

Mollie Lo Episode FINAL.mp3

Transcript

Speaker 1

Hello I'm your host, Dorothy Mashburn, and welcome to salary negotiations made simple. Here I show you how negotiating does not have to be overwhelming. I break the entire process of negotiating into easy to learn steps that you can use in a. Any salary negotiation situation. Whether you're starting a new job or preparing to ask for a raise, expect to receive practical, actionable strategies that are based on real life experiences. I'll be sharing tips that have been proven to work where professionals like you have made anywhere from \$10,000 to \$75,000. More in compensation. It's payment for the skills you already bring, so you need to know how to ask for payment for that value. Are you ready to learn how to boost your earnings? Let's dive in. We have Molly Moore in the studio today. Let me tell you about Molly. Molly paid her dues in corporate America as an HR leader. She came to the realization that she wanted to do more, be more. And helped more and she leveraged her 20 years of experience and successfully launched her coaching. Molly believes that everyone deserves to find or create a career they love, one that allows them to use their unique skills and talents to make a positive impact on the world as a career and business coach. She helps her clients navigate career changes and entrepreneurship when she is not empowering others. She is spending time with her husband. Mike and three kids, Maddie, Tyson and Brielle, you'll often find her reading a historical fiction novel while sipping A venti vanilla blonde latte. We are talking about all things, interviews, salaries and how to secure the career that you love. Mary's excitement and enthusiasm is contagious. You are in for a treat today. Let's dive in. Molly, Molly. And you're going on a Monday. So happy Monday.

Speaker 2

How's it going? Happy Monday indeed.

Speaker 1

How do you? Good morning. Right back at you, it is going. So well, it's my favorite day of the week, so come on. You know, keep getting better. Do that. Let's don't know. Why is Monday your favorite when everybody else in the world says otherwise? Yeah, it's also interesting. I was a part of the majority. I like to say right where? Like. Oh, it's Monday. Just get through it. And I've got to a place in my life, personally and professionally, where I have found my true purpose and. For those of you who have yet to meet me, my name is Marie. I am a business coach specifically for career cultures, and let me tell you, when I was working corporate, I paid my dues and corporate job for 20 years, worked my way up to the top of the food chain, and I just. By myself. Really lacking fulfillment. We talk a lot about wanting to make a greater difference and what does that actually mean? And so I went on this journey to just take a chance on me and really figured out what I loved and enjoyed doing the most. And so now that I'm able to coach. And lead and guide others into creating a thriving and passing fulfilled with coaching business. I had to love my Mondays. How hard not to love them. Love it. I know you've been hugely successful in your journey. When you went away from the corporate world. Tell us that story. How did that come about? And there were some of your fears that you have to overcome in order. To do that. Yes, OK. So I'm going to give you this. Any down version as much as I can so. Actually, I was at a point in my career where it's what you call your zone of excellence. I was actually really great at my job and I could do with my clothes to. Do it sleeping. But again, there was this missing void. It was like, OK, is this it? This is all my life is going to be and. I retire. It's just doing this job. And I know. And I was having a conversation with one

of my colleagues, and he actually said to me, Molly, if you could bottle up your juice, this, this possess that you have all of your knowledge and just your optimism and your energy. I would buy it. And that was just fart that really wants. To me thinking.

Speaker

Ohh, would you really OK.

Speaker 1

And then that became the brainchild of my. So when I got to the point where I. Hustled for a couple of years before I went full time. And that is very common. For a lot of people to do. I think it's actually. A really smart way to really test out do you want to do with something that you truly enjoy? Is it what you anticipate? I thought until after about. Two years I decided, yes. This is what I want. And I it was Valentine's Day, and I had my husband and my children. They were doting on me. They loved me, you know, with every year they make me chocolate covered strawberries. And I am so thrilled to Valentine's Day, even though it's Mother's day-to-day. And I just thought to myself, well, everyone loves me. But how come I don't have a sense of self. Well, like what would my life be? Like if I truly loved myself and I put me first and the first thing that came up to mind was you would be doing your coaching business full time. And so Valentine's Day was on a Sunday. That day on Tuesday, 2 days later, I had my one-on-one with my senior director and I submitted my resignation. And so Fast forward here. Doing this full time and truly.

