

*Salary
negotiation
for
programmers*

Salary Negotiation for Programmers

Salary negotiation for programmers isn't much different than any other job.

I ran into [this question on Quora](#), so I started answering it there, this is an extension of that post specifically for programmers.

If an interviewer asks me what I am expecting as my salary, what should I answer?

Quora

Ask for what you feel you need and fits a reasonable market rate for your prospective position.

Ask yourself these questions.

A little introspection goes a long way. Research is essential to understand what you are worth.

These websites will help you understand what your services are worth.

Dice

[Dice.com](https://www.dice.com) has been around since 1990 and is the granddaddy of job search websites. It also has a nifty salary calculator.

The screenshot shows the Dice.com salary calculator interface. At the top, there are input fields for Job Title (Java Developer), Location (Los Angeles, CA), and Years of Experience (0), each with a green checkmark. A blue button labeled "Estimate Salary" is to the right. Below this, the page is divided into two main sections. On the left, under the heading "Your skills impact your salary", there is a "Find Skills" section with a text input field for "Skill Name" and an "Add" button. Below that is a "Related Skills" table with columns for skill names and their value impact. On the right, a blue header reads "Java Developer Salary Prediction" for "Los Angeles, CA" with "0 Years of Experience". Below this, a section titled "Skills included in this prediction" shows a list of skills: Java, JavaScript, J2EE, HTML, and Spring. A green box displays the "Your Salary Prediction" as "\$63,000 - \$91,000". At the bottom, a horizontal bar chart compares the "Your Prediction" (a green bar from \$63k to \$91k) against the "Java Developer Range" (a grey bar from \$66k to \$122k). The chart includes markers for 25%, 50%, and 75% percentiles.

Related Skills	Value
Apache Kafka	+ 5%
JMS	+ 5%
Multithreading	+ 5%
AngularJS	+ 3%
JDBC	+ 1%
J2ME	+ 1%
Apache Cassandra	+ 1%
MyBatis	+ 1%
Apache Camel	+ 1%
RESTful	+ 1%

Percentile	Salary
25%	\$66k
50%	\$100k
75%	\$122k

Glassdoor

Glassdoor provides insight into the salary your peers are getting paid.

Use this information to set your price.

