



Have you ever asked for a raise or promotion?

If not, why not? If so, were you successful?

What do you think you said that made you successful? What should you have said in order to make you successful?

Now getting a raise or a promotion is not a hundred percent within your control and sometimes you're going to get a raise or a promotion without having to ask for it and kudos to you if that's your situation. But for most folks in most places you're going to have to ask for it.

And it matters because nobody is going to look out for you better than you.

You may be blessed to work in an organization that goes out of its way to make sure you have every opportunity you deserve but most of us have to advocate for the things that we want and need and that includes raises and promotions.

The second reason it matters is that it's cumulative. When it comes to money if you work in an organization where raises are based on percentages, then that starts to accumulate. Just a couple thousand dollars can make a really big difference over time.

Equally when it comes to a promotion as you're going up that proverbial corporate ladder generally people go up one rung at a time. There may be cases where you get to skip over certain ones but most of the time it's one rung at a time.

So if you delay getting up to the next rung, that's going to further delay the next one and the next one and the next one. The quicker you can start moving up, the quicker you'll get to your ultimate end goal.

So for you, what is challenging about asking for a raise or promotion?

How can you shift your mindset to better serve you?

Thinking that this is a situation that is going to benefit both of us. Before you have the conversation about getting a raise or a promotion, it's important to prepare before you prepare like this never-ending Matryoshka doll of preparation.

What that means is before you're ready to ask, you should know what it takes to get it. Talk to your supervisor or whoever makes the decisions and let them know that you are looking to move up to the next level within the next whatever your timeline is.

*What do I need to do to get there?*

*I'm looking to get a raise within the next six months one year, what do I need to do to get there?*



Get the information first and then you can start doing all those things that you are told you need to do in order to qualify. Then set up the meeting to ask for it.

You'll put yourself in a much better position because you have been told exactly what you need to do in order to get that promotion or raise.

In the case of a promotion, talk to the person who's leaving. What made them successful? What did the bosses love about what they did? What were some of the challenges? What is some of the advice that they have for you?

Always consider timing. If there was just a big round of layoffs and the budget got cut, that is probably not the best time. But if you just completed a really successful project or you're understaffed and you've been doing the work of two people then that might be the right timing.

State what you want and be clear and state why it's mutually beneficial. Again, you're not asking them for a handout or a favor. You are telling them what you have accomplished and what you are going to accomplish in the next round, right?

In this current role, you've done all this to benefit the organization when you take on this new role, here's what you're going to do to further benefit the organization.

If it comes to a raise you again talk about your past accomplishments and why you deserve that money and recognition and how you're going to benefit them going forward.

It's a similar conversation regardless of which one you're going after but make sure you're clear about how it benefits them, too.

You want to focus on those results.

Your organization doesn't care about the bill you have to pay or that your car broke down again.

I care and- I'm sorry, um, but your organization generally doesn't- so they don't want to give you more money because your rent went up.

They want to give you more money because you're doing good work for the organization, so focus on that.

There is an asterisk after that which leads into the final point about speaking their language. This comes to anything you're asking of somebody else. You want to adjust how you communicate based on what the other person cares about. I refer to it as the language they speak.

Do they care most about the budget or the bottom line?



Do they care most about the PR that they get from things?

Do they care most about winning some big industry award?

Find out what they care about and then frame your conversation based on that.

The reason I put the asterisk after the focus on results is that almost all of the time, the organization is going to care about results. But every once in a while, they're not.

I worked for an organization that really took into consideration people's financial situation. That's not common and I don't even know if that's legal. I don't really know how all that works, but it did happen to me, so I'm just throwing it out there that every once in a while that is a consideration for them.

Only bring up that part if you know for a fact that it is a consideration for the decision maker. Think about how you're preparing to prepare to prepare. Think about who needs convincing.

Is it just the direct supervisor or is it also their supervisor and so on and so forth. Is it other members of the team? Is it your current supervisor who needs convincing and who's a part of that decision?

You know, I love my elephants.

So when it comes to you getting a raise or a promotion, what elephant do you need to name?

For example, you're going for a promotion and the person who's going to start supervising you maybe doesn't have the highest opinion of you or maybe you all don't get along. Call that out ahead of time if you already know the elephant is there and they know it too.

It does you no good to ignore it because they can use that as the reason not to give you what you're asking for and you haven't even had a chance to state your case. Get ahead of that elephant. Name it. Have a discussion around it and see if you can't move it forward in a positive direction.

Think about what you really want. When it comes to jobs, we kind of automatically go to money in a position, right? More money, higher position. But I encourage you to really think about what you want because everything comes with a benefit and everything comes with a cost.

If you are getting promoted for example, and now you tend to get more money with that and a nicer job title, for example, but does it mean that you're also now going to have to work weekends or is it going to increase the amount of time the organization expects you to travel?



Find out what it is that you really want.

Are you looking for more responsibility and respect but you don't necessarily want the promotion right? So there might be ways to get what you're looking for outside of a promotion or a raise.

Think about that. Also think about creating your own path. Sometimes organizations don't have a great promotion path. There's like one job and then the CEO or something and there's not a lot in between.

Maybe you can suggest a path that you would really be interested in. For example, you're a teacher and you want to now become the senior teacher or the head teacher or something like that where you might create this opportunity for yourself. Then, of course, state your case for why that would be beneficial.

Think about what happens if you don't get it. Are you in a position that you're ready to walk away? Is it promotion or bust? Is it raise or bust?

Or is it, 'I'll try again next time'?

What about if you get that promotion and now you're in a position where you were colleagues, and now all of a sudden, you're supervising your former colleagues. What goes along with that?

Prepare for what is going to change if you do get what you're asking for. And remember the result of that conversation does not speak to your value. It speaks to how much your organization values you. Really let that sink in.

The asterisk after that one is sometimes it's that you just didn't make a good enough case for it. So they might value you and you already know your value.

They might actually value you but you just didn't present a strong enough case.

So you go back again and work on the case. The work you're doing is there and it's enough but you just didn't present it in the right way.

So the most important question for you is, when will you plan to ask for your next promotion or raise?