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PAY RISE

Prove your value

Janita Singh

ASKING your manager for a pay rise is up there with doing tax on the list of things we'd like to avoid.

But human behaviour expert Dr John Demartini says it's actually easier than you might think.

And, if your case is presented properly, you could be rewarded.

Demartini, who is founder of The Demartini Institute and an author of about 40 books, was in Sydney to talk about business obstacles and growth.

He says there are many reasons we might be hesitant to ask for a pay rise.

"It may stem from factors

such as a fear of rejection, diminished self-worth, a desire to avoid confrontation or an unconscious understanding that a pay rise is unwarranted," he says.

But if you gather enough courage to talk to your boss, it's important to be ready with a plan and know your worth.

Demartini says pay rises have a lot to do with how you talk about it.

"It's more likely to occur if you approach the request with a full understanding of your employer's values and expectations and a clear knowledge of how you have helped the company," he says.

"You are more empowered

when you demonstrate how much value you contribute to the bottom line."

The most unwise action is to frame the discussion as if its "all about your needs".

"Don't mention your personal situation (financial difficulties) as the reason for a pay rise."

Pay rises are also not always just about the money. Employees may instead seek out other benefits or compensation, he adds.

"These may be non-monetary such as fewer working hours, greater responsibility or accountability, recognition/awards or job security/longevity."



For more details:
drdemartini.com

Tips on getting annual financial reward



» Getting a "no" can still be useful when you ask for a pay rise, Dr John Demartini says. Objections are symptoms that you haven't offered services that match your manager's needs. Simply thank them for their consideration and then ask them for any additional responsibilities that you could take accountability for so as to contribute even more to the company so you can earn a raise in the near future.

