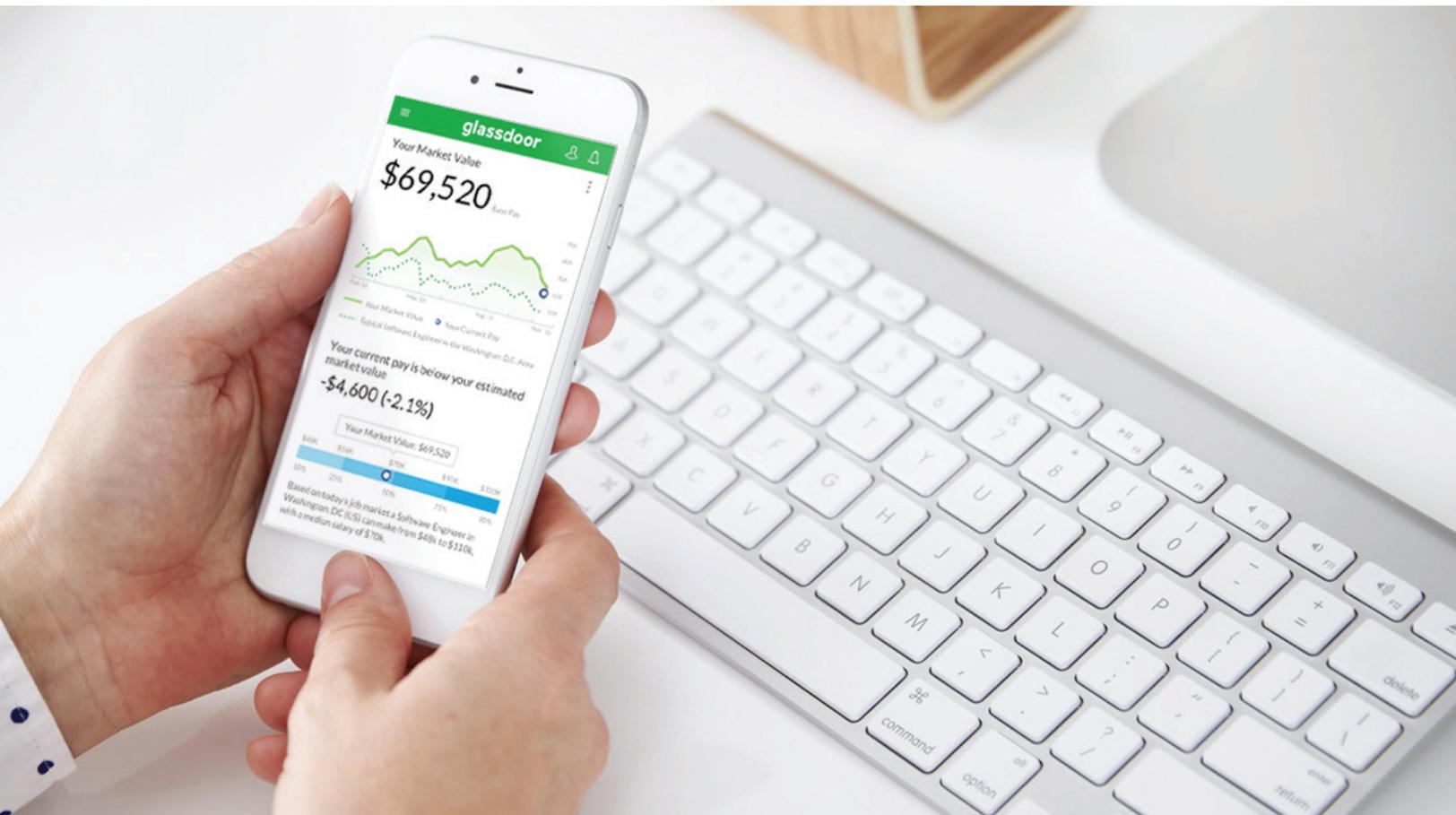


THE EMPLOYEE'S GUIDE

# KNOW YOUR WORTH



If you have discovered your estimated market value by using [Know Your Worth by Glassdoor](#), it has probably raised some questions about your job, career and potential for salary negotiations. We're here to help. We have outlined a few questions and tips to consider to help you navigate the next steps of your professional journey now that you *know your worth*.

