

GUIDE: GETTING A RAISE



KATI HYER, FINANACIAL COACH

www.katihyer.com



Use this guide to prepare for a conversation with your boss over a win-win scenario in which you bring more to the table, and they pay you more to be at the table!

3 THINGS TO DO TO PREP FOR A RAISE

1 Get a realistic handle on what your value is.

Do some introspective work to consider with an even hand how you're performing at work. Did you come in underpaid and have now proved yourself? Have you saved the company money with processes or a smart catch? Have you taken on new responsibilities? Vice versa - are you slacking?

Value I bring: _____

2 Get the market's baseline of your worth in dollars.

Do external research to discover what other companies in your market pay for your abilities. Some good places to start can be found by Googling: LinkedIn Salary, Indeed, Salary.com, GlassDoor, and Payscale. *Protip:* Make sure your title reflects what you do. Wordsmith Wizard isn't standard, so you won't get good research results. Look instead under 'copywriter,' as an example. *Remember:* figure in your years of experience and responsibilities to get to what your actual worth in the marketplace is. No more, but especially no less!

Value in the marketplace: _____

3 Do the work to convince your supervisor.

Compile a written document highlighting all the research you've done. Make sure it describes exactly how and why you're ready for a promotion or raise. Sometimes your boss isn't the final decision maker, so this document will help them advocate for you! What is there is no wiggle room for a salary bump? Be creative. Ask for things beyond salary including equity in the company, a bonus, a bonus with incentives, flex schedule, more vacation, greater 401K match... be creative! **DONE**