

# GET THE JOB

## Negotiate a Smooth Relocation

Moving can be an overwhelming experience for your family, but sometimes it makes sense to pursue better career opportunities.

If you're going through a relocation, you're not alone. Many Americans are open to moving now more than ever because of remote work capabilities.

Almost 9 million Americans have relocated since the start of the coronavirus pandemic, according to the National Association of Realtors. On top of this, two-thirds of Americans would consider relocating if given the opportunity to work remotely indefinitely, or have already done so, according to new data from Redfin.

Nearly nine in 10 of those who have already relocated moved less than 50 miles away. And about seven in 10 of those who want to move anticipate only going a similarly short distance.

Whether your relocation is short or far, there are some things you can do to make it easier on your family. Read on for tips that will help you navigate a successful relocation.



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### WHY ARE PEOPLE MOVING?

First, let's understand what is driving people into new homes in the first place. Check out these statistics from the relocation support and transportation company, Allied.

- The most common reasons people relocate are to seek a higher paying job or career advancement (49.3%), find a job closer to family (20.5%), or transfer within an existing company (11.1%).
- Others moved because they relocated their business,

or their job moved to a new facility (7.7%). Others reported miscellaneous reasons (9.2%), and 2.2% moved due to a company acquisition.

It's important to define what is influencing your decisions to relocate so you can have productive talks with your employer about possible assistance.

### ASK YOUR COMPANY FOR HELP

Many companies offer relocation assistance. This is often the sign of a business that values its employees, because it

understands the added stress of moving your family and tries to soften the blow with financial assistance.

Make sure you take the time to learn what's available to you. Ask your hiring managers or new human resources department about the company's relocation services. Some companies will pay for house-hunting trips, vehicle transportation or even assistance in selling your new home.

If your employer doesn't typically offer this type of help, ask for it. Use potential

relocation assistance in your negotiations. Especially if you've been a longtime employee, you may have more power in these discussions than you realize.

Don't forget to ask about preferred providers when it comes to relocation companies, Realtors or gym memberships. Reimbursement for your relocation may be contingent upon the usage of designated professionals and it will be helpful to know this ahead of time.

### RESEARCH COST OF LIVING

Another thing to consider before negotiating your relocation deal is the cost of living in your new city. There are significant differences in cost of living among U.S. cities and states. Make sure your new salary and relocation assistance are enough to give you a running start when you move into your new town.

Consider renting at first to make sure you have some flexibility if the job doesn't work out or you don't end up enjoying the area. Some companies even offer temporary corporate housing to let you ease into living in a new city.

Explore all options and be up front with your HR department to ensure a successful transition.