# How is my market value determined?

Your market value takes into account a few personal characteristics (current job title, employer, current base salary, location and years of relevant experience) as well as relevant open jobs and your next likely career transition. To ensure you have a market value that is most reflective of you and where you are in your career, follow these quick tips:

- ✓ **Determine if the location you are in today is where you want to work tomorrow.** If you are open to work in a different location, it can have an impact on your pay. Note, you can also use the Salary Explorer feature, located below your Know Your Worth market value estimate, to explore how different factors specific to job, company, location and industry can influence pay.
- ✓ **Make sure years of experience is truly relevant.** For example, the tool asks for **relevant** years of experience, this doesn't mean **total** years of experience. It should reflect experience related to the work you do today.
- ✓ **Be patient.** For some, years of experience can influence compensation. The more experience you have in your occupation, the more likely you are to earn a higher salary.

## RESOURCE

Learn more about how market values are determined:  
[Know Your Worth FAQs & Methodology](#)

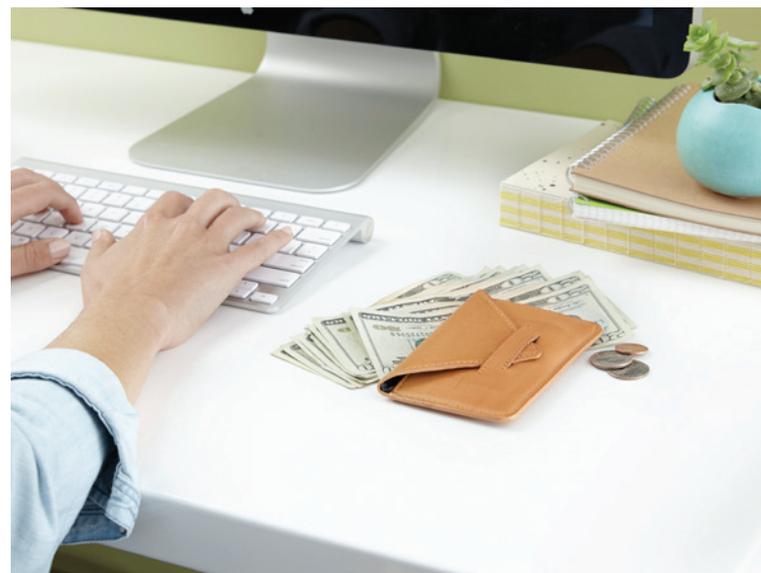
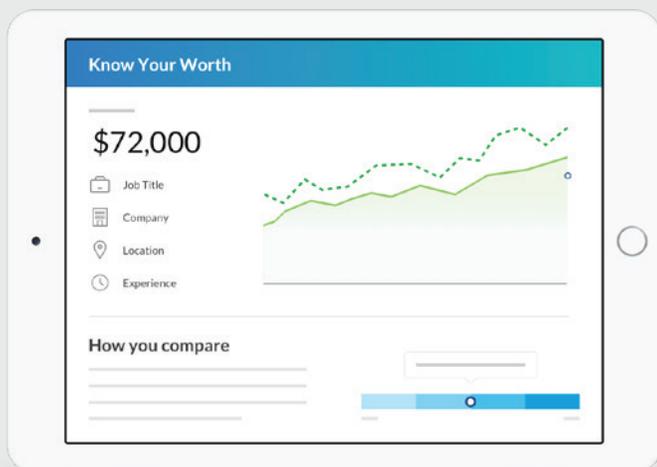
# How accurate are Know Your Worth market values?

Our accuracy greatly depends on the salary data in our system and current relevant job openings in each market. As of October 2017, our median margin of error is approximately 12%, which means half of the estimates used in the Know Your Worth algorithm are within 12% of the true reported new salary, while half differ by more than 12%. (Learn more in our [FAQs & Methodology](#).)

