

Audio file

Michelle Rios_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 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 netted 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. We're ready to learn how to boost your earnings. Let's dive in. I have the pleasure of hosting Michelle Rios in our studio today. Michelle is a sought after speaker, soon to be author and the highly acclaimed host of one of the fastest growing global podcasts. Live your Extraordinary life podcast. Michelle's relentless pursuit of our own extraordinary life helped her overcome the adversity, challenges and financial struggle of her humble beginnings. Growing up as the eldest daughter of teenage parents in rural America and propelled her to become an extraordinary self-made success in corporate America and beyond. Today, Michelle is a rising Leader and personal development. She's a respected business leader and social entrepreneur. Her story inspires audiences around the world.

Speaker 2

Hi Michelle, how are you today? I'm doing great, Dorothy.

Speaker 3

You thanks so much for having me.

Speaker 2

On the show, I love it. Love your energy. Love everything about your podcast? Live your extraordinary life. I was wondering if you could do a quick introduction about you, your story or our audience here. Happy to. So again, my name is Michelle Rios and I. Will up in New England and. Small town but my. My way to Washington DC after. I live sort of around the world through my work experiences and study experiences in Europe and in other places. I've spent the last 25 plus years in corporate capacity and communications and as an executive, and I just recently made a transition to. Do more personal developments and speaking and of course, the podcast and using everything I've learned over this very long and the whole career to really go into this next chapter with a lot of excitement, environments and help people live their best life. And you do an amazing job, I have to say. I have to put a plug in for that because I was so inspired when I listened to your podcast. So, you know, rolling back a little bit, tell us about, you said you've been in the executive room and faced all kinds of challenges. Tell me about. One aha moment you had when you first got there. And what did you do about it? There was probably a you had some expectations and then there was didn't materialize or materialize in a different way. Yeah, I mean, like there's so many offline moments. So I'll, I'll just say I started off very early on in my career outside of the corporate board where I'm trying to figure out how to get in and and then spend the next

couple of decades rising in my career. Until I really did arrive and my last role was. As an executive vice president and very large mid size PR firm, but with lots of brand clients and. I will say a couple. Of things when I first. Entered this whole space very young. I didn't recognize. The power that I. Had or the voice I had, I had been raised like I think a lot of my peers sat in the Genex community was to sort of follow rulings and to do what you're told. And so I sort of waited for. The other leaders and executives to ask for. Something of me.

Speaker 3

I know who's.

Speaker 2

Available and I was willing to work hard and work late and do all those things, but I didn't recognize the value I could bring by stepping forward and being proactive and saying. I've seen this. I think we need to do this. I didn't quite yet have a point of view. I was swimming, absorbing everything. And I often say my career really started to take off. When I stopped waiting for somebody to ask me to do something and they started proactively just doing it and acting as it. So I. Didn't wait until I. Became the account director to start. Behaving like the account director. I just acted a bit and then it. Was sort of a faded complete they're like. She's like she's an account director. We need to promote her. And I've used that very keenly throughout my career. So what I. Knew it was. Time I had been marinating in a roll for. A certain amount of time and I. Wanted to make the next week and just. He didn't wait and sit there with a. List of pros and cons. I've done this this year and I've done that and I've done this.

Speaker

I had all of.

Speaker 2

That I didn't wait, though I acted as if I had already gotten permission. What would that look like? What would that feel like? What would the Vice president do differently? And what I'm doing as an account director, how can I start acting as if? I have that role in behaving as one. So I already when it comes to fruition, it's sort of like a non sequitur. Nobody's asking questions like what? Of course. And now became a really. Winning formula for me in my career instead of waiting and going in once a year with a checklist of all my accomplishments. I stayed ahead of the game and started to say well. What are they doing differently than what I'm?

Speaker 3

Doing how can I add a more value?

Speaker 2

How can I? Start to see myself and feel myself in that world so that my confidence improves so that my actions are more risk taking, cause a lot of us are risk adverse right in mid career folks were sort of like we don't want those, we don't want it stand. On the line. But I mean works well but and. I think a lot of women. Were afraid to ask for what we want, so I challenged somebody who might be in that situation to not even before asking. To really and visualize yourself in in our next role and do what I say is feel, do and have. What does? It feel like to be in that room. Start acting as if what does someone?

