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Transcript

Welcome to salary negotiations made simple. Here we breakdown the entire process of negotiations, career Rd. mapping and mindset mastery in easy to understand and applicable steps. I'm your host, Dorothy Mashburn. And each week we bring exciting news, tips and tactics on confidence, mindset, mastery and techniques and influence and persuasion. All designed to make the entire process of negotiating your salary and your career trajectory easy to skyrocket. Let's dive in. Hi, everyone, and welcome back to another episode of salary negotiations made simple. We're talking today about action oriented strategy to give you the tools you need to take control of your career and steer your pay raises. And make sure you stick around until the end. I have an exciting announcement that will give you the actionable steps you need to start implementing the insights from this podcast right away. Many of my clients ask how is it possible that some people tend to skyrocket their career some run? It like a marathon. While some are just stuck. Generally speaking, people take one of three paths to career growth. Number one, wait to be rewarded and many of us are used to this. We work hard, hope someone notices and then maybe, just maybe, we get that pay raise or promotion. #2 power through this involves putting in long hours and effort, hoping that sheer willpower and determination will get us to our career goals and #3 create a system and love the process. Of course, this is the goal my. We are going to focus on this third path today, but first let's give you some examples on #1 and #2. First, the waiting game. My client, Emily, is a standout employee. Her performance reports are consistently high. She has never missed a deadline and her work products are excellent. She is that model. Employing always on

time, always reliable and always putting in that extra. I met her when she had been at her company for four years while she had received positive reviews and small bonuses here and there, she had yet to receive in those four years as significant pay raise, or even a promotion. She believed that her hard work would eventually pay off, but she was starting to get restless. It had been already four years there. But she continued to pour herself into her projects, waiting for that magical day when her boss would call her into the office and say, Emily, you've done an excellent job and we are promoting you. I'm willing to bet that this sounds familiar to you all. For Emily. The annual performance review came up and Emily was hopeful. This is her year. She thought she had led two significant projects that year, both of which had been very successful. The review went really well and her manager praised her for her dedication and excellent work. After the review was over, there was no promotion at the end of it. When she asked, her manager said, oh, you're definitely on the path for that, Emily. Just keep doing what you're doing and good things will come. How many of? You have heard. This is usually how the conversation goes when you use the weight to be rewarded. Career growth strategy. The next career growth strategy is the power through this is putting in long hours and effort expecting that sheer willpower and determination will get us to where we want. This was Jackie strategy, who I met three months ago. From the moment she walked into her job six years ago, she had one mission to climb the ladder. And as quickly as possible, she would dedicate herself entirely to her job. That was a winning strategy. She came up with. She was the first to work last to leave and worked over the weekends and it paid dividends within her first year, Jackie got promoted. She was thrilled. She loved that she had hit on the strategy that would actually deliver results for her. But as it always happens even after the promotion, she didn't change her approach. Why would she change right? This one was

working. She took on more responsibilities, convinced that her hard work was directly proportionate to her career growth. The problem was and she soon realized this. The more she powered through, she noticed the returns were growing smaller and smaller. Tasks took longer to complete and she was just not all into it any more? Not because the project was more complex, but because she felt drained 3 months ago, Jackie was at her doctor's office with multiple back-to-back panic attacks. Her doctor scolded her for not getting enough sleep. Fortunately for Jackie, things didn't get worse. It was a wake up call and she decided to take counter action. The thing to remember is. That's the problem with this strategy. Sure, you can try and achieve a 5 minute mile. It might be attainable for short sprints though, but it's unsustainable pace for the long haul. Of a career marathon. That brings us to the last strategy. The creative system and love the process strategy. So here's an example. You created a process to perform consistently and it could be anything you pick. It could be being the first to volunteer for a new project or always delivering a project on time or delivering customer growth year over year. Whatever you pick, it has to be valuable to the company, meaningful, and something you can deliver and show up for year over year. Month over month. It can even be a specialized training. Once you set up the milestone and then act on it, it's time to reward yourself and pick a reward that is actually meaningful and exciting for yourself. This is going to keep you motivated and in the game. The next milestone is seeking recognition for the previous milestone that you delivered and got a reward for. Document what you did and start asking for recognition for the work and when you ask for recognition, reward yourself. It's not important whether you got the recognition, simply the act of asking for it will deserve a reward and then finally create a process for asking for a pay raise. Once you've checked off two or three projects that you delivered and then ask for recognition next, ask for a pay raise and

simply asking for. A pay raise. Would garner a reward. And then repeat. The key is to pick a reward that's exciting for you, and I've said this before and it's worth repeating. And I'll give you an example here in a minute, but first you might be wondering, why does this whole creative system and love the process approach really work? This method works like a charm because it plays directly into our dopamine reward system. It is that feel good chemical in our brain and every time you hit a milestone and get a reward, our brain releases dopamine, which says, hey, that felt awesome. Let's do it again. The more you experience these rewards and get that dopamine hit, the more your brain craves it and it becomes a cycle. Check off a milestone, get a reward, get a boost, and then get motivated to do it again. And before you know it, you're not just working for a promotion or a pay raise. You're working because the process itself has become rewarding. Consistently showing up actively seeking recognition and confidently asking for a pay raise or promotion automatically triggers the path. To career growth. To illustrate it even clearly, this is what happened with Jackie. About 3 months ago, when I met her, we devised a system for her. She set up her road map and to make it fun, she decided to think what rewards would truly get her going. A few weeks of soul searching and she found it. She told me that she was a sucker for high end kitchen gadgets in those fancy kitchen shops like Sorla Talbo. Every time she looked at her artistic looking gadget, she talked herself out of it, thinking I can't justify spending \$50.00 on a pie dish when Target sells them for \$10. This time she had a different perspective. I may not need it, but I want it and this will be my motivation. The result? Jackie started crushing her milestones, and yes, she got her luxurious pie dish as a reward. What reward is exciting for you? That's what you would pick when you achieve a milestone. So let's wrap this up with a clear action plan. Let's focus on designing a career growth plan, not waiting for someone to notice your hard work, not

trying to Fast forward to the end. Let's set up a system that tricks your brain to keep you, not just in the race. But loving every minute of it. Create little dopamine boosts for yourself by studying milestones, hitting them and giving yourself the rewards that you choose. When you do this, the process itself will deliver you the results, which would be the pay raise or the promotion. But what you're doing is you're setting yourself up for success. Without stressing about the end result and by doing so the end result takes care of itself. I really hope that this actionable strategy helps you to engineer your own path to success. Now, do you recall the promise I made at the start of this episode? Well, now it's time for me. To deliver. I am thrilled to offer the Resolute Career Blueprint template on my website for free so you can take action today. This is a step by step guide that helps you skyrocket your career sustainably. I've designed this blue. I've designed this blueprint to help you tap into your dopamine reward system, allowing you to level up your career without burnout. This blueprint will give you a kick start to design your own creative system and love the process strategy. That you can customize to your needs and your career trajectory. And here's my challenge to all of you, my friends. Don't just be a listener today. Go take action. Head over to my website to grab your free template and the link is available in the show. Notes. Well, there you have it. An actual plan to have you take control of your career and steer your pay raises for maximum success. Thank you for listening and bye for now.