

HOW TO GET AN INSTANT RAISE



**SALARY COACHING
FOR WOMEN**
BECOME LEGENDARY

It's time to negotiate and get what is rightfully yours.

This guide prepares you from the moment you walk into your boss's office, to the negotiation itself, so you can instantly get the results you are looking for.

Now that you've made it here, it means that you are ready for a raise!

You've already crafted a pretty solid strategy, addressed why you deserve a raise, and know your market value.

*These steps will work and will get you the raise, but you **MUST** be clear on you've crafted a persuasive **WHAT** and **WHY**. You need to know exactly what you're asking for, and you prepare a rational argument supporting why you deserve it.*

*Haven't crafted a strategy yet? Well, today is your lucky day... because I have already created a checklist to cover the **EXACT** steps to figure out you need to be asking for. Hop on over to Salary Coaching and download **The Ultimate Salary Negotiation Checklist**.*

BEFORE THE MEETING

1. Get yourself into Awareness Ninja mode

This means that your mental state needs to be relaxed and aware at the same time. Whether you practice yoga or meditate, make sure to get into a mindset that enables you to be:

- **AWARE** of your surroundings and what's going on inside of you.
- **RELAXED** for you to be able to connect with your inner thoughts.
- **PRESENT** so that you can read your counterpart's body language while controlling your own body language in order to drive the non-verbal side of the conversation.

REMEMBER: negotiation should never, ever be driven by emotion.

BEFORE THE MEETING

2. Make Sure The Timing Is Right (Read The Room)

If your boss is having a bad day, then there's no point in negotiating. Make sure you read the situational queues and their body language (more on body language in Step #3). Timing may never be perfect, but asking for a raise on a bad day will hijack your chances of maximizing the negotiation.

If you scheduled a meeting with your boss but you realize timing isn't right: abort mission! Make an excuse or talk about something else during the meeting. Just don't start this CRUCIAL conversation on a bad day.

DURING THE MEETING

There are two main things you need to be aware of during the meeting:

1

What's not being said

2

What's being said

I've broken Step #3 into 2, but make sure that you're carrying these steps out simultaneously.

DURING THE MEETING

1

What's Not Being Said: Non-Verbal Communication

BODY

HEAD

How fast are they nodding relative to what you're saying? A fast nod do notes disinterest, while a slow nod generally signals that the person is trying to comprehend every word you are saying.

FACE

Decipher their mood by assessing whether they are:

- Smiling/scowling
- Frowning
- Making eye contact

SHOULDERS

Are their shoulders slouched/relaxed or tensed/stressed?

LANGUAGE

DURING THE MEETING

TORSO

Leaning forward (interested)
Leaning back (creating distance)

ARMS & HANDS

Also known as your personal army... they ALWAYS protect you.

- Arms crossed (protective)
- Hands clenched (defensive posture)
- Hands steepling (signaling confidence)

FEET

The direction that feet are pointing can signal the extent of their interest in the conversation.

- Towards the door: they don't really have time to entertain.
- Toward you: more likely that they are interested in what you are saying.

DURING THE MEETING

VOICE

Pitch: Are they speaking in a more relaxed or stressed tone? if they're coming from a stressful situation, odds are their voice might be lower than normal and will have a more negative connotation.

Cadence: Are they speaking at their usual pace or going faster than usual? Speed can be a signal of stress.

DURING THE MEETING

2

What's being said: THE TALK

ONCE YOU'RE PAST PLEASANTRIES AND SMALL TALK...

A) BUTTER THEM UP

Use your own wording, but make sure they feel reassured by your loyalty. Some phrases could include:

- *"You know I love working here"*
- *"The direction you've given our team is one that really resonates with me"*
- *"I love how far we've come and I really look forward to continuing our work together."*

DURING THE MEETING

B) INTRODUCE THE SUBJECT

Own responsibility:

"I've realized that over the last few months or years, I haven't quite kept track of my market value as much as I should have" (Don't blame them... After all, if you don't know what you're worth why should anyone else?).

Ask for help:

"I want to ask for your help, since you've always been there to back me up and I really trust your guidance..." (← butter 'em up round 2!).

"...Could we work together to figure out what we would need to do in order to get me up to \$XX,XXX (name the well-researched number) per year?"

DURING THE MEETING

IF THE ANSWER IS "NO":

More often than not, you will likely receive a negative response to this initial request. This is standard human behavior because while you have asked in a very persuasive way, the truth is most of us guard money very protectively and as a scarce resource.

You will likely hear a response along the lines of

"I wish we could, but we don't have the budget right now, or I don't think you're ready for that kind of salary."

Now you've been warned, brace for it!

DURING THE MEETING

D) ECHO THEN PIVOT

ECHO what they just said:

Acknowledge their words and feelings. Humans need to feel understood and accepted before they can move on from a negative stance.

"I completely understand that it is not in the budget right now/that you don't quite see me there/don't think it's feasible."

Then PIVOT:

Just like magic, once you've clearly conveyed that you understand and empathize with their predicament, you can continue to move negotiations forward by partnering with them to find a solution:

"Can we work together to figure out how I can impact the bottom line to get me up to that salary/get me to that level of performance where we can bring up my salary?"

DURING THE MEETING

E) KEEP PIVOTING AS OFTEN AS NECESSARY

It may take quite a few pivots for you to overcome all of your counterpart's barriers. However, it's crucial to continue addressing their core concerns without seeming abrasive.

REMEMBER: Don't come across as pushy, aim to be empathetic but determined.

SUMMARY

If you can make your negotiation counterpart feel as if though he or she is here to save the day, you can get whatever you want.

Humans are by nature very selfish creatures. Since we can only perceive the world from our vantage point, the world always revolves around us. We are the protagonists of our own narrative, and like in any good story, there needs to be a plot, a hero and a happy ending.

In the world of negotiations, understanding the internal narrative we tell ourselves is the KEY to getting what we want out of others, when we want it. Our counterpart should never leave a negotiation feeling unsettled. The secret recipe for achieving this is to capitalize on the other person's desire to be the hero in our own narrative. Once you understand this, you can influence your way into almost anything.

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