Speaker 3

In that really do.

Speaker 2

And then watch the magic unfold. It's not to say you shouldn't ask for. You should ask for it, but there's something to be. Done on your part because.

Speaker 1

I I talk a.

Speaker 2

Lot about this. My rise was steady over 2 mustaches, but most media work, if you will, for the end. Because I had sort of figured a lot. Of this out. And was able to apply it much more rapidly as I became more savvy and recognizing that my energy, how I present, how I show up, how I interact is as important as my checklist of accomplishments. Because people steal your energy before they see your accomplishments. And that is something a lot of. People miss a. Lot of people think, well, you know, they'll. See on paper it's. Obvious I should get a promotion. It's obvious I need a raise. That might be the case, but if your energy isn't there because what for whatever reason, even though you say you want it, you don't know whether or not you can get it. And so you're acting as if it's not really possible. You're not sure it's gonna happen. That energy becomes. What you put out in the world and then I cannot begin to explain to you how other people pick. Up on it. But it's just what people absorb, and then they're just kind of like, oh, she's not ready. She's not ready. You need to believe that you were there before somebody had need to.

Speaker

In being there.

Speaker 2

So true, and this particular story resonates throughout the speakers I've had on this podcast, and whether you call it confidence, whether you call it energy, you know, competence anymore, it's just table stakes. You have to have that energy to elevate you to the next level. You have to believe that you are there, so if there's something in your own psyche or belief system that says, I'm not sure I need external validation of this. It will be. Harder to get. To internally believe that you have arrived before you are given the external validation. The external validation is the cherry on the top of that. You know the sundae ice cream. But you really do need. To feel it, believe it, own it. Act as A and then it comes. Much more easily. Yeah, you talk about a point of view with no objects for that, just a little bit more. What recommendation do you have for someone who is still unsure about their point of view in their boardroom? Or maybe they're about to get into the boardroom? Well, you have. To decide who you are. So when thinking about a. Point of view on anything the. First thing is important part of this whole equation is knowing yourself. And so while I can sit here and talk about the importance of ex industry and knowing the INS and outs and the analytics, all of that sort of thing, I'm going to put aside because there is. A way of showing up. That actually jumps all of the. Tips and tricks? These tips and tricks work once you. Know these things so. Part of it. Is understanding who you are authentically at the?

Speaker 3

Core of your.

Speaker 2

Being a lot of us.

Speaker 3

Grow up and we come.

Speaker 2

Out saying I want. X and I want to become Y and I. Want to do Z and yet. We don't really know that that's what we want sort of like what's been handed to us, right? I'll just use my example I came out. I was the first one as first got to college and back in that time it was very stereotypical. You know, you become a doctor or you. Were a lawyer. And because I, quite frankly, was more Swedish on blood and or eat well at the dinner table, it was assumed that I would. Give him a lawyer. The reality is I spoke that language I. Took that else that I told everyone I was going to. Become a lawyer, I went. Through the motions. And yet I did not know that. Really what I wanted and you. The AHA moment was it's not really what I wanted, and so it took me reconciling the story I had been telling myself about what I wanted with who I really was before I could actually. Cultivate a point of view. Because if you don't know who you are, if you do not know who you are and record your being authentically what you want.

Speaker 3

He said it's very.

Speaker 2

Difficult to have a point of view. Because reference point it's always something outside of yourself. So I would say the most important thing you can do, regardless of how well do I do this. With my 16 year old. Get buy it. Get by it. I don't care if you meditate. Or you go for a walk or. Music, but there. Is in all of us that still small voice. And when you? Ask yourself critical questions about what you want and you do not.

Speaker 1

Judge what comes.

Speaker 2

Up because something.

Speaker 3

Will come up.

Speaker 2

And you don't judge it and surprise and then. Why shouldn't want? That, but you just allow it to come to the surface and sit with it.