Financial Analyst Salaries Detroit, MI Search

Financial Analyst Salaries in Detroit, MI Area

709 Salaries Updated Nov 8, 2018

Industries Company Sizes Years of Experience

Average Base Pay **\$69,665** /yr
4% below national average

Additional Cash Compensation: Average \$5,850, Range \$1,727 - \$20,254

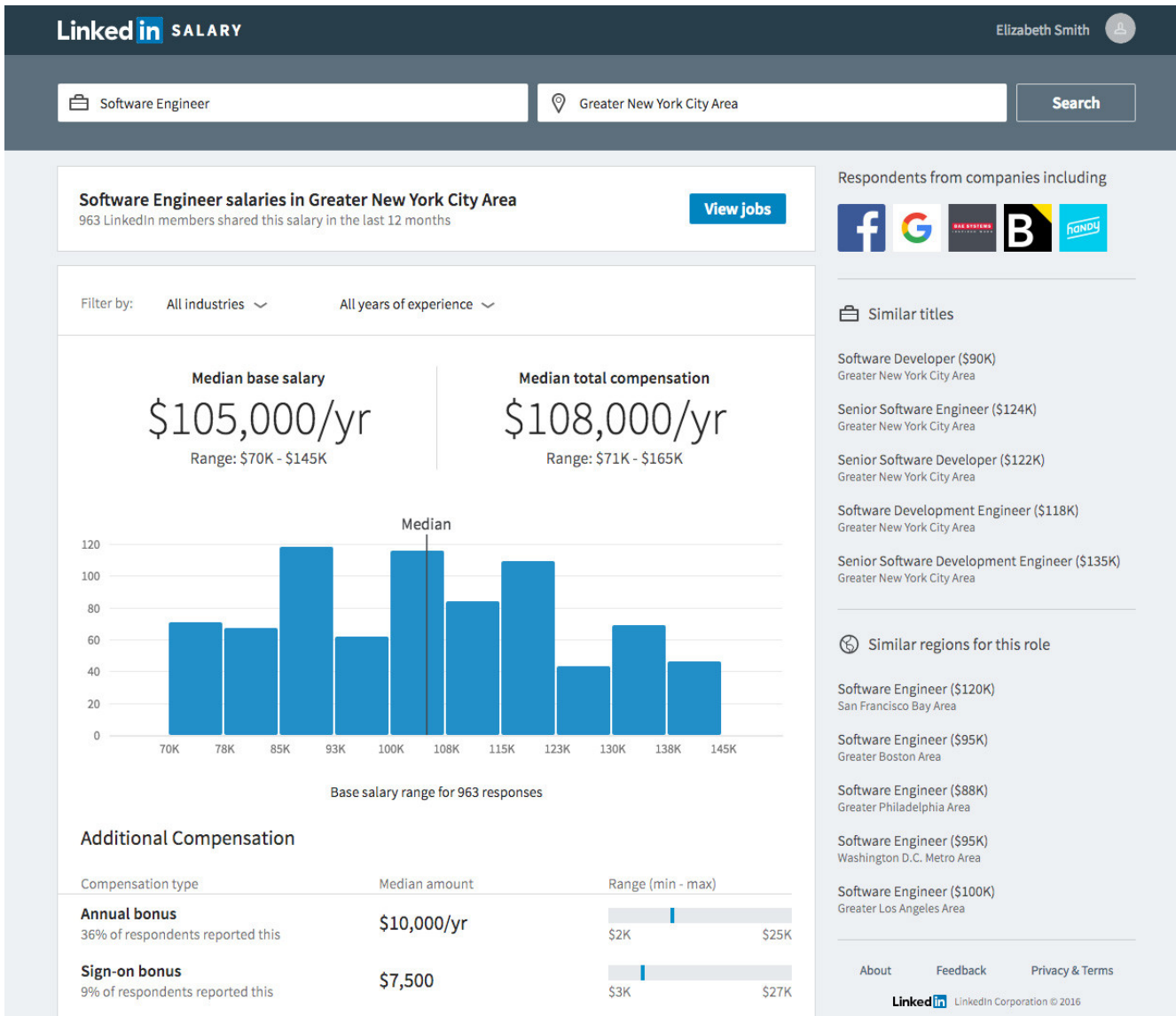
Salaries for Related Job Titles:

Credit Analyst	\$59K
Entry Level Financial Analyst	\$64K
Finance Analyst	\$71K
Investment Analyst	\$78K
Mutual Fund Analyst	\$74K

How much does a Financial Analyst make in Detroit, MI? The average salary for a Financial Analyst is \$69,665 in Detroit, MI. Salaries estimates are based on 709... More

LinkedIn

LinkedIn is the defacto site for professionals. If you're not on LinkedIn, I recommend joining immediately. It will help boost your salary by giving you new opportunities and connections. It has a salary calculator along with the other websites.



Set Your Price

Once you have your price, set your price a little higher, but use your best judgment. Ideally, you'll employ your soft skills and have a gut feeling for what your prospective employer will be willing to pay. If you're changing roles and are looking to move up, accepting a lower price isn't the worst idea.

Hold Your Cards

If you can avoid telling a prospective employer what your desired salary is, then do it. Knowing the salary a company is willing to pay gives you leverage, and it helps you save time if the salary is too low for you. Your current salary is your business; keep it that way.

Be Honest

Be honest with yourself and set your price with confidence. If you feel like you're not worth the salary you've defined, ask yourself why. Dig deep and seek to understand where you feel deficient. It's not easy to keep the imposter monster at bay. If we're honest with ourselves, we're all faking it until we make it.

For Programmers

Programmers are fortunate that their profession is in high demand. Know your skills, boost your skills, keep learning as much as you can. Be a sponge, commit to continuous improvement, and learn what you want.

I spent a large part of my career taking any job that came along. I've learned that knowing what I want makes me a stronger candidate.

Don't forget your soft skills or technical skills! Find the right balance of being a great human being and a great software development professional.

Further Reading

- [Soft Skills: The software developer's life manual](#)
- [The 7 Habits of Highly Effective People](#)
- [The Pragmatic Programmer: 20th Anniversary Edition, 2nd Edition: Your Journey to Mastery](#)