Speaker 2

Loving it, you're getting the point. About zoom of excellence and.

Speaker 1

You help a lot of people. In that zone of excellence, find that passion or find that next transition.

Speaker 2

So tell us.

Speaker 1

A story about that like maybe pick one individual that stands out. Who was in that? And you helped them move ahead. Oh my gosh, yes. OK. So as I shared with you, there is a need in my intro. I'm a business coach for career coaches. Why? Because I have been able to successfully build my own career coaching business for the last six years and now I want to do the same, always, like giving the blueprints to. Career coaches to do. This now when I was a career coach, I focused primarily on millennial women and the majority of my clients team weighed 1520 years of professional experience. And so when you're talking about actually finding a career that you love, even though you are in your zone of excellence, the majority. Of my clients. Were women who were in their careers in that industry for 1520 years? And they're just like that. This isn't forming or no longer serving. I want to try. Something new, something different, something bigger. Something better. So that really is my dream. Is the ability to successfully help women to transition now. It's so hard to pick one. Specific person, but I guess if I had to pick one client because I love them all, they all have their own journeys and they're all amazing I have with you. Let me just take a minute and think about. I'll give you an example. So I have one client who is who was a teacher and she worked as a teacher, school teacher. Now she was making about \$47,500 annually will just call it 47. And she knew she just said, you know, I know longer want to be a teacher. I've been a teacher. She have a masters degree. And she said for my own Masters degree in education, making 47 and religious, it doesn't make sense to me, you know, and

unfortunately, it's not for today's talk here talking about how our teachers. You get paid more, but let me just put that out there. OK? When she came to me, she's like I I need to do something better. She had a very, very competitive spirit. And so in this conversation, in our coach. We actually helped to identify himself by what she wanted to do and really tapping into who she is authentically because I don't believe, of course, right. But your job isn't who you are. But I firmly believe that who you are should align with your job, and that's how you find fulfillment. That's how you. Finding that sense of yes, I'm living an improvement. There's a greater person. So through the work we've been able to get her into her very. First, sales development reposition and now this is new for her. She's never. She didn't understand that permission based structure. She didn't understand any of that. This is her very first corporate job outside of walking away from her teaching job. And fortunately though not surprising. \$200,000 a year in Base and Commission because we were able to pin down who she was naturally authentically to her poor, really just leaning into her strengths and her passions. So that's what I would say is one of the most amazing transformations. Of my clients, when we have been able to help them to pivot out of their zone of excellence into yes.

Speaker 2

I love that.

Speaker 1

That is so. And presumably she had all of the ingredients. Well, when she probably talks to people, she gets everything. Breaks down complex things into simple ways. Absolutely. Let me think about this too. I mean, Dorothy. You and I. Are both moms right? And so my my oldest. Is 1/7. And the amount of negotiation and or of persuasion that I have. To do on. A daily basis for my 7th grader to just do this homework. Including I

mean you wanna talk about sales and sales work with a child, right? But you have those skills. And so as a teacher, naturally, that's all she was doing all. The every day. Was really using her art of persuasion and her ability to meet her students where they were able to guide them and inspire them to do what is necessary to get the work done. So you're absolutely right. She had everything, all of the ingredients, all of the skills. She needed to truly excel in this position, yeah. Yeah. And you know, I wonder what holds us back. So what was maybe her or somebody else? You know, even my clients. I talked to them a lot about raising your hand and asking for what you bring, you know, the value you bring. You should get paid for it or you're not in the, you know, fulfilled job. You need to take the next step. What holds. Is that in your opinion? Oh gosh, if I had to pick one thing, I think the biggest, most commonly shared hesitation is the fear. Of the unknown. Right now, because I work primarily with women and I'm just listen, ladies, OK, I. Get it? Trust. Me when I say I understand we tend to like to control and we top that up to saying, oh, we're planners. Anytime you see a woman say, oh, I'm a planner, it means that they like to control. The outcomes of the specific situation or a specific event or things of that nature, and again, this isn't me digging up saying that this is a bad thing. However, when you are ready for that. And you are getting ready to elevate into a new career or starting your business. In this particular case as well, when you being a business folk, there is so much of the unknown and guess what we will have is fear of the unknown. You know that you have to let go of control you cannot control. The outcome? You can. There's of course the universal law of cause and effect and change on universal laws. And yes, your actions are tied to your results with decisions that you make lead to the results that you have or you don't have in your career, in your business, or when you are absolutely terrified. It is the fear of the unknown. That usually trip up women who want to elevate. So. Few