Speaker 1

You'll start to understand who you.

Speaker 3

Are better and.

Speaker 2

When you know who you are better, it's much easier to have your know what. Your your star is. What are you tethered to?

Speaker 3

Chapter 2.

Speaker 2

What is your belief system? What are your values and therefore being able to authentically give a point of view on anything becomes a lot more easier. When you understand who you are, but most people. Most of us, particularly I think to. The point of new. Career all of our time looking for validation. Outside of ourselves, we spend precious. Little time getting quiet, but if you. Look at all the successful leaders. Doesn't matter who they are, but. All the successful leaders have business. They have meditation practices, they have some sort of leading structure and discipline on getting quiet and listening to your gut or intuition or spirit. You know you can call it what you. Want but that's. Still, small voice inside them as a reference point, and that should be where we all operate. That's the heart of authenticity, that's understanding where the values are. That's frankly the key to knowing what your purpose is. And when you know those things, cultivating when you view becomes a second. Nature to you. There are the judgment comes very quickly, though, right? Right away. Once you find that small voice, it's easy to smother it. I don't. I don't know how I'm gonna support my family or money is going to be an issue, et cetera. That would need career especially great and I I. Think we we. It's counterculture like. Well, that doesn't sound reasonable or practical. How can? I do that. But you know, I challenge you to think about whether or not you are acting in the moment against that, or you see that as a stepping stone to knowing who you are and stepping into authenticity and greeting light into that. Desire step.

Speaker 3

And stop it might not.

Speaker 2

Be a pulling off the Band-Aid.

Speaker 1

I will tell you.

Speaker 2

I did not take the fast elevator. To where I. Am I decided very conscientiously that I could have gone and become. I knew in my mid 20s that I would eventually end up in personal development, that that was my

passion, that I was a public speaker. I knew that. I was a. Writer I wanted to spend my. Life in some capacity working on these issues and inspiring people. But I made a conscious, conscientious decision. That it was very. Important for me to live my life. While still keeping that dream alive, so it took me another 26 years to get there, but every stepping stone was still movement toward that. I was and I ended up in a career in corporate career in communications where I had to write where I had to speak or I had to pitch my ideas where I was inspiring teams, where I became the CEO whisperer, where I worked on a lot of the personal development concepts, if you will, not only for myself. But we're not. And so again, going back to that concept of wherever you want, once you to so look for ways to cultivate the believe it. Live it, feel it, do it, then become it. I spend 2 decades getting really good and honing my craft to come out at this point in time with a lot of really, really strong foundation and confidence to take on. Entrepreneurism and personal development and speaking in. A way that I have stories I. Have stories to tell. I spent two and a. Half decades, building a corporate career or having family. Being in a marriage, the ups and downs of living my life before going out of. The gate, if you will.

Speaker 1

No, absolutely.

Speaker 2

It's a great segue to let's talk about the mid career professional woman who is already innocence suite. So sort of like what you were before more and more I talk to people, there's a there's some inertia that's holding people back from you know, living that extraordinary life or living getting the tools. British negotiations, but there's a there's inertia, and I'm wondering if it is fear. Is it something else? And what is your opinion and what have you found that works for getting people into action to whatever their?

Speaker 1

End goal is.

Speaker 3

You know, I can speak.

Speaker 2

To my own experience that we all have limiting beliefs right and there is fear in all of us about probably every stage. And I think to say that fear is eradicated or damaged. Fear is sort of a a misunderstanding of how we live with it. I think the better way to think about it is to acknowledge. That we have fears or we have limiting beliefs and to allow that feeling, whatever it is, of inadequacy, of not enough to average, not really ready. Whatever the things are to feel them, acknowledge that that's how you feel and then still start to take action despite the fear, because often the fear. And I've had. People on the podcast talking about this as. Well from a. Therapist or psychology standpoint, fear is often. The thing that's happening. Before we take the action. It's in the unknown. It's what we anticipate.

Speaker 3

But as soon as you start to.

