FIG. 01 · NEGOTIATING THE OFFER

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Will they pull my job offer if I ask for more money?

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SHORT ANSWER

Expect to keep your offer if you negotiate reasonably, as employers rarely rescind offers unless you make unreasonable demands, act unprofessional, or issue ultimatums. Most companies expect a counteroffer. You minimize your risk entirely by grounding your request in market data and the specific value you bring to their immediate business goals.

You are sitting with an offer in hand, but the fear of losing it entirely is keeping you up at night. I know that tight feeling in your chest, but you can negotiate your job offer safely if you change how you frame the conversation. This guide shows you how to protect your offer while securing the compensation you actually deserve.

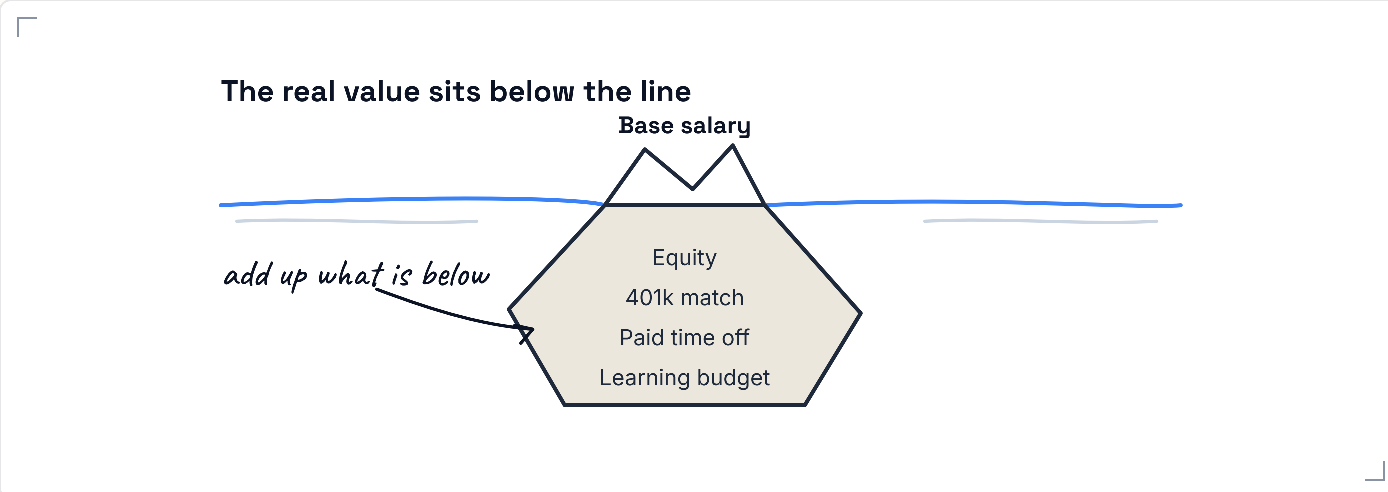

FIG. 02 Base salary is just the part of an offer you can see above the surface. The real value, the match and the equity and the time off and the learning budget, sits quietly below the waterline. I always total the whole iceberg before I judge a number.

§ 01

Why do employers rescind job offers during negotiations?

Employers rescind job offers when candidates make outrageous salary demands, exhibit poor communication skills, or issue aggressive ultimatums that signal they will be difficult to manage. It is almost never the act of negotiating itself that kills the deal, but rather the combative manner in which the candidate conducts the conversation.

I have seen this happen only a handful of times. In every single case, the candidate treated the hiring manager like an adversary. They demanded a fifty percent increase without explaining what value they would deliver to justify that cost.

If you come to the table with a collaborative tone, the risk is incredibly low. You are simply two parties trying to find a mutually beneficial arrangement. Frame your request around the actual work you will do.

§ 02

How do I ask for more money without sounding greedy?

Tie your salary request directly to the specific business problems you are being hired to solve rather than your personal financial needs. You must demonstrate that your

higher compensation is an investment that will yield a clear, measurable return for their team through your immediate contributions.

Most negotiation advice is useless because it tells you to use generic industry averages. That does not work. Instead, point to the actual responsibilities in the job description.

For example, if you are a project manager, show how your past experience saving late projects will prevent costly delays for them. Use our Baldwin Blueprint to map your first 90 days. When they see your plan, the extra ten thousand dollars looks like a bargain.

