

## 5 WAYS TO FIND OUT HOW MUCH YOU'RE UNDERPAID

### Determine the Market Value of Your Job Position

Contrasting your salary against the **market value** salary of your job reveals how much you're underpaid (or not). So knowing the market value is **the first step in the Pay Raise Process**. It's a reference point that sets the anchor from which you will negotiate your current job's salary.

Start with the sources below. **Compile data from several sources to validate and fine-tune** the salary range. A firm foundation of validated third-party figures helps you build your case and your confidence to ask for the high end of the range and settle for no less than the median.

1. Start with the salary calculators found at [Salary.com](#), [PayScale](#), [Glassdoor](#), [CareerOneStop](#), [PaycheckCity](#), or [Job Search Intelligence](#). Use at least three sites to check your numbers.
2. Contact the regional and national offices of your professional association to find out what salary data they have. For example, Registered Dietitian Nutritionists use the *Compensation & Benefits Survey of the Dietetics Profession*. Or ask recruiters in your field for salary information.
3. Check if the many salary surveys at [Job Star](#) include your occupation. The website has a 1990s vibe yet holds some gems of data or names an original source where you can dig for the latest data.
4. Validate your findings above with current local data. For example, maybe you or a colleague have recently applied for other jobs in your area and learned the salary range being offered.
5. Call the human resources departments of employers within your city, county or state which have positions similar to yours. They may not be forthcoming with salary figures, but if you gently persist and ask for a salary *range*, you may surface valuable information.

From the **range** of dollar figures you've gathered, note your market value **range** estimate.

**Annual Market Value Estimate:**    \$ \_\_\_\_\_ to \_\_\_\_\_

**Monthly Market Value Estimate:**    \$ \_\_\_\_\_ to \_\_\_\_\_

Percentiles: 25<sup>th</sup> \_\_\_\_\_ 50<sup>th</sup> \_\_\_\_\_ 75<sup>th</sup> \_\_\_\_\_ 90<sup>th</sup> \_\_\_\_\_

**[Continue on to Lesson #2](#) to complete the next step: measuring your pay gap.**