Speaker 2

Take action. A lot of the fear starts to melt away as you take one step and another step and another step. A lot of what we call you know the.

Speaker 3

Our anticipation of what's.

Speaker 2

Going to happen. And we go and do this is not usually what comes to bear, right?

Speaker 3

It is what?

Speaker 2

Happening in our minds and that's the state we get into this place where we get. Stuck in our. Heads that we have inertia. We be calm like deer in the headlights. We don't dare to take any action and. The only way out of the rubric. Is to take. Some form of action, messy as it may seem. As you know. The worst things that I've ever done in my career is. Try to wait until all my ducks are in. A row and everything looked perfect. Because your ducks are never 100% row. And once you. Get five of them and the six one gets out of line and you're constantly rearranging the ducks.

Speaker

In a row and.

Speaker 2

Like it's much better to take that imperfect, messy action in the direction of what you want to do, whether it's cleaning a promotion or asking for raise or changing departments, or jumping to a new job, it's much better to just go through it.

Speaker 3

Right.

Speaker 2

And lives through what the anticipation of. Whatever the big fear was.

Speaker 3

What if you get rejected? What else? Yeah. No one will die. What did they say? No. What is? So what? Ask why. Then you have some concrete.

Speaker 2

Evidence or?

Speaker

Feedback to.

Speaker 2

Act against. Yeah, but until you are willing to put your foot in the water, your whole leg in the water and move something forward, you will never. Know you stand. This no man's land of starving your head. Is the worst place to be. All of these unimaginable, terrible things can happen there, and in reality, nobody's thinking about you, man. That's the other thing. Still consumed with what do. They think of me. Nobody's thinking about you. That is the newsflash, right? We are consumed. With our place in the world and what we're doing, people are usually just trying to get stuff done. So when you stop obsessing about.

Speaker 3

That and take action.

Speaker 2

Is messy. Or imperfect, even if it's a no. Even if it's a closed store, even if it's.

Speaker

A rejection?

Speaker 2

I will tell you that's. Really good information. Then you can plan your next. We will not die from. No small children will die. You will. Not lose your. Nobody's going to think differently of you for trying, right? And so much time worrying about the what ifs. Almost a self fulfilling prophecy, right? So a lot of the advice or self help guides out there is prepare for the future, right? So have a LinkedIn presence, have the your networking, but we don't even go do that in the fear that something. Change is going to happen and then when we do get made off or when. We do have. A setback now we're not ready or we're not prepared. For what do we do to pick? Ourselves back up again.

Speaker 3

Look, I I'm.

Speaker 2

A firm believer of do what? You can to prepare. That's always important. But at the same time, at the same time, I will. Say there is. Anxiety comes from spending too much time focused on the future, right, frustration and. Resentment comes from spending. Way too much time about what already happened. And it's already done. There's nothing you can.

Speaker

Do about it.

Speaker 2

And we don't spend enough time just. Being where we are in the present moment. And again it. May sound so simple but. It is a very. Complicated concept for people to embody this idea of your energy in this present moment is the most important thing that you. Can focus on. How are you showing up now?

What are you doing to? Take care of that now and this counterintuitive is this may seeing what are you doing to take care of yourself because. The better you feel. The more joy you lean into in your. Life, even in your. Career as busy and difficult and all the things on your To Do List. As you may have. The better that energy and that. Magnetism that you are able to draw, people, things and experiences. To you is. The problem is we get very tunnel vision. I haven't seen with my to do those. I'm so busy, I can't really worry about how I'm showing up. Guess and get things done.

Speaker 3

And and you weren't unaware that whether or. Not you were. Aware of it, you are giving off.

Speaker 2

Energy that is not necessarily. The way you want to be perceived or show. But people are going to feel it. Regardless of whether you're conscientious of it. And so it is. Fascinating world probably learn the most important things you can do is think about how are you showing up now. And yes, prepare, but I would even argue even if you weren't prepared. It's not the end of the world. You can recalibrate. Maybe you'll have a week or two of being, quote, UN quote. Behind the 8 bond, you've got to go work on that LinkedIn profile and make a few contacts and write a few emails.

