

## MAN MONEY

# How to get a raise

*Six steps to getting what you're worth. By Angelique Ruzicka*

**S**outh Africa is going through a tough time economically. We see negative growth, a lack of job creation, spikes in prices and little in the way of economic stimulation. It's a hole we're unlikely to dig our way out of any time soon.

And, if you're feeling the pinch as petrol, food and electricity prices go up, you're probably thinking of asking your boss for a raise to cope with the financial pressure. Here are the smart ways to go about it.

### 1. ASK FOR IT

'A lot of people think that, if you do a good job, your boss will notice and you will automatically get a raise. But it doesn't always work that way. It's often the people who make a noise about a raise or that promotion that get it,' says Jesse Green, country manager of job search engine Adzuna.

### 2. TIME IT RIGHT

Time your raise request for when the company is going through a more profitable period. If the company is going through some hard times, your request could be frowned upon or deemed insensitive.

### 3. SHOW YOUR WORTH

Your boss is more likely to give you a raise if you can demonstrate why you deserve one. 'Compose a list of clear and certain profitable contributions or accomplishments you have made for your company and memorise it prior to asking for a raise,' advises Dr John Demartini, human behaviour specialist, best-selling author and founder of the Demartini Institute. Also, type in your job title into Adzuna to get stats on the average pay range you should be earning.

### 4. OFFER TO WORK MORE

Your boss may be more receptive to giving you an increase if you are prepared to work harder. 'Be sure to periodically look or ask for additional responsibilities, to allow you to add more value to the business and open the door for future pay raises,' recommends Dr Demartini.

### 5. GET PAID IN OTHER WAYS

'Don't only think of a raise as meaning more money. It could be a better deal on medical or pension, too, or working four days a week instead of five. Working from home if you are a parent can be ideal for saving you money on petrol,' adds Green.

### 6. BE PREPARED TO WALK AWAY

You have to be willing to walk away to receive what you want. Be on the lookout for a suitable job that meets your needs if you can't get the raise you deserve where you are. 'If you cannot walk away from the raise-request negotiation table to an alternative job offer, you'll have to find a way to add more value to your current company,' Dr Demartini concludes. 