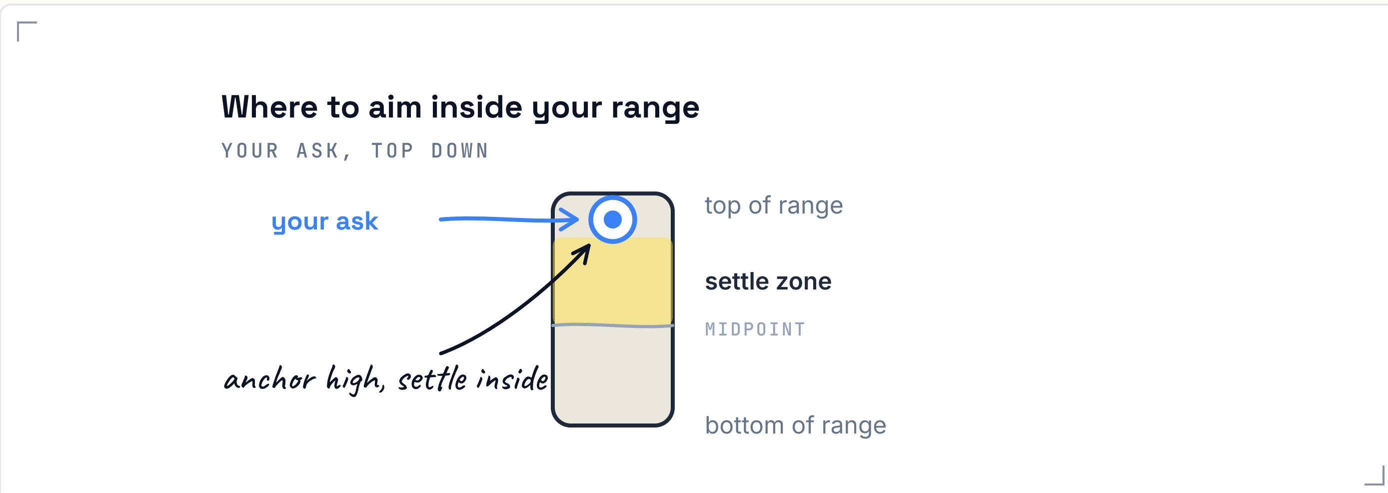

FIG. 03 When I get to a number, I do not start in the middle of my range. I anchor near the top, name it plainly, and let the conversation settle me back down into a spot I am genuinely happy with. Anchoring high gives me room to land well.

§ 03

What is the safest way to deliver a counteroffer?

Deliver your counteroffer over the phone or via a video call to ensure your tone remains warm, collaborative, and highly professional. Follow up immediately with a brief, written summary that outlines the discussed numbers and reiterates your genuine excitement about joining their specific team.

Written words lack tone. A polite email can easily sound demanding to a stressed hiring manager. Pick up the phone.

Say something like, 'I am thrilled about this opportunity and want to make this an easy yes. If we can get the base salary to ninety thousand, I am ready to sign today.' This shows commitment. It removes the back and forth.

§ 04

When should I accept the initial offer without negotiating?

Accept the initial offer immediately if the compensation already sits at the top of the market range, matches your expectations, and the company has explicitly stated the offer is firm. Do not negotiate just for the sake of negotiating, as this can damage early trust with your new manager.

Here is an honest caveat where the easy promise breaks down. If they tell you upfront that this is their absolute best offer because of strict equity bands, believe them. Pushing past that point makes you look tone-deaf.

If the offer is fair and fits your goals, take it. Your relationship with your manager starts now. Do not sour it over a minor adjustment that will not change your life.

WORKED EXAMPLE · STAR ANSWER

BEFORE

I need $10,000 more because inflation is high and my commute is going to be longer than I expected.

AFTER

Based on the 30/60/90 day plan we discussed, I will be taking over the legacy system migration in month two. Given the complexity of that project and my track record of delivering migrations under budget, I would like to discuss a base salary of $95,000 to reflect that immediate impact.

NEGOTIATION STRATEGIES

What most people do	What actually works
Demand more money based on personal bills.	Justify the increase using specific goals from the job posting.
Send a cold, blunt email with a list of demands.	Call the manager to discuss the offer with a warm, collaborative tone.
Treat the negotiation as a win-lose battle.	Position the conversation as a mutual planning session for year one.

The takeaways

01 Negotiation rarely kills offers if you remain professional.

02 Tie your salary request directly to their business goals.

03 Use a phone call to keep the tone collaborative.

04 Never issue ultimatums unless you are ready to walk.

Questions people ask

Can a company legally withdraw a job offer if I negotiate?

Yes, a company can legally withdraw an at-will job offer at any time before you sign. However, reputable employers rarely do this unless you behave unprofessionally. They have spent weeks finding you, and they want to close the deal, not start the hiring process over from scratch.

Is Baldwin Blueprint just a fancy cover letter?

No, it is a comprehensive 12-page strategic document built from the actual job posting. It does not write generic cover letters. Instead, it builds an Impact Memo, an Account Map, and a 30/60/90 day plan. It shows them exactly how you will do the job.

What if they say no to my counteroffer?

If they say no, you still hold the original offer in most cases. You can then choose to accept it gracefully or walk away. As long as your request was polite and data-backed, a simple 'no' does not mean the offer is dead.

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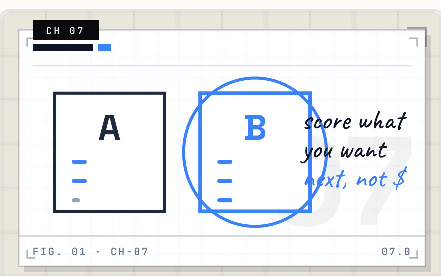

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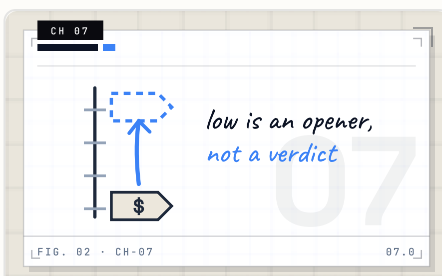

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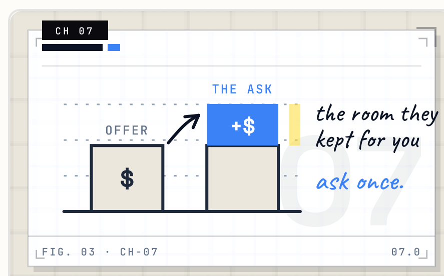

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