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**SUCCESSFULLY NEGOTIATING FOR A RAISE**

**By Garth Jay**

**SUCCESSFULLY NEGOTIATING FOR A RAISE by Garth Jay**

In today's still unstable job market, it may seem even more challenging than ever to successfully negotiate for a salary increase. Remember, however, that while many organizations have been running lean and many managers and their teams have been forced to do more with less for a long time now, savvy organizations are beginning to focus on retention efforts for when the expected upturn in the economy does occur. This means that there will be a concerted effort to hold onto their key talent. The important thing to remember when asking for a raise is to be prepared. The best approach is to plan very carefully for any objections you might encounter, so if you go in from a position of strength and confidence and make up your mind that no matter what, you won't come backed empty-handed, the fear of being told no will be eliminated.

In this spirit, here are four tips for successfully negotiating for a raise:

Identify three of your strongest accomplishments within the organization or areas in which you took on extra responsibility. State clearly, 'I would like a raise of...' which will then open negotiations. Keep in mind, however, that it is not a good idea to suggest a raise without knowing the salary range for your position, industry and level of experience. Do your homework and be aware of your company's policy on raises before you begin.

Practice with someone else. Having someone play the devil's advocate will prepare you to think on your feet and anticipate any objections you might encounter so you can have your responses prepared. For example, if you are told that the company can't afford to give out any raises at that time you might point out ways that you already have or plan to save the organization money—and then ask when you can expect the raise freeze to thaw.

If you are still turned down, ask how you might improve in asking for a raise in the future. This ensures that even if you are turned down the first time, you are still gaining from having made the request. Remember that there are other forms of compensation other than money that can be negotiated for. Look into other options like flex time, career development, coaching and educational opportunities, which can further your career and increase your future contribution to your organization.

Some things to avoid include acting entitled to the raise before making your case and threatening to quit unless that is truly your intention—threats usually backfire and it is much smarter to come from a position of strength and honesty when negotiating.

## SUCCESSFULLY NEGOTIATING FOR A RAISE

Jay is the senior vice president and general manager of leading career services company Lee Hecht Harrison's Cincinnati and Dayton, OH offices. Lee Hecht Harrison is the leading global career services company specializing in providing outplacement, leadership development/coaching and career development services. Its focus is helping organizations and their employees deal with career transitions, career management and the effect of change on careers, work and employability.

### **Negotiating Skills: Ask For More Than You Expect To Get**

**By Richard Cunningham**

It creates some negotiating room, and you might just get what you're asking for.

Whether playing the role of buyer or seller in a sales transaction, asking for more than you expect to get is a classic opening position in negotiations.

In the audio book, "Sound Advice on Negotiating Skills," author Roger Dawson says, "Henry Kissinger called this the key to success at the bargaining table." It's simple, notes Dawson, but there are many profound reasons for doing it.

"It creates some negotiating room that makes it easier to get what you really want," says Dawson. "It creates a climate where the other person can have a win with you." This climate can prevent negotiating deadlocks, especially when dealing with an egotistical negotiator, according to Dawson.

"When you're selling, it raises the perceived value of your product or service," says Dawson. However, some salespeople are so eager to reach agreement that they soften their opening negotiating position. "They hope that by doing this the client will appreciate how generous they've been," says Dawson. "The danger in this is that the client may instead think, 'If they've given us this much, we can get a lot more; let's be tough negotiators.'"

The solution, says Dawson - a renowned speaker and author of the book, "Secrets of Power Negotiating for Salespeople" - is to "ask for more than you expect to get, but imply some flexibility so that you can encourage them to negotiate with you."

Roger Dawson offers negotiating skills advice each week in the free audio newsletter from What's Working in Biz,

Richard Cunningham is a principal of What's Working in Biz,

, a publisher

of business audiobooks and online audio programs on marketing, sales, and small business strategies.

Negotiating Skills: Ask For More Than You Expect To Get

Negotiating Tactics: Don't Let 'Good Guy - Bad Guy' Control the Sales Negotiation

## SUCCESSFULLY NEGOTIATING FOR A RAISE

How To Improve Your Negotiating Skills

Venture Capital – What Happens After The Due Diligence Process

Negotiating Rates with Your Credit Card Company

How Nice Guys, Shy Guys and Good Guys Finish First!

Secrets Revealed Of A Successful Online Marketer – Willie Crawfo

How to Buy a Car Without Getting Ripped Off!

The Ultimate Rose Garden– Neighbors envy, owners pride!

Smoothies for Athletes



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