably at career seekers who jump at the first offer; it sends a “red flag.”
- 2. You accepted an offer not in written form.** Most companies will provide a written description with job title, classification, duties and compensation scale (internal and external position). I strongly suggest that you accept offers based on your perusal of written materials. Verbal conversations have a higher rate of “I don’t recall saying that...” quotient. Therefore it’s best to get everything in written form.
- 3. Renegotiate the salary.** Negotiating now may have a negative effect on your work ethic, integrity and credibility. You have given your word and now you want to take it back. This is not an optimal way to start a new position.
- 4. How can I fix this?** You have (2) choices. 1. Accept the offer you agreed upon and give the position a year of “wait and see” in terms of performance, rewards and “goodness of fit.” 2. As soon as possible, contact the person who made the offer and secure a time to talk. Next, share your concerns; try this: *“I am very excited about this position and the possibilities. When we talked last, I did not ask the specifics regarding the expectations and compensation scale. Assumption can lead to poor expectations so, I would like to talk with you about that now.”*

The latter choice may cause an eyebrow to be raised. However, the manager may respect your desire to find clarity and practice clear decision-making. If poised correctly, your handling of this delicate situation could be a “selling” point in your renegotiations.

If you have a question for “The Career Engineer” send an email to [francina@thecareerengineers.com](mailto:francina@thecareerengineers.com). Author of the book, *A Mind to Work: The Life and Career Planning Guide for People Who Want-Need to Work!* For more information on Harrison & Associates, call 757-420-1109 or visit our website at [www.thecareerengineers.com](http://www.thecareerengineers.com).