



Employee Role Play

ROLE PLAYING EXERCISE: For this exercise, assume the following:

You are a new graduate from your PhD program. You have been looking for your first job out of graduate school and have gone through the process to become a Director at a company where you see great opportunities for learning and other growth potential. You have done extensive salary research and believe that a fair range for this position is between \$89,000 and \$108,000. You believe that your skills and qualifications put you in a place where you should make more than the average starting salary. Additionally, you have come to realize that things like parking and cell phone bills will really impact your budget. You have heard that sometimes this can be incorporated into your negotiations, but are not quite sure what this company's policy is on that. Finally, you are an avid runner and participate in road races throughout the country in your spare time. There are many times that you will want to leave on a Friday for one of your weekend races. You would like a flexible schedule so that you can do this without taking too much vacation time.

Your task is to negotiate with your potential boss. You may be required to compromise certain terms to achieve your goals. Please limit your negotiations to the following issues:

- a) *Salary/Benefits*. You would like to be paid \$95,000/year plus benefits.
- b) *Reimbursement*: You have heard that parking in downtown Chicago is expensive, and know that you will need to drive to work each day. You would like some reimbursement or stipend for parking. You also know that you will need to use your cell phone extensively for this job and would like some reimbursement for this use. Your current cell phone bill is \$90/month.
- c) *Work schedule*: You are willing to work nights and weekends as needed, as long as they do not conflict with your road races. You would like the flexibility to work a 4-day compressed week at least one time per month so that you can travel for your races.