

Why do I earn less than a man?

How do I negotiate a good pay rise? Film featuring Natasha Devon

Natasha: Research conducted by the Chartered Management Institute has revealed that asking for a pay rise is the most difficult conversation we can have at work.

But it really doesn't have to be that stressful; the key to asking for a pay rise and being confident about it is all in the preparation.

Have the case ready made as to why you deserve a rise, compare salaries across your industry, know what you will settle for and if the worst happens and they say no then make sure you get a follow up meeting in the diary.

What's your fear about asking for a pay rise?

Alisa: Rejection.

Natash: Ok, so that they would say no?

Alisa: Yeah.

Natasha: But you that they can't fire you for asking or a pay rise?

Alisa: I think it's getting over the barrier of actually making that step forward as well, so it's quite easy to just keep going "oh you know I'll just do it next week or do it next month" and by then it's kinda, you've forgotten about it you know?

Natasha: Well you've hit upon quite an important point there about timing.

Alisa: Mhm.

Natasha: The best time to ask for a pay rise is when you've just had a personal success at work, when you, when you've done a job really well.

Alisa: Mhm.

Natasha: But, you know, the worst-case scenario is that you're in exactly the same position that you're in now on, on the same money, the best case is that you get more.

So I think it, it's kinda facing that fear is probably a big thing or you.

I think what we need to do is, you know eh Beyonce has Sasha Fierce, her alter ego?

Alisa: Yeah.

Natasha: We need to come up with an alter ego for you.

Alisa: I like that.

Natasha: One who is perhaps a little bit more masculine in the way that she thinks, isn't going to take anything personally.

Alisa: Mhm.

Natasha: Ehm, you're within your rights to, if they do turn you down, to ask why?

And there's going to be two reasons. One is going to be because the company can't afford it, the other is going to be because they don't feel that you are doing enough to earn a pay rise. In which case the question is.

Alisa: What can I do?

Natasha: What can I do? Exactly and you and your employer can actually sit down and make a plan, and you can say "can I schedule a meeting for three months time and if I fulfill these criteria we can talk again?"

So do you, do you feel more prepared now?

Alisa: I think so, yeah, I'm ready, my inner Beyonce's ready!

Natasha: Fantastic.