

S A M M I E
E L L A R D - K I N G

HOW TO GET A PAY RISE LIKE A PRO



**LEARN TRIED AND TESTED TECHNIQUES
TO HELP YOU GET MORE MONEY!**

The Intro

Receiving a job offer always feels great. You've come far enough that someone wants to pay you to work for them, so you should be pleased with yourself.

Should you take the first offer, or do you think you're worth even more? Should you negotiate a pay rise if you're already in a job?

The answer is always YES!

How to counteroffer salary is an art in itself, and not everyone is cut out for negotiating, but luckily it's a skill everyone can learn.

Over 55% of Britons fail to negotiate their salary during job offers or review meetings, according to a study by CareerBuilder.

This is even more crazy to think about when over half of employers are expected you to negotiate. If you don't try negotiating, you could leave money on the table.

In this ebook, we'll look into how to handle negotiations, how to counteroffer and, most importantly, how you can get the best results without annoying your boss.

Key Takeaways

1. Most employers enter the meeting with a salary bracket they're willing to pay you and often start with the lowest amount.
2. You have nothing to lose by counteroffering.
3. 99.99% of the time, you will not get fired or lose the offer for negotiating
4. Make sure you understand your worth and have examples of your work, company successes, job history and competitor salary brackets.
5. If you can't get what you want, request a review in the next three months with some targets to work towards.



Asking for a pay rise can be daunting, especially in the UK where the average employee feels uncomfortable negotiating salary.

However, if you believe that you have earned a pay rise, it is essential to know how to ask for it effectively. In this article, we will discuss the steps you can take to get a pay rise in the UK.

Assess your suitability for a pay rise

Before asking for a pay rise, it is crucial to assess whether you are suitable for one.

Ask yourself the following questions:

- Have you been with the company for a considerable amount of time?
- Have you taken on new responsibilities or have your job duties increased significantly?
- Have you exceeded expectations in terms of performance?
- Have you contributed significantly to the company's growth or success?
- Have you acquired new skills or qualifications that are relevant to your role?

If you answered yes to one or more of these questions, then you may be suitable for a pay rise. It is essential to remember that a pay rise is not an entitlement but rather a recognition of your contributions to the company.



When To Ask For A Pay Rise



One of the most common questions employees have when it comes to asking for a pay rise is when to ask.

The answer is not always straightforward, and it may depend on your company's policies and procedures. However, there are some general rules you can follow:

- **Wait for your performance review:** Many companies conduct performance reviews annually or bi-annually.

It is a good idea to wait until your review to discuss a pay rise, as this is the time when your employer will be evaluating your performance and considering any potential pay increases.

- **Wait for a significant achievement:** If you have recently achieved a significant milestone or accomplished a challenging task, it may be appropriate to ask for a pay rise at that time.

Your employer may be more likely to reward you for your hard work and contributions.

- **Wait for the right time:** If your company is going through a difficult time, it may not be the best time to ask for a pay rise.

Wait for a time when the company is doing well financially, and your employer may be more open to the idea of increasing your pay.



How To Ask For A Pay Rise



When it comes to asking for a pay rise, there are a few things you should keep in mind:

- **Prepare for the conversation:** Before you ask for a pay rise, it is essential to prepare for the conversation. Write down the reasons why you believe you deserve a pay rise, and practice what you will say. Be clear and concise about your achievements and contributions to the company.
- **Schedule a meeting:** It is best to schedule a meeting with your employer to discuss a pay rise. This shows that you are serious and prepared. It also gives your employer time to prepare for the conversation and review your performance.

- **Be confident:** When you ask for a pay rise, it is essential to be confident in your abilities and contributions to the company. Do not be afraid to advocate for yourself and your worth to the company.
- **Listen to your employer's response:** Your employer may need time to consider your request for a pay rise. Listen to their response and be open to feedback. If they are not able to grant your request at this time, ask for specific feedback on what you can do to improve your chances of getting a pay rise in the future.



How To Counteroffer Salary



When you receive a job offer, it is common to negotiate the salary or benefits to ensure that you are receiving fair compensation for your skills and experience. Here are some tips on how to counter offer effectively:

1. **Do your research:** Before making a counter offer, do your research to determine what the typical salary range is for someone with your qualifications and experience in your industry and location. Websites such as Glassdoor, Payscale and LinkedIn Salary can be useful resources for this. This will help you to determine a realistic counter offer.
2. **Consider the full compensation package:** Salary is not the only factor to consider when negotiating a job offer. Benefits such as health insurance, retirement plans, vacation time, and flexible work arrangements can also have a significant impact on your overall compensation. Consider the full compensation package when making your counter offer.

3. **Be polite and professional:** When making a counter offer, it is important to be polite and professional in your communication. Express your gratitude for the offer and explain why you are seeking a higher salary. Avoid making demands or ultimatums.
4. **Provide evidence to support your counter offer:** To support your counter offer, provide evidence of your qualifications, experience, and achievements. This could include information about your previous job performance, any relevant certifications or qualifications you hold, or examples of how you have added value to previous employers.
5. **Be flexible and open to negotiation:** Negotiation is a two-way process, so be prepared to be flexible and open to negotiation. Your potential employer may not be able to meet your counter offer, but they may be able to offer other benefits or perks to sweeten the deal. Be open to exploring different options.
6. **Know your bottom line:** Before making a counter offer, determine your bottom line - the lowest salary or compensation package you are willing to accept. This will help you to negotiate more effectively and avoid accepting a job offer that is not in your best

7. Follow up in writing: After making a counter offer, follow up in writing to ensure that there is a record of the negotiation. This could be in the form of an email or letter that summarizes the terms of the counter offer and any agreements that were made.

In summary, counter offering a salary requires preparation, research, and professionalism. By following these tips, you can negotiate a fair compensation package that reflects your skills and experience.



Final Thoughts

In conclusion, getting a pay rise in the UK requires careful consideration and planning. Before asking for a pay rise, it's important to assess whether you are suitable for one by evaluating your job performance and contribution to the company.

Timing is also key, and it's important to consider whether to ask for a pay rise right away or wait for a performance review. Additionally, understanding what other people in your industry are being paid can help you determine a realistic pay rise request.

If you do decide to ask for a pay rise, it's important to be prepared and present your case professionally and objectively.

And if a counter offer is necessary, following the tips mentioned above can help you negotiate effectively and achieve the compensation package you deserve. Ultimately, getting a pay rise requires a combination of self-reflection, research, communication skills, and negotiation tactics.