

LifeMapSM



"LifeMap is a navigational tool to help you on your path towards personal and professional success. Our belief is that you can achieve a more rewarding career, a more productive organization and a more enjoyable and abundant life."

May 6, 2008

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Winning The Salary Battle.

I know for a fact that the best managers and executives want their employees to be paid fairly, competitively and in a manner that builds upon their internal motivation and reinforces their attachment to the organization. I know this because over the years I have worked with hundreds of intelligent and right-minded bosses: those who struggle against all organizational odds to get the best deal for those who actually get the work done.

You have a slight problem, however, if your boss is a numbskull. Maybe I should be more forgiving or generous with my comments here. Many managers have little or no training. Some high-performing individual performers are promoted up from the ranks with no preparation for the entirely different role of manager. Some managers are, themselves, victims of lousy managerial role models and now seem to believe that distrust, manipulation, or even deception of subordinates is the gift that keeps on giving. If this sounds like your situation then the advice I typically offer about getting a raise (Go to www.drpaulpowers.com; click LifeMap Archive, open 7/25/06 *Time For A Raise?*) probably isn't going to work.

There are some bosses who see a raise for you as a

problem for them. Why? It means he or she will have to justify a larger budget with higher productivity or profitability which, in turn, increases demands on them. Your raise may preclude a future hire. It may mean a reduction in your boss's discretionary budget. It could have effects beyond your observation. Thus, your boss may become your short-term opponent in your battle for more pay. But it is important to understand that a short-term opponent on one issue does not make this person your enemy on all issues. Understanding your boss and the demands under which he or she may be working will help you craft a thoughtful strategy to win the salary battle while building a harmonious relationship with a person who will have a strong influence on your job satisfaction and career success.

Paths Forward

• **Plan Your Approach.** History tells us that most battles are won (or lost) before they ever start because of a series of factors. Thus, the wise warrior never rushes into battle. He evaluates his opponent and tries to understand him. When, where and how should you make your pitch for a raise? Does your boss prefer for new issues to be raised in person or by e-mail? Does your boss prefer formal or informal presentations? Is your boss a morning person or an afternoon person? Does he seem most agreeable in your office, in his office, in a conference room or out of the office entirely? By answering these questions you can prepare the timing, method and setting of your presentation so that you increase your chance of success.

• **Know Your Market Value.** Find out what others in your job, in your industry, in your geographic area and with your level of training and background get paid for the job you are doing. These figures can be determined by informal networking, tapping recruiters' expertise, and contacting those in your professional or trade association. The data from salary sites on the Web (such as salary.com or payscale.com among others) vary widely but can also be a useful tool to help you determine some parameters.

• **Have You "Topped Out"?** You may learn from the salary data you generated above that you are at the top end of the pay scale for the job you currently hold. If you are an exceptional performer then maybe there is some possible upward flexibility in your compensation; if not, you may be in a bind. Perhaps now is the time to think about adding to your skill base and preparing yourself for a new position with enhanced responsibilities that will, in turn, raise your salary bracket.

• **Use Logic, Numbers and Fairness.** Most people prefer either facts or emotions when it comes to making a decision. Your safest bet is to use both thinking and feeling as you build a case for a salary boost. To bolster the facts side of your request present what metrics you can muster up such as increased sales, lower cost per hire, fewer returns, new clients, fewer work order changes, more repeat business, etc. For the feelings side of the equation stay positive by talking about team building, sharing credit, tackling the tough assignments, easing your boss's workload and the general issue of fairness. Present both sides of this equation in a friendly, organized, and logical manner.

• **Consider Non-Cash Rewards.** Maybe your departmental budget cannot accommodate a raise at this time. Be willing to consider other rewards like a car allowance, subsidized child care, specialized training for a future job, more vacation time, conference attendance at a desirable location, stock options, a year-end bonus or a flexible work schedule. Some of these are non-taxable and each of them have their pluses and minuses so assess them carefully.

• **Threats Don't Work.** Some will advise you that to get a raise you might suggest that you have been offered a better job offer or a higher salary from another employer. If you do not have such an offer - in hand and in writing - **don't do this**. Your boss, for whatever reason, may not be able to give you the raise you want and that he feels you should get. What do you do if he, then, suggests that it is in your genuine best interest for you take that new job and wishes you well? Gulp!

• **Leave The Door Open.** Never leave a negotiation in anger or by burning a bridge. If you get a "no" to your request for a raise it is entirely appropriate to - in a calm, professional manner - express your disappointment. But this may only be a temporary setback. Try to leave the door open for a future discussion of the issue. Ask what else you can do to strengthen your case. See if your boss will identify a few work objectives for you to attain which would warrant a raise. Ask your boss to move up the date for your next performance review which, if successful, would trigger a raise. Any successful salesperson knows that a "no" may not really be a final decision. It may mean "not now", "not yet", "as soon as I can", "maybe later", or "I'll see what I can do". By leaving the door open you can always go back to the table. If you slam the door you may have inadvertently just started your next job hunt.

LifeMap is about helping you build the career you want with the emotional and monetary rewards you deserve.

Tired of boring meetings??

Have Dr. Paul speak at your next off-site meeting or conference. Fast-moving, practical, motivating presentations from an acknowledged leader in the field of career and personal success.

<http://www.drpaulpowers.com/speakingschedule.html>

Resources

Someone you know job hunting or thinking about it?

To order the best, concise, all-round job changing guide available. *"Winning Job Interviews: Reduce Interview Anxiety, Outprepare the Other Candidates, Land the Job You Love"* by Dr. Paul Powers, click the link below.

Stalled at work? Still struggling to find your true vocation?

Or know someone who is? To order your copy of *"Love Your Job! Loving the Job You Have, Finding a Job You Love"* by Dr Paul Powers, click the link below.

<http://www.drpaulpowers.com/booksarticles.html>

Have an issue or question you'd like Dr. Paul to address in a future edition? Send an email to the email address list below.

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Sincerely,

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