

THE EXTRA POINT

BY JERRY ROBERTS



1737 You're Looking For a Pay Raise – Part 1

You've worked for your current employer for a few years. You like the company and you like the people you work with. You enjoy your job. There's just one thing. You've been promised a pay raise and you've been waiting a long time. Your boss has told you to be patient, that it's going to happen. But...when? How much longer can you wait? How much longer should you wait? What are the things you should do? What are the things you shouldn't do? Oh my, what to do? I'm Jerry Roberts, and that's what's facing us, next on The Extra Point.

For many employees, the anticipation of a raise can be both exciting and stressful. Let's you've been with your employer for three years, and find yourself in a common yet challenging situation.

Other than a slight pay bump after six months, your compensation hasn't increased except for the annual cost-of-living increases.

Your supervisor has always praised your work, and you've received good scores on reviews. You feel that your patience is wearing thin.

Let's answer the questions raised. How long can you wait? This boils down to a few things.

- Does my financial situation call for more money now?

Let's get real about this. Financial need is a big deal. However, if that's not the issue, then it's really about our ego. We think we're better than others who got raises, more deserving, etc. I suggest you don't go there, as that questions the employer's decisions, and that is none of your business.

I'm going to give you a list of things you don't want to do when you're in pursuit of a raise. Just listen, if you want this in hard copy form, you can download today's transcript, #1737, at guamtraining.com.

Remember my position on pay raises. It's the only one that makes sense to an employer.

You initially agreed to do a specific set of responsibilities for a specific amount of compensation. Unless those responsibilities have greatly increased, then we've both honored our agreement and there's not a strong case for a raise. If you are doing a lot more, then yes, you've got a case.

The second part of this is that a raise is not a thank you for what you've done in the past. It's a reflection of what the employer expects you to do in the future. So many workers don't get this and it's critical.

There is only one situation when this is not the case, and I'll give that to you at the end.

Okay, things not to do:

- Don't ignore timing. Avoid asking for a raise during stressful and down times for your company. If the business is cutting back due to market conditions, nobody is going to want to get requests for a pay raise. Choose a time when the company is performing well.
- Don't make it about longevity. Being in a job for a long time is a good thing. It's just not a valid reason to get a pay raise.
- Don't compare yourself to coworkers who have received raises. The circumstances could be different. The employer's perception of other workers and their performance may not match yours.
- Don't wait to approach the employer about your concerns. Learn their position now.
- Don't enter discussions unprepared. Going into the conversation without documentation of your achievements will likely work against you.
- Blend your accomplishments with your knowledge, and present the idea that you're ready to accept greater responsibilities.

(Con't.)

- Don't be emotional, regardless of how things go. This is a business decision. Make sure you act in a businesslike manner.
- Don't focus on personal financial needs. That's not a business reason to grant a raise. This is hard for some people to hear, but it's a fact. Make a business case for your raise.
- Don't push for a fast decision. After presenting your case, don't pressure your supervisor for an immediate decision. Give them time to consider your request.
- Don't make threats. Avoid implying that you will leave the company if you don't get a raise. This can damage relationships and your professional reputation.

I have seen this happen and it didn't work out well for the employee. The company quietly lined up a replacement, and then fired them.

I promised to tell you the one time when past performance is considered a good reason to give a raise, and here it is.

When the job market is so tight for employers that they have tremendous difficulty in hiring qualified talent. Under those circumstances, a worker who has performed well might be able to get a raise over the worry of them leaving.

Does Guam have that kind of market right now? Some people would agree with that. However, if the federal budget cuts end up cancelling programs in Guam, wouldn't that put a fair number of people back into the job market, giving employers added choices?

Tomorrow, we go after a list of things we definitely want to do, in pursuit of a pay raise.

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

###

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