Speaker 3

Do it like.

Speaker 2

It is not the end of the world. It will be OK. And I think we catastrophize what will happen if we don't have all this or don't have all of that when we really. Missed the whole point of this. Moment that we're all in. The meeting you're going to right now. The conversation that you're having right now. That more product that you're working on right now before you just jump into. It check yourself.

Speaker 3

How are you?

Speaker 2

Feeling are you anxious? Go do something to let go. Of that anxiety and show up, calm and serene and confident. That shifts your balance of power in any conversation, any meeting. It changes your ability to think. Your ability to make decisions. Your executive function is your most important. Asset at this point of your career. And if. It is being hijacked. Because you're anxious, you're exhausted. You're quarter. That levels are off the charts. Then you're not acting as an executive and in which case you were going to have very precious little bargaining power. Very well said. You talk a lot about in your. Podcast about the stories we tell ourselves from the past or the stories that help build our new stories. So could you tell? Us a little bit about that and in your own example like. What were you telling yourself and? How did you change to your news story?

Speaker 3

Oh, it's a.

Speaker 2

Good question, mark like stories. So I would say the power of your personal story is something everyone needs to be cognizant of. Because it is. That story that you tell. Yourself that it comes to reality. Because we tell that self. Whether we're conscientiously, we giving it in our. Head or thinking about who we are. Telling people who we are. We are explaining how we shop in the world and what's going to happen, so let me give. You an example. I grew up in very rural name. I had teenage parents, I. Did not get. A college my mother was a sophomore in high school when she had me. She got a GED in with a taboo and toe. Meeting I had two siblings behind me and then I was made vastly aware, very, very young age that it was my job as the eldest to do really long school, set the example, set the pace, pave the way. Get into a. Good college. Figure out how to pay. For it, and the parents would support the. Best they could. We were, I wouldn't say we were poor, but we were working class financially struggling, right, trying to make ends meet often was difficult. And so while we had a roof over our heads, there was a lot of uncertainty about how things it was always the like what those will get paid and which ones get put off. Right. I think a lot of people can relate growing up in, in the states. There's a lot of that, right? It's it's it's not necessarily object property, but it's working class. And that's I grew up and but when parents to speaking super young, happy, savvy to say to me. You can do anything. Education is your ticket out. A lot of pressure on me and a very, very young age, so that had to be a story I. Had to crop the world later, but. I was empowered. By that story, I wasn't told statistically speaking. You're not going to know too much. Who's Tom? You have an opportunity through education to change the trajectory of your life, the life of your siblings, and. Life of this family. Mission Impossible to your right, and I was all in. I was like, well, it's my responsibility. I'm the eldest. This is the birthright place and I took it is for the responsibility and an honor and a privilege to bust my ****, to pave the way. And I'm very proud of what I accomplished because of that story. I wouldn't be where I am. Today, without that story, despite the pressure, despite the difficulties, despite many, many. Years growing up where I didn't. Have the most fun childhood because I was studying, I was taking an extra class. I was trying to figure out having a scholarship. I sacrificed a lot of the carefree days of childhood to do that, but that story served incredibly important purpose in my way of opening doors to the next level. So for that I am very very grateful but.

Speaker 3

There came a time. Well, that story I had a moment.

Speaker 2

I was living in DC. I was in my mid 20s. I had gone to school scholarship for Graduate School. I was working full time as an associate director of communications. I was going out. I was living the life I was serving the plan with my 20s, dating and doing all the things, burning the candle at both ends and my. The story was I can outperform everyone by working hard. When they didn't anticipate because. It hadn't happened yet. I was on the brink of all of this happening before, but I hadn't been told. It until this. So many time I got sick. I was burned out. I was exhausted. And I got MC more. And, you know, in a feverish delusion I found myself staring at a 10th floor window in my apartment. Going I'm so overwhelmed and exhausted, I'd rather jump than go through my day and that was a huge they got called to me and. I obviously had a great zest for life. I wasn't planning on jumping out a window, but I found myself in this position of being so overwhelmed and overburdened by the story of I must outwork everybody. That it wasn't serving me. And so that was. A wake. Up call for me. I needed a new story and interesting. You know, I I. Talked a lot about this in the podcast. I'll leave it there for for people to find out

about what happened because I was at. A really big. Shifting my life at. That point I had to have a new story.