keeps showing. Up feeling guilt are two things that show up a lot. And like you said, is there any? Is there any?

Speaker 2

One you'd want a wave to get get past either of those.

Speaker 1

Or both of those. Yes, there is a. Now of course, as you guys can hear, that comes with a little bit of sarcasm and humor here. However, as a coach and Dorothy, I'm sure you could resonate with this too. We don't. We cannot wave a magic wand. We we are not. The magic pole sword to. Fix all of your. However, we are here to guide you. We are. Here to help. You to dig deep to know the answers that are already within you and when you are able to work with someone. And that's the beauty of having coaches not I'm a coach that firmly believes in coaching. I've got 3 cultures at any given time and they all serve their purpose for me. And it's because I know I have the. Answers, but because of these of seeing the guilt and the hears the worry has. Embarrassment. Judgment from others that we held, it almost clouded our judgment and it creates a lack of clarity. And so when you work with the codes of Dorothy and or myself or jobs or commitment is to help you. And to see so many things that. You want and. It's interesting because as soon as you can then say this. Is who I. AM and this is what I want. The way the process the steps magically appear at that point, and that's the part that's magical about it, but you might heard someone say as a coach, I cannot want your success more than you want your success for yourself, right? And that's the truth right there. Even want I am not a magic pill because if I want your success more than you want for yourself, it's. Never going to go anywhere you. Know you have to be the. Driving force of that. And motivation to do this. But I also like that you know, you're so honest and forthcoming and transparent with it. It is a magic wand, right? But there

is a way out of the muck as you put it very eloquently. Absolutely, 100%, you know. And when your stock, it's simply letting go of that. Evil and pride to ask for help, and that really is that first step is a self-awareness and the decision to ask for help to get unstuck. And that's the reason why so many. Of the women that I've supported in the last six years will use that phrase, don't know what to do next. I feel stuck. I don't know what direction I know what I. Want and it's. Helping to get. I'm stuck. In order to do that that the root of that is understanding who you are and what you want first. And then from there you can start. Move your leg out of the muck and get on. Stuck. But if you're just stuck and you don't want to ask for help, or you don't want to acknowledge that you are to be really hard to do it by yourself. You know to to get out of it. It is. You could probably get there, but you're going to lose some million years or months or weeks or whatever the time frame means more than you should have. Had to absolutely. 100% time is one of the. Most precious commodity. That we have and some absolutely. You don't need to. Work with me? Absolutely not. Who actually needs a? Coach no money, but. It's the people. Who want a coach that I want? To work with because those. Are the ones that understand OK. I don't have the time to figure this out by myself. Molly or Dorothy to work with so. I can go. Faster, farther together and of course simpler, right? So. Yeah, it's always better. When. You tackle something with somebody else and you're not. Trying to figure it.

Speaker 2

Out by yourself?

