

HANDLING OBJECTIONS FROM YOURSELF

Don't be surprised if the strongest objections to asking for a pay raise come from somebody other than your manager: YOU. I challenge you to examine the self-talk that could be holding you back from a sizable salary increase. Then practice countering those beliefs with a shift in your thinking. I've provided some examples below.

Objection: "I've been working hard and performing well, so I'll just wait until my manager offers me a raise."

Counter the Objection: "Now I know better: waiting is an indirect approach that will not advance my salary and career. I need to be clear and direct with my request. I've methodically followed the Pay Raise Process, so now I have a solid plan and I'm ready to ask for a pay raise."

Objection: "My manager doesn't want to hear about what I want."

Counter the Objection: "My manager would rather know what it takes to keep me happy and productive than to have my morale and output drop or to see me leave for another job. After I present my well-documented case for a pay raise, I'll know what s/he can do to grant it. At least I'll have a better idea of my options."

Objection: "I'm afraid my manager will think I'm greedy."

Counter the Objection: "My request has nothing to do with greed. It's about being paid fairly for the work I do. I've researched the market value for my position and I have objective data that shows my pay package should be higher." OR "My request has nothing to do with greed. The measurable value I've been bringing to the organization merits a salary increase."

Objection: "Forget it. I'm too nervous to ask for a raise. Besides, money isn't everything. I like my work and I can live on what I'm making."

Counter the Objection: "I recognize that being nervous about negotiating for a raise is normal, just as a job interview might be. I accept it as part of the process and do it anyway. I will practice the negotiation meeting with a partner to give myself a better sense of control. True, money isn't everything, but it expands my options. Now I know that I can follow a process for getting fair and competitive pay (or a well-deserved Merit Raise)."