

## TACTICS FOR TAMING ANXIETY ABOUT ASKING FOR A RAISE

Look how far you've traveled on the Pay Raise Process road already. Kudos to you for keeping at it. I trust you're transforming the way you prepare to ask for a raise by completing all the worksheets and using the resources. Next time, it *can* be different. Keep going!

In this lesson, I'm going to give you proven tactics for taming anxiety that can surface when you're asking for a higher salary.

Here's the problem we're tackling: anxious negotiators have lower expectations of success. And sure enough, that's what happens: anxious negotiators respond more quickly to offers or end the negotiation sooner than others.<sup>1</sup>

If you recognize that behavior in yourself, take these three steps toward change.

1. First, **recognize** that it's normal to be nervous or anxious about something that's important to you.
2. Second, **acknowledge** your fears about asking for a raise in order to help turn anxiety into excitement.<sup>2</sup>
3. Third, **persevere** in your preparation, confidence-building, and practice of your raise request meeting, because all of these reduce anxiety.<sup>3</sup>

Now about that first step: you've invested time and money in training at here Pay Raise Prep School, so you and I both know that getting the raise you want is important to you. Again, it's normal to be nervous about something that's important to you. Your goal is to be more in control so that anxiety doesn't derail your raise negotiation plan.

Regarding the third step, **preparation** is what you've been doing here by going through the Pay Raise Process. And we know that your preparation of a pay raise strategy and plan is also building your **confidence**. So you're already actively addressing those two areas.

And **practice**—also known as rehearsing—helps you map out what to expect and how to respond. That type of preparation will help you feel in control and stay calm during the anxious moments of your meeting.

In fact, earlier you mapped out what objections to expect and how to respond to them. Repeated practice of your responses to objections is one of the most effective ways you can reduce your anxiety about the raise request meeting.

Let me emphasize that **preparation, confidence-building** and **rehearsal** have been **proven to lessen anxiety** and **increase the chances** of negotiation success. So what you're doing here is indeed prepping you to succeed.

What if you're anxious because you expect criticism of your request? Well, there's a tactic for that, too.

You can turn the situation around and ask for your manager's advice. The question to pose is, "What would you do if you were in my situation?"

This prompts your manager see the situation from your perspective which can act as a catalyst for him or her to help find a solution, or least be open to the alternative options that you propose.<sup>4</sup>

I have a couple more anxiety-busting tactics to help you. This first one is super-simple and its effectiveness will surprise you. Here it is: just before you step into the meeting, hold a "power pose" for two minutes. By now, you've probably heard of power poses.

Don't laugh. There's science behind this, courtesy of research by Harvard Business School professor Amy Cuddy (made famous by [her Ted Talk](#)) which shows that a change in body position changes both body chemistry and how people perceive you. (This has been challenged, but consider the placebo effect!)

You can use body position to impact your physical presence and others' response to you. If you're not familiar with power poses, you'll love the related assignments that go with this lesson.

Another tactic is to identify those times and circumstances where you feel confident and composed. It might be after a workout or run, or in the morning, or after a phone call with your best friend. Or maybe a certain outfit makes you feel like you're on top of your game.

Whenever you practically can, use the activity or circumstance to get you in a positive and confident mood before your meeting.<sup>5</sup>

For now, follow the links and follow through on the lesson's Assignment Sheet.

So are you ready to ask for a raise? Well, you're certainly a lot closer to being ready, right? But maybe you're thinking, "Not quite yet."

The fact is, you'll never feel 100% ready, so accept that and move ahead. However, you can take a quantum jump toward readiness with the powerful tactic of simulating the conversation ahead of your meeting. That's next in the Master the Meeting module.

## NOTES

1. [Negotiation Skills and Negotiation Tactics: Confront Your Anxiety, Improve Your Results](#), Accessed June 21, 2017
2. Ibid.
3. Ibid.
4. Roger Fisher, William Ury and Bruce Patton, *Getting to Yes: Negotiating Agreement Without Giving In, Third Edition* (Penguin Group, 2011), 113
5. Linda Babcock and Sara Laschever, *Ask for It*, (Bantam Dell, 2008), 244