

THRIVE

WOMEN'S *Leadership* MASTERY

Bonus

When it comes time to talk about getting promoted or asking for a wage increase a lot of people struggle. Through their best intentions to prove that they deserve an increase, they come across poorly and their messaging often holds them back. This bonus is designed to help you be successful in your approach.

Do's	Don'ts
Speak about your desire to contribute to the company or organization at a higher level.	Talk about how hard you work. Unless you are getting results, how hard you work doesn't matter.
Praise the team and show how you can serve the team in achieving success.	Come across arrogant, demanding, whiny or as a martyr. Speak positively from a place of respectful, positive confidence.
Always express gratitude and respect.	Compare yourself or your pay to other people within the organization.
Ensure your energy is positive and open. Be calm and positive, do not cross your arms, smile.	Expect to get a raise or promotion as soon as you start the discussion. The first discussion should be opening the door to learn more about what you need to do to make that happen.
Share the results you have accomplished that have advanced the companies interests.	Say, "well if I don't get what I want" then I will leave. You might very well get called on your bluff.
Use questions to collect information and buy in while you assert your interest.	Say, "this job is too stressful for what I get paid." Stress is a self-induced response. People that are in control, getting wins and adding value are the ones that get increases and promotions.

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What to say when you want to *Get Promoted*

I would really like to get your input today on how I can contribute more to the company/organization and expand my career.

What do you feel are my strengths?

In order to advance, what areas do you feel I need to develop in? What do I need to learn? What do I need to do better?

What steps in the company/organization do you feel would make sense for me to learn more about?

If I take these action steps in the coming months, do you feel I will be ready for a promotion? Is there anything else I need to consider?

What to say when you want a *Pay Increase*

I have now been with the company for X years/months.

In that time, I am proud that I have been able to increase my value to the company by:

1. Name something you have done or learned that makes you more valuable.
2. Name another way you add to the bottom line.
3. Another one. Possibly a training program or taking on new responsibilities or tasks.

I have really enjoyed the things I have learned and being a part of the team. I am excited about continuing to contribute at a high level and I believe that now might be an appropriate time to respectfully request a pay/compensation review.