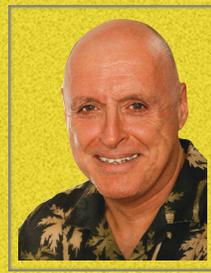


# THE EXTRA POINT

BY JERRY ROBERTS



## # 86 How to Get a Pay Raise — Part 1

So you want more money. You want a pay raise. How do you do that? I'm Jerry Roberts and this is one of the toughest conversations most workers will ever have, so let's get after it, today, on The Extra Point.

First, this is a topic that makes both the employee and the boss nervous. The boss is fine paying the current amount and doesn't want to spend any more, and the employee often really doesn't know how to get the discussion off the ground.

Let's start with the basics. A legit pay raise has nothing to do with how long you've worked in your job or the level of your past performance. A legit pay raise has everything to do with the promise of what you'll deliver in the future, the impact you have on the company, what others in your industry make for the same job, and market conditions.

Did that get your attention? Okay, let's say I work for you and make \$40,000 a year as a supervisor. You like my work and if I continue performing at this level you'll pay me the same amount, except for maybe cost-of-living bumps that everyone gets.

You've already got me at \$40,000 and you feel the pay matches what you're getting for it. So why should you give me more?

Length of service? "Thanks for being here."  
Not a good reason. I'll continue to be a good supervisor. That's expected and it's the unwritten agreement all workers have. Show up, give your best effort. Not a good reason.

Here are the good reasons. In the past year I have accepted additional roles in my position, beyond what I was hired for. I list them. If I'm doing more work and saving the company

from having to hire someone for those tasks, then that's having a positive impact on the bottom line and is a proper reason to ask for more.

I also need to know what other supervisors in my industry and at my level are being paid. That's going to take some digging but the numbers exist.

The last component is the overall condition of the market, and this gets tricky.

If it's a "seller's market," where the demand for jobs like mine exceeds the number of people available to perform them, employers will have to offer more to attract qualified applicants. They'll also be under pressure to pay more to keep the good people they already have.

A "buyer's market" is the opposite. New jobs in my category are few and the employer won't have much trouble filling my position if I leave, and maybe for less than I'm making now.

There are also "neutral" markets where there is no particular pressure on either party, and the other factors discussed are more important.

Tomorrow, we get into the mindset behind asking for a raise. This gets interesting. If you want to play along, figure out where you stand in terms of pay for your industry. Are you ahead, behind, or about average? Do that today and join us at 7:20 tomorrow for part two.

That's The Extra Point. Get out there and make something good happen today. For 93.3, I'm Jerry Roberts.

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