

ASK THE EXPERTS

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CAREER

How do I communicate my value to get a raise?

The first thing to do when preparing to ask for a raise is to understand the value you have contributed to the organization. You also want to get a sense of what the market and company salary range is for your position. Research market data using sites such as [Payscale.com](https://www.payscale.com), [Salary.com](https://www.salary.com), [Indeed.com](https://www.indeed.com) or [GlassDoor.com](https://www.glassdoor.com), and government sites including [The Bureau of Labor Statistics](https://www.bls.gov), [ONetOnline](https://www.onetonline.org), and [state and local labor market information sites](#).

Check out job postings for your job title in states and municipalities with salary transparency laws requiring employers to include salary ranges with all job postings:

- [California](#)
- [Colorado](#)
- [Jersey City, New Jersey](#)
- [New York, New York](#)
- [New York \(state\) - effective 9/17/2023](#)
- [Westchester County, New York](#)
- [Ithaca, New York](#)
- [Washington State](#)

A recent "Your Career > Your Future" newsletter article titled "[How to Use Salary.com to Help Negotiate Salary](#)" can also provide you with great tips.

If you want the decision-maker to agree that you deserve a raise, you have to believe it yourself! Start by doing a deep dive into what your contributions have been to the company, as well as to the division, business unit, or team goals and mission. Quantify and provide metrics when possible.

For example, did you:

- Achieve or exceed targets? By how much?
- Spearhead and/or successfully complete a project?
- Contribute to your team? In what way?
- Increase revenue, reduce costs, and/or improve productivity?
- Make suggestions that came to fruition or were seriously considered?
- Initiate any actions that improved existing processes or procedures?
- Go beyond the requirements of the job? What did you do? What was the outcome?
- Take on additional responsibilities? What were they? What was the result?
- Engage in any professional development or receive any certifications?
- Receive positive feedback from coworkers, team members, outside vendors, and/or customers?

Make sure the timing is right. You may not want to request a raise if the company is going through a downturn. On the other hand, a performance evaluation is probably the best opportunity to have a salary discussion. Very often the person conducting the review may not be aware of how you delivered results for the organization.

By using market/company ranges as a benchmark and conveying your value, you will reinforce your case. Be confident! After all, look at all that you have contributed!

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