Speaker 3

And part of that was.

Speaker 2

Asking myself a question. Nobody had ever asked. Me, which was what do you want? What do you really want? Not what is best for your family? Not what can you do for your siblings. Not how can you do for college? Not what can you do to pave the way for others. What do you want and who do you want to be? And that was a major changing point. My story then shifted again, and my story has shifted and evolved many times since then, and this is something that's critically important. We stick to old stories that keep us stuck. Often we are our fathers, daughters. We are our mothers, daughters. We are from the family and the bloodline of acts. While everyone needs to do it this way. Well, is it serving you know? Cause if it isn't, here's the great news. You are the director of your own humanity. You are the writer of your next chapter. You get to decide who you are and what happens next. Nobody else is playing that projector in your head, nor thoughts. Are the things that motivate your actions and your actions are going to be. What, then, propels? Happens next in your. Life it took me a while to recognize this, but I'm probably one of the fortunate ones that I started to recognize this in my mid 20s. Now I didn't start to master this until well into my 40s. When you start to recognize that you can shift the story. You could show up with someone else. And I'll tell you, you just came back. From a fabulous trip overseas. Traveling became a lifeline and for me, and I'll tell you why. What I found in going overseas was I could put my experience of my day to. Day life on hold. And I could open up the. Aperture of my mind. And there were limitless possibilities of what? I saw when I imagined who I was. I was going to. Be in traveling became a dream state. For me there is something very for me at least very thought provoking and dream provoking about the wonder and adventure of travel that opens up my mind in a way that I am not able to access that level. In my day. And to really make it a. It's part of a conscious choice and value that my husband and my our family, our son participate and travel for this very reason. Yes, we like to see this fight and yes, we like to see the people that mean the culture. All of this is part of. It but it is bigger. Is the recognition that you must leave your day-to-day life in some way, shape or form? Whether it's meditation, it's getting away, it's stepping outside of your day-to-day to. And so part of my story evolution also. Came in to play with travel when I. Would travel and recognize that? That was a moment might only be two weeks. But there's two weeks of. Boarded me a level of space. And time and freedom to dream. That would then. Empower me. When it came back to the other side.

Speaker 3

Right.

Speaker 2

And so I'll tell you one of my stories, right. Now is. I was part of. The hustle culture I was. About to talk to on ground tussling ground. I'll outwork you. I might not have the pedigree that you had growing up, but I would. Get it and I will outperform you. And that was really nice. And now I'm on the other side of that. It's so incredibly hard. I think it's important to have goals that you pursue because it is in the pursuit of those things that we become.

Speaker 3

Who we are meant to be, however.

Speaker 2

The process is very different for me. I will tell you alignment is incredibly important. Word for me. Is it aligned with what I want to do and how I want to show up? Does IT support my extraordinary life? Because if it doesn't, it's not end. I had to. Stop back from producing podcast episodes for a few. Weeks because I'm. Writing a book at the same time. And the old Michelle would have said, well, that's not possible. I need to produce all of them and embrace show notes and put up these amazing videos. And I need to stay up all. Night I need to do this and I. Need to do the chapters and. And I would have compromised my health and my well-being and. My executive functioning out of the. Idea that I must be perfect. And do all these things in order for it to be the right way. And what I recognize is the stage of my life that the right way has to be aligned with my values and my authentic self. So in talking about living your extraordinary life, I have to give myself the freedom.

Speaker 3

To be perfectly imperfect.

Speaker 2

And there are some months where there will not be 4 episodes. There might be some months where there are six, but there might be some months where there.

Speaker 3

Are two I might have.