Speaker 1

Yeah. And it's like for your business coach client, right? You know, you've been very without even reacting. You've been very helpful, you know, kind of showing the light and showing the light being the guide. So in the

six years you've condensed everything. One or two sentences that for me is wrong changing or game changing and you would do that naturally. I think we do, yes, it there is very much you know I always say method to Molly's madness. And there are times where again, you know when you think about even even the topic that you're you're an expert in Dorothy of negotiations say you can need to you can Google a million different things and you're going to have a ton of different results, right. And it just. One person to say it. In their method for you to be like light bulb moment. Ah, it connects now. And so. So, you know, one of the topics that you and I are subjects that came across was the this ability of not. Being censored in. What we want to share and what we want to say, right and and absolutely as a business coach, one of the biggest things that. I encourage women the my. Business plans to to do. Everyone has a voice, and if you may feel like listen to me, there's 50,000 other people that are saying the same thing and it's not true. #1 and #2, it's don't self censor, self censored moments, going to ever hear what you want to say. And maybe what the way you say is exactly what they. Need to hear. To understand the concept, the method, the strategy, the tools that they need to make that next step. So absolutely, I take a lot of pride in that and I as you. Can tell I'm.

Speaker 2

Really good at it, but.

Speaker 1

Also, I really enjoy it. That's the question.

Speaker 2

Is it really is?

Speaker 1

And that's how. You help people.

Speaker 2

Get unstuck right? Like to your point earlier because.

Speaker 1

You have the passion as well. As the ability, yes, yeah. Yeah. Yeah, and that's that's. That there's a lot of people who are knowledgeable. Yeah. And then you can tell the difference between people who are knowledgeable versus people who are knowledgeable and passionate. And anytime you can listen. And that's the beauty of hot. Jess is you can hear the passion there is there is a sense of enthusiasm. And human beings we may actually can pick up when we can hear someones enthusiastic.

Speaker 2

And you also made a point last.

Speaker 1

Time we talked. About you believe in collaboration over competition. So how does that play out for you? How do you still get business if you're not? If you're giving really goods for? Free I guess. Yes, such a such a good such a great topic to bring up. So funny because. I was having this conversation with my sister. As well and and and. I am first generation entrepreneur. So I have literally no family members. My parents, even you know, aunts, uncles, nobody who can point me in the right direction, right. And then on top of that, both my husband and I are entrepreneurs. So it's not like my husband is working and I'm just, you know, doing my thing. We're both doing our own businesses.

Speaker

You love it.

Speaker 1

However, my sister actually said that she said wait, you're a business tool for career cultures like, is it you creating more competition for yourself? And I laughed at her and she looked at me like, well, seriously. They said no. Why not? Because here's the thing. When you live in an abundant mindset, you already know there is no you. You don't play. At least I don't. I don't play well on the competition plane because I truly believe that there is an abundance of clients. And leaves for everyone. Again, time is back to what I just recently said. Everyone is going to say something different. Someone's method is going to land differently with other people, and it is. Job as a coach. To find and attracts the right people that understand you. That is your community, your tribe, right. If you are your people and so you know somebody who really like working with me isn't always going to like working with someone else. And vice versa. Actually, anytime I reach out to someone on Linden to get to know them and they actually tell me that they're working with a career culturally and I celebrate that I will respond in a voice. My goodness. That is amazing. Congratulations on saying yes and investing on your personal and professional development. You don't find very many people who do that automatically. I love being a part of your network because you are already found in your coach. That's amazing. I am celebrating you today. Some university puzzle sites and. Continue to still support me and engage with my social media and enjoy my life and that's the kind of community that you want so everybody has their own flavor. Out here now. Not everybody's cup of tea. OK, I'm not. Meant to be everybody. I am a shot of tequila beverage of choice to you. What tequila does to many people. I loosen you up. You start to dance and start to have fun. You start to really just. Let loose, let go, enjoy. There might be some emotions that come about as well, and that's OK. So I'm very much settled here. I have nowhere near property.

Speaker 2

I love it. Hey, you wanna get on stuff you got, you gotta.

