Open School

Video Activity: When should you talk about money when you are interviewing for a new job?

(http://www.ihi.org/education/IHIOpenSchool/resources/Pages/Activities/Levy-WhenToTalkAboutMoney.aspx)

Paul Levy; Author/Blogger; Former President and CEO, Beth Israel Deaconess Medical Center

Facilitator Instructions

- Review the learning objectives and description with your group.
- Watch the video together (2 min 22 sec).
- As a group, discuss your reactions to the video, using the discussion questions as a guide.

Learning Objectives

At the end of this activity, you will be able to:

- Recognize when to discuss money during a job negotiation.
- Explain how to answer difficult money-related questions during a job negotiation.

Description

Money. Compensation. Salary. No matter how you say it, it leads to difficult conversations during job negotiations. When should you discuss money? And how do you answer questions about past salaries and future goals? In this IHI Open School Short, Paul Levy, former President and CEO of Beth Israel Deaconess Medical Center and co-author of How to Negotiate Your First Job, gives concrete guidance on how to handle these difficult discussions.

Related IHI Open School Online Courses

- L 101: Becoming a Leader in Health Care
Key Topics
Leadership, Workforce satisfaction and retention

Facilitator, show the video on this page. For your group’s discussion after the video, feel free to adjust these questions and/or add your own.

Discussion Questions

1. Why do you think it’s so challenging to discuss money in job negotiations?

2. Have you ever been asked a difficult question about money during a job interview? How did you handle the situation?

3. Do you think different generations have different views of salary discussions and negotiations? If you have representatives of different generations in the room, explore the various opinions.

4. Paul Levy says not to bring up money during the interview process until the employer tells you they want to hire you. Do you agree? Why or why not?