



THE CAPSTONE OF
HIGHER EDUCATION

THE UNIVERSITY OF ALABAMA
SCHOOL OF SOCIAL WORK

Negotiating Your Social Work \$alary

Career Coaching with Corbett

Session #8 of 11

January 11, 2018

Becky S. Corbett, MSW, ACSW

Ask Coach Corbett...

I prioritized my intentional growth and joined Coach Corbett and my colleagues tonight because...

I would appreciate it if we can address the following career readiness tools tonight...



Intentional Personal Growth Accountability Check-In

*Develop the right attitude,
learn more about your strengths,
tap into your passion,
become more in touch with your purpose,
and develop your skills...
so you can be all you can be.*

John C. Maxwell, leadership author

Objectives

- Understand the value of “Never ever, ever, accept the first offer.”
- Define negotiation
- Prepare for a successful salary and benefits negotiation.
- Obtain social work job search and salary resources

Salary and Benefit Negotiation

The First Offer...

- **Never, EVER, EVER, accept the first offer**
- **Never, EVER, EVER, accept the first offer**
- **Never, EVER, EVER, accept the first offer**

Repeat the statements above three times.

Negotiation Defined

*A discussion aimed at
reaching an agreement.*

Oxford Dictionary

*A formal discussion between
people who are trying to reach
an agreement.*

Merriam-Webster

What To Do After I Receive a Job Offer

1. Never, EVER, EVER, accept the first offer
 2. Listen to and write down the offer information
 - ✓ Salary
 - ✓ Benefits
 - ✓ Start date
 3. Graciously express your appreciation for the offer
 4. Ask for some time to consider
 5. Contact a colleague/mentor in the field to review the offer
 6. Discuss your questions with the organization's contact person
- Remember: this IS a negotiation

Interview Preparation

- ✓ Review sample interview questions on webpage
- ✓ Write answers to interview questions
- ✓ Practice interview question responses in the mirror and with a colleague
- ✓ Have copies of your current resume/portfolio with achievement highlights
- ✓ Prepare questions for the interviewer about the organization and the position
- ✓ **Research the organization**
- ✓ Select clothes and have a colleague confirm your selection
- ✓ Go to interview location: confirm travel time, parking
- ✓ Practice. Practice. Practice.

Research the Organization

- ✓ Obtain information about the actual interview
- ✓ Learn as much as possible about the organization
- ✓ Locate financial information
 - Form 990
 - <http://www.guidestar.org/>
- ✓ Read the Annual Report

Sample Social Work Job Search Resources

[Alabama Association of Nonprofits](#)

[Glass Door](#)

[Idealist](#)

[Indeed](#)

[Nonprofit Career Network](#)

[Non Profit Career Center](#)

[SocialService.com](#)

[Social Work Job Bank](#)

[Social Work prn](#)

[Simply Hired](#)

**Health and Social Services Career Fair
Monday, January 29, from 12 pm to 3pm.**

<https://career.sa.ua.edu/employers/career-fairs/>

Next Steps

1. Identify: *Tonight I learned about social work salary negotiation, and I will...*
2. Mark your calendar for the next *Career Coaching with Corbett* on **Tues Feb 6:**
Topic: Speaking to a social work and multi-disciplinary audience
3. Repeat statement 3 times:
Never, EVER, EVER, accept the first offer.

Career Coaching with Corbett:

<https://uasystem.zoom.us/j/2548470758>

6-7pm Central / 7-8pm Eastern

T June 6

T Dec 5

R July 6

R Jan 11

T Aug 1

T Feb 6

R Sept 7

R Mar 8

T Oct 3

T Apr 3

R Nov 9

CELEBRATE



Career Services Webpage

<https://socialwork.ua.edu/current-students/career-services/>

Join Us On-Campus

Lunch & Learn

It's All About Your Career

Tuesday, February 6, 12noon-1pm

Little Hall, Room 2020

MSW Resume Reviews: February 19th

1. Update your resume following the Resume Template, Checklist and Action Verbs on the [career services webpage](#)
2. Submit resume as a Word document to beckycorbett@sw.ua.edu no later than **Feb 19, midnight**
3. Initial review will be completed and returned to student by Feb 22
4. Last day for follow-up questions is Mar 2

MSW Practice Interviews (virtual)

Mock interviews will be scheduled between April 10-12 and April 17-19. They will be conducted using Zoom. A reliable Internet connection and webcam is required to participate. Ms. Corbett will select a few sample questions and provide feedback during the 30-minute session.

1. Email beckycorbett@sw.ua.edu no later than **Mar 30, midnight** to schedule an interview time
2. Review sample interview questions on the [career services webpage](#)
3. Write answers to interview questions
4. Practice interview question responses in the mirror and with a colleague
5. Dress as if your interview is in-person and be on time

Contact Information

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(Tuesdays and Thursdays: 1 week to respond)



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