

Art of Confident Communication- Elevate Your Presence with These Proven Strategies!

Hi friends.

Speaker 1

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 any salary negotiation. 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 netted anywhere from \$10,000 to \$75,000 more. And 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. Welcome back to another episode. This is Dorothy Mashburn. We talk about salary negotiations here, confidence, mastery, as well as how to improve body language and posture in order to sound confident. Competent. Able to know your worth and fight for it. Welcome the salary negotiations made simple. We're talking about words today. Words are important. We have to project confidence without sounding in the scientific, but using the right words in order to make our points come across sharp, confident. And intelligent? Let's dive in and have this fear that often moves over us. We, maybe we'll say, the wrong thing. Maybe we'll come across as threats as women professionals and as we have grown up through various cultures teaching us, we must appear nice we must. It appears subservient. We must be collaborative, not come across as competitive. These are first social programming and 2nd we have learned when we are seen as

threats, we are. Us to modify our stance or you call the B word, so there's absolutely some truth to those fears. So what I want to teach today is how to be confident without being threatening. And I know it's a fine balance, but I promise you it can be done. So now picture this just after you accomplished a major milestone. For example, you delivered a customer retention project under budget. On time, or even better than the timeline that was asked.

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And somebody says congratulations, what a great job. And you say I think you just got lucky or you say thank you. I couldn't have imagined this would work. What are you doing here? You are downplaying your own accomplishments. And I bet it wasn't easy. And I bet you didn't get. You engineered the success of this project, so own it and the way you do it, you say thank you. I put a lot of effort into it and I'm very proud of the result and of course nothing is done in a silo. I had a great team that supported me. See how different this confident. You is going to sound and show. Up this is how you can balance being confident without coming across as threatening. The next one address qualifiers. So sometimes and most times even for me, I'm always. On the lookout. For this you put in words such as you know write and ask, and many years ago I was in a Toastmasters and I had somebody count my arms and your nose. And there were 47 in A5. For seven minute speech, we don't realize how many arms you nose that we interject into our sentences because we. Are trying to. Appear, perhaps at ease, or make the counterpart feel at. These, or even maybe we're speaking too fast and we're trying to. Our brain is trying to catch up. So my recommendation for this is. Record yourself on this zoom just like I'm doing and then never

publish it. Just watch it again and the more consistent you are of whether. You're interjecting with solos or you knows, you know that you need to be watching. Out for those. The next one that women have as a pitfall is appearing confident while not wanting to steamroll your counterparts. So you're in a big meeting, for example, and you have the data and you want to say you're really in your head. You're thinking. This is a no brainer. Why would we do this? But you know from past experience, if you said that you would come across as somebody who steamrolls everybody else. Instead, you could say something like. I'm eager to hear differing perspectives, but based on the information that we have today, I believe our next Bluetooth steps are XY&Z. This fosters dialogue as well as establishes you as an authority based on the information that you have. It also gives your legal room if information does change, then you can now reassess. Makes you flexible, but absolutely confident. That's another way to handle this. So you're not saying oh. My God, why are we talking? About this, let's just go do XY and Z. That's when we get into trouble and being told that we are coming across as extremely threatening. And then the last and final one is speedy speech. In times of two top times. Of YouTube attention spans I know are less than 3 seconds or whatever the statistic.

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What I want us to do is slow down our speech and then interject pregnant pauses and how much pause is good. 123 seconds, 3 to 5 seconds is a good. Silence that you should maintain. When you're speaking very fast, first of all, your brain cannot keep up, so you tend to use things better words or you tend to interject the qualifiers, or if. You slow down. Your brain can actually keep up. That's number one. #2,

when you are silent, the other party feels uncomfortable and they may blur out information that you can then use to your advantage and. Then #3. Is it makes you look confident? You know that confidence we're striving for. All the time. It can come. If you just slow down your speech and the reason it is is, it gives the unconscious signal to the other party is that you're not nervous, you're not desperate for approval. You are a confident human being, you're a confident professional and you have. All the time in. Bills are the four things that will help us appear more confident in any discussion, negotiation, project work presentation in front of an executive. So keep. That in mind. And also know it's not going to change overnight because we have been conditioned, we've been plugged into this matrix. And we've been conditioned to act a certain way, but we practice. These are under your control, so. Spend some time doing some self reflection after you listen to this and say where do I speak too fast? Do I discount some of the accomplishments that I have done in the past? Do I use a lot of filler words? Do I apologize when it's unnecessary? Do I downsize my? Accomplishments. Do I use hedge phrases? One of the hedge phrases that I forgot. To mention is I'm an expert and I. Think or this might be. You're ready to rise up and get paid. Are trying to for you or what are? Be sure to get the free salad with motivation training at dorothymashburn.com/ultimate step by step guide in order to help you secure a promotion or break the class. Again, it's at Dorothy. Some of those things. Dot com forward slash fight for your worth. Thanks for listening and bye for now.