

THE EXTRA POINT

BY JERRY ROBERTS



210 Why Should Your Boss Give You a Raise?

So you want a pay raise in 2019. That's good. There's nothing wrong with wanting to make more. I'm Jerry Roberts and I'm here to say that while the desire for more is fine, most people won't get it. I'm going to tell you why, today, on The Extra Point.

Once in a while somebody recognizes me from this program, and it happened again a couple of days ago...A young guy said, "Excuse me, aren't you Ray Gibson?" I always respond, "No, he's the older gentleman with the beard.

"Oh okay, you're the guy who talks about the workplace. Cool. I'm Peter and I need to ask you a question." Without taking a breath he launched into it. "I need to make \$20,000 more in 2019 and I want to know how to ask for it."

We're in the middle of a store and I put my stuff down, then began to ask him questions. He was a supervisor, had been with the current employer for three years, and had been given cost-of-living increases but no promotion or raise.

I said to him, "Let me put you in your boss's place. You walk in and ask for a \$20,000 raise. Why do I want to give it to you?" He wasn't prepared to answer that and I told him until he could he wasn't going to get a raise.

He asked if his three years of hard work counted for nothing. I said "No, I'm sure it's appreciated. However, you agreed to work and do your best for what you're making now — right?" He nodded, and looked unhappy when I explained that because he and his employer had both lived up to their ends of the agreement, the boss didn't owe him a raise.

"So what would make him want to pay me more," he asked. I said there are only two reasons. One, that the boss expects him to do great things in 2019, generating much more than the \$20,000 requested. Two, he'd

be worried over the possibility of losing him and the impact it would have on the company. That's it, just two reasons: desire to gain more, or fear of losing what he's getting now.

Then I asked him if he would quit his position if the raise was rejected, and he said there was no way he could or would do that. Okay, if he wasn't willing to leave, then his path to the raise was about convincing his employer of the increased benefits the company would gain by paying him more.

He said, "All the supervisors need more support and the boss is too busy to provide it, so everybody scratches around to get what they need. Do you think it would be worth \$20,000 to add some additional responsibilities, helping the other supervisors?" I said that would sound good to me, especially if I knew those supervisors were stressed out, and if they didn't get the support needed, I could end up losing people or losing business.

Peter said he had some homework to do, to come up with some reasons and some numbers to present to his boss, to justify the raise.

If you want a raise and you're not locked into a certain salary structure, the key is not to look back on what you've done...but to look forward with logical and compelling reasons why you should get more. Then, make your case. Good business people are usually willing to listen to solid reasoning. If you can provide that your chances are better to get what you want.

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

###

For information on training and consulting services from Jerry Roberts, please click this link: guamtraining.com

THE POINT
93.3 FM / 1350 AM / 104.3 FM HD-3

GUAM TRAINING