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6 steps to ask for a rise

WORKERS may know they deserve a pay rise but they need to articulate it well to their boss to have a chance at succeeding.

Human behaviour specialist Dr John Demartini, author and founder of the Demartini Institute, outlines the boxes to tick before doing so.

1 WRITE A LIST

Note the clear, profitable contributions or accomplishments you have made for your company since your last raise.

“Have it memorised prior to the raise request meeting,” he says. Also include new responsibilities you have

fulfilled, or are about to fulfil. “When you can demonstrate additional accountabilities that you are now responsible for, they will be more likely to be receptive to offering you more

rewards,” he says.

2 KNOW YOUR BOSS

Determine the highest priorities or objectives of the person who will make the decision about your raise, whether that is the employer, HR manager or immediate supervisor, then craft your argument around that.

“When you communicate what you desire in terms of your employer’s highest values or priorities, they will become more open and receptive to your request,” Demartini says. “When you help other people

fulfil their highest values, they are more likely to help you fulfil yours.”

3 CONSIDER WHAT YOU'RE IN FOR

Identify any intimidating traits the decision-maker may

display during the pitch and be prepared to handle it.

“When you are not intimidated and can communicate as an equal you are more likely to receive the outcome you would love,” he says. “You have to be willing to walk away to receive what you want.”

4 TIME IT WELL

“Make sure you time your raise request at an obviously more profitable period, when there is more likely to be a cash surplus in the company,” Demartini says.

“Only request a fair raise for your added service and productivity – and not something for nothing.”

5 DRESS UP

“Dress to match the standard of the additional

accountabilities you will be responsible for if you get the promotion,” Demartini says.

6 DON'T DESPAIR

Whether the request was successful or not, it does not mean you will never get a pay rise again.

“Be sure to periodically look for additional responsibilities that you can be accountable for to open the door for future raises,” he says.



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