# My estimated market value is higher than my current base pay. Should I negotiate?

If you discover your market value is above your current base pay, you may want to have a conversation with your boss. But there are a few important steps and considerations you should take into account before having that conversation. Quick tips include:

- ✓ **No matter where you work**, it is important to understand your market value and how it relates to your employer. For instance, do you work at a younger company in which the base pay may be less than the average market pay in your area? When evaluating if now is time for a pay increase, consider what may impact your success.
- ✓ **Consider your overall compensation package.** Know Your Worth provides an estimated market value for base salary. However, there are many forms of variable compensation from cash bonuses and tips to commissions and equity that could influence your base. In addition, some companies offer comprehensive benefits, including medical and dental benefits, paid time off, commuter subsidies and more. Expect that your boss will talk to you about your overall package versus just base pay.
- ✓ **Practice and prepare for your conversation with your boss.** In addition to your market value, look at Glassdoor salary reports for your role at your company and other companies. Organize your research to help guide your discussion to explain the reasons you feel a pay increase is warranted. Be open to feedback, and be prepared to listen to an explanation. Your request might not be fulfilled, but hopefully you can leave the conversation with a better understanding of where you fit and what it will take to advance to the next level and earn more money.



# Should I consider a new job if I don't get a raise that meets my market value?

Deciding if you are ready to search for a new job is something only you can decide. If you do choose to see what's out there, the key is to always look before you leap. Quick tips include:

- ✓ **Evaluate open jobs.** When you receive your market value by using Know Your Worth, scroll down the page to see open jobs and the estimated salaries you could earn.
- ✓ **Research companies hiring.** Evaluate companies you're interested in before you interview to determine if they might be a fit for you. Keep in mind that salary is not everything when it comes to long-term satisfaction on the job. You should consider company culture and values, career growth opportunities, work-life balance and any other factors that could impact your quality of life.
- ✓ **Consider if now is the right time.** Know Your Worth also provides insight into how compensation for your role has varied over time. If compensation is peaking at this time, it may not be the right time to make a move. The bottom line is to always do your research on what forces are at play that might influence your market value in the short and long term.



## REMINDER

**Remember that market values presented by Know Your Worth are reflective of base pay only.** When evaluating your current job with other jobs open, take the time to consider the entire compensation and rewards package before making a move.

# If I get paid at or above my market value, should I stay in my current job?

If you are generally satisfied at work day in and day out, then you may want to stay in your current job and with your company for the time being. However, there are some things you should consider if you are not satisfied at work. Quick tips include:

- ✓ **Consider the full picture.** Evaluate your full compensation and rewards program, as base pay is only part of the equation. You should also think about your overall employment experience, including your company's culture and values, career opportunities, work-life balance and more. If you don't have a constant itch to leave, then it may be a sign to stay where you are, at least for now.

**Remember, salary is an important part of anyone's job, but it's not everything.**

- ✓ **Determine what is important to you at work,** and let that help guide your decision on whether to stay or search for new opportunities. Also, if you are fulfilled in your job and company, but aren't so satisfied with your pay, then one solution may be a candid salary conversation with your boss.

# Should I consider a career change?

If you're not satisfied with your current pay, industry and/or company overall, it may be a sign that it's time for you to consider a career change. Quick tips include:

- ✓ **Take it personally.** It's always key to stay focused on what really drives you as an individual — and what your strengths are. In addition to the type of work you like to do, also consider how you like to work (i.e. at home, in a bustling office, during off-hours, etc). Plus, evaluate which aspects of your life will also impact the types of jobs you are interested in doing.
- ✓ **Research if the grass is really greener elsewhere.** Once you know what you might want to do in terms of a new career, evaluate potential employers you might like to work for. By researching jobs, salaries and companies on Glassdoor, along with talking with current and former colleagues, friends and family, you will learn as much as possible to help you make the most informed decision.

# Important reminders when using Know Your Worth by Glassdoor:

- 1** ***Always remember your market value is truly determined based on what an employer is willing to offer.*** Know Your Worth by Glassdoor offers a personal and useful estimate that can help you gauge if your base salary is where it should be.
- 2** ***Ensure your Know Your Worth estimate is as reflective of you as possible.*** For example, the more specific the job title, the better. When it comes to years of experience, ensure the number of years you list is relevant to the job you currently have – this may not be your total years of work experience.

Learn more about Know Your Worth:

[View FAQs & Methodology](#)

Encourage your friends to use #KnowYourWorth.

**Let's all get paid fairly!**



**Want more?** [Research salaries](#) on Glassdoor, and check out more salary tips and advice on the [Glassdoor Blog](#).