

Step 15:

Answering Questions

Why did you leave your last job? (continued)

Resignation:

I knew that I was ready for a change, but I didn't want to take my focus off the job if I were going to keep working there. So I did what I believe was the right thing and left the job, to allow them to get someone who was in it for the long haul and to allow myself some time to ponder my next steps. What are some of the departments best team attributes?

Gap between jobs:

Well, my time away from traditional work has brought even more value to future positions for me as you can see. I understand this position needs someone to hit the ground running. What is the most immediate challenge I would be able to focus on and solve in the first few months?

What salary are you seeking?

Employers ask for salary information to decide how much they need to offer to get you to accept the job offer. By providing salary information to a potential employer upfront, you could limit your ability to negotiate a salary offer in line with your current contribution level. The ideal approach to the salary question is to avoid it. But you have to do it in a way that will not upset the hiring manager. At the same time, if you handle it correctly, an employer trying to recruit you will not want to press the issue.

I've done some homework and have a general market range in mind for this position but I understand that you may have other internal factors to consider. What can you tell me about the compensation you are offering for this position?

If they push for a figure

If the employer asks again, please note that delaying could be viewed as playing games or far above their approachable salary range.

From the research that I have done it appears that a position as you have described it would typically pay in the range of \$60-70,000 in this geographic area. Is that the range you had in mind?

If you have been sent to the interview by an AppleOne Hiring Advisor

AppleOne has asked me to allow them to address any questions related to salary. I can tell you that they know my range and what I am looking for, and I know that they would not have arranged this interview if there were any concerns about that.