Speaker 1

Get a shot of tequila, right? Yes. Yes, you gotta commit. You gotta take that shot. Do you have for anybody listening on whether they're business college? Who wants to take their business to the next level or just starting out? Or if it's a career professional who is getting? Trying to get. Unstuck. Yes. Here's what I would say. The number one thing here is when you think about and again going back to what I have said throughout this episode here. Is we think about who you are. You gonna start there first. Understanding who you are as a person. And this is a key question that I asked all of my clients, whether you are a career client or a business client of mine saying #1 answer this question. I just want you to. Know if you're listening right now. And you're not driving. OK, if you're driving. Don't. Don't do it. But if you're if you're not in your home and you have some time together, putting people or even. Your notes app. On your phone into this question. Who are you? If I were to ask you what traits what key characteristics would you describe yourselves? What are those characteristics? Traits adjectives that you wouldn't identify yourself to be. It has to be consistent regardless of who you are or people around you and where you are. So for example, I'm not gonna put on here. Oh well, people say to me like, oh, Mommy, you must be so. Professional I can be. Believe by being a silent killer. Not really professional y'all, and if you follow me on my socials, you will see that I love me. A really good mom. Every once in a while. It just really pushes that message forward, so I'm not going to list professional because that's not me consistently regardless of the environment and people around me, right, once you've made that list that is that is the guide, my next one more star of who you are and they want you to think about, OK.

What do I want? And this ties into what I also call your non negotiable site, which ties in perfectly to what he does. Yeah. You think about your non negotiables. I want them to think about all of the tangible and intangible things that you desire. Desires. I'm. Talking deep, deep. Deep seeded desire. So again, I'm using myself as an example when I decided to leave and walk away from my 6th figure 20 year corporate job in HR. My deepest desire was to have time and freedom. And what does that mean? I wanted to do what I wanted with my time. However, wherever, however, I wanted to use my time and working in Corporate America, working 9:00 to 5:00, being stuck at a desk, and that was not my definition of time. Freedom. I want it. You know, I should be doing every Tuesday. I go out to lunch. We we collect that is our weekly date. We never got to do that when we were working. Jobs, right. And so time freedom is my deepest, deepest, strongest desire. So when you can figure out your non negotiables, I want for you to then take the list of who you are and what you want. And I want you to look at those two. Lists together and I. Want for you? To say, OK, what? What business do I need to? What to have next that is linked to not only respect who I am authentically the person and. That will help. Me to achieve my greatest desires and money. And that that right there is the secret sauce to how you then start to get unstuck, those are. The many coaching that's right there. For y'all I know I. Love it. I'm gonna actually do it after.

Speaker 2

This like yeah.

Speaker 1

I would yes, I would love to hear and. Hear just what came up for you and your. Experience. Absolutely, yeah. Yeah. And you know, and that's the thing that people say. I'm a good negotiator. But the reason I'm a good negotiator is not because any of the techniques is because in the

beginning I take the time to say, what do I want out. Of this negotiation. Right, that's the key. It's the simplest, but it's also the hard. Absolutely. You know, and to your point, I always say to. My clients you. Cannot. If I say right and I give you an arrow arrow and I said you're gonna look at me and you're going to say goodbye, but where am I shooting? Right? Where's where's the target? And that's exactly it. If you don't know what? You're busy. Is what you actually want out of that negotiation? How are you going to hit that? So love that very much. That that. Is spot on. Yeah, absolutely. Well, thank you, Molly, so much for sharing your wisdom. This is a delight. Every time I talk to you, you're going to be a great coach. Or anybody who reaches out to you who wants your holds your wisdom, and who wants to really go after the next stage of their life. And I'm so thankful to have connected with you. And thank you today for all of your knowledge and your stories. Absolutely. Thank you as well this. Has been so fine. I appreciate the opportunity because this is this is what it's about, this collaboration and the ability to really support one another, share each other's knowledge and expertise and encouragement. This is what makes the coaching space such a beautiful world to be a part of. And so I appreciate your willingness to collaborate with me. And giving me this wonderful platform. So thank you very much. Thank you. Have a good day. Feel ready to rise up and get paid for your worth. Be sure to get the free salary negotiation training at dorothymashburn.com/fightfor. Worth to see ultimate step by step guide in order to help you secure a promotion or break the glass ceiling. Again, it's a Dorothy matchfor.com/fight for your worth. Thanks for listening and. Bye for now.

