

How to Get a Raise

The Correct Way to ask for an Increase in
Salary and Wages

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INTRODUCTION

Are you racking your brains out, trying to boost your income? Are you looking for a magic formula or secret negotiating tactic? I'll tell you now: There is none. The key is transforming your perspective and attitude. This book is unique in that it will challenge you to push yourself professionally and understand how your employer views the topic of salary.

As a recruiter for two decades, I hear stories about employees asking for raises all the time. My job puts me in the unique position to hear the behind-the-scenes drama from both sides. On one hand, I'll listen to a boss explain everything the employee did wrong. And on the other hand, I'll listen to a nervous, frustrated worker wondering how his request for a salary bump could have possibly been rejected.

After 20 years of hearing about employees making the same mistakes time after time when asking for a raise, I'm just itching to tell you what I know! Let me help. Listening to these stories is like watching the same predictable horror flick where the person being chased by the knife-yielding maniac runs *inside* the house. If you've ever yelled at that character from your sofa, you know how I feel.

Let me explain: I want everyone who truly deserves a raise to get one. I've been there before, sitting in my boss's office, sweating bullets and saying all the wrong things out of nervousness. (A conversation about salary is the worst time to suffer from diarrhea of the mouth.) But I've grown in my career and come to a point where workers ask me for raises. I'm also privy to stories from hundreds of clients through the years, and I've learned that asking for a raise is not as difficult as it seems.

Your inner skeptic might say, *Oh Russ, but you haven't met my boss. He's an irrational, mean-spirited, bullheaded dictator. He does not respond to reason!* Granted, bosses come in all personality types and depending on your boss's temperament, the mere thought of approaching that topic could make you nauseous.



Before we go any further, you must understand and accept the three major principles of this book:

- 1) Getting a raise is less about your boss and work environment than it is about you. Ultimately, it is your employer's decision whether or not you get that salary increase. However, you determine your worth. You control the value you hold in the company.
- 2) Proving your value comes before asking for a raise.
- 3) Asking for a raise is a process—not a one-time event.

Take a moment to reflect on these three ideas.

But Russ, my boss sets the pay, not me! How can you say it's more about me than my boss?

But Russ, my work speaks for itself. Why do I have to prove anything?

But Russ, if asking for a raise is a "process," then how long will it be before I get the raise I deserve?

For now, let's let your inner skeptic take a break. All that nay-saying can get tiresome, right? Just be open to accepting these principles and as you read my step-by-step instructions, these principles will make perfect sense.

You also need to get over some preconceived notions about asking to earn higher wages. Why cloud your head with unsubstantiated judgments? Don't give fodder to the voice inside that prevents you from getting ahead.

The Three Myths of Pursuing a Raise

Myth No. 1: Employers hate giving raises.

Truth: Employers usually tell me exactly the opposite. I've witnessed workers manage to get raises from companies that were either struggling financially or had policies limiting raises to once a year. I've also seen individuals score salary increases that exceeded pay grades. Most employers are willing to reward top performers who add value to the company. When bosses recognize that value, they want to keep you motivated and part of the team.

Myth No. 2: Only brownosers and suck-ups get raises.

Truth: Although it happens, the truth is that employers pay for performance. The volume and quality of your work directly translates into the company's bottom line. It always helps to cultivate a cordial relationship with your boss, but if the only thing you can do well is kiss butt, you're probably not going to get a raise.

Myth No. 3: Asking for a raise will get you fired.

Truth: If you go into a salary discussion with a respectful and professional manner, there is no way your boss will want to fire you. I promise! The tools in this book will guide you on the proper method to approach the topic. The worst that can happen is you don't get your raise this time. But it may lead to a promotion and salary increase in the near future if you follow the steps in this book.

There is no fool-proof, 100% satisfaction guaranteed method of getting a raise. If I told you this book would undoubtedly boost your income, I would be a liar. The process I detail in this book is the best way to maximize your chances of increasing your salary.

I strongly recommend reading it with a pen and notebook handy, so you can take notes and journal your ideas and plans. I also suggest that you read the entire book before approaching your boss to discuss your salary. You can also go to our website www.directionalmotivation.com and download complimentary worksheets tailored for this book.

Whether you're at your first job still struggling with how to talk to your boss at all or whether you're an experienced professional with no qualms about talking to your boss, this book offers golden advice.

So while I cannot promise you will get a raise after following my advice, I can guarantee you this:

- You'll have a new perspective on your role in the company.
- You'll have new tools you can use in other negotiations.
- You'll communicate more effectively with your boss.
- Your boss will respect your approach.

Is the inner skeptic fast asleep now? Have you deleted these three myths from the hard drive of your brain? Excellent. Now it's time to focus.

To buy the entire book visit:

<http://store.flpublishers.net/bookstore/business/how-to-get-a-raise>