Speaker 2

To live with that and that's OK. That allows me to show up in the way that everything I do work on, and I do produce is from a state of. Alignment and flow and I might. Work 10 hours but. It feels like too. Because it's I'm in such. A perfect state of flow. Then it goes back to your first family right about knowing yourself, because if you know yourself, this is what you want to do. It's not. I have to produce 20 episodes in a month. It's providing quality content that is resonant of yourself. That you want to achieve, so it doesn't matter if you produce two episodes or 10 episodes. Well, and if my if my energy. In producing one of those episodes is not in the right place, not producing it. I'll tell you what. That one resonate. Keep me. Well, whether or not they're in me when I'm recording it, that energy will be imprinted on that recording. And so when they listen to it, it will it, it will be absorbed that way. So I'm very conscientious of how am I showing up during this recording? Am I in the right state of mind to do a recording and I? Will rest it. When I hydrate it. And do I have clear thinking? Am I in a place where I can share? Authentically and openly and honestly and vulnerably. OK, if I need those criteria, hit report, let's do this right. We need to think about. Doing a big number of time and that's OK. I think to, you know, kind of do a plug on negotiations. The reason I'm so fascinated or so passionate about negotiations is because of that, you know, at the very core, I mean, it's all it is, is I want this, you want this right, if you. Just boil it down, however.

Speaker 1

The way to.

Speaker 2

Get it is really to understand. Is this the thing I'm asking for, you know? Or is money the thing that's motivating me, or is it fulfillment? It's joy and it's really about digging deep and understanding. You know what it is that I'm fighting for here and in the process, you also learn the other side. Right. Like what? Are they fighting for at? Its core at their core. So I think it's more and that's why I love having you here. Because it's more than the dollars and cents, right? It's bigger than that because you're finding yourself, and that's what sets us free eventually. You just hit the nail on. The head. I mean, how often? Would it be to? Go into a negotiation where you're fighting for a raise is to say for argument sake a \$10,000 raise.

Speaker 3

When in reality you don't really like the. And she for the 10.

Speaker 2

\$1000 raise you stay stuck in. A job one more year.

Speaker 3

But is not fulfilling you.

Speaker 2

Where you might actually need to. The universe. If you're open to surrendering, what I would say, marry the process, detach. From the outcome. Putting out what you want and really. Asking yourself this critical questions, when you go into a negotiation, what do? I really want, not me. I want to be. So I must get the raise. But what's your? End game do you like being in this organization? Is this place a stepping stone to? Get something different? Do you want more responsibility so that you can move up quicker so that you can go do this elsewhere? Do you love this place and? Say you're willing to play the long game.

Speaker 3

Or do you need to make a complete slide?

Speaker 2

Exit left because you're playing and you're fishing in the wrong pond and you're looking for validation and fulfillment and satisfaction. And when the reality is. You're not taking care of yourself, and it seems like a counterintuitive question to pose, but I'm going to pose it because I think it's one of the most critical ones as executives, as leaders, as people in business, we. Never ask ourselves.

Speaker 3

But if you cannot take.

Speaker 2

Care of yourself if you cannot love yourself. Which no one has to come out loan business, but it's critical you cannot love yourself enough to. Say you know. I've been talking about. Needing a raise because I

need validation, but the reality is my marriage is enough and the reality is I'm not getting along with my kids or I'm lonely. I don't have a good friends network and I'm throwing myself into my work looking for validation or looking for something to be happy about.

Speaker 3

It might not even.

Speaker 2

Be the job. And you might. Be joining an. Enormous amount of energy going after something. In a negotiation. And you're swimming in the wrong pond with. Fishing in the wrong pond. You need to be really honest with yourself. What do I really really. Want because when you can answer that. Yeah, you're going to go into those negotiations at peace.

Speaker 3

Detached from the.

Speaker 2

Outcome knowing who you are and that is the most freedom you can ever have, and that energy of being at peace being. In this place of just like. Humanity is such a powerful. Place to be I guarantee you that if. You are lying. That thing that you are negotiating for truly align for. It's yours. It's already.

Speaker 3

Right.

Speaker 2

Right, I love that absolutely that you you hit the nail on the head there. It's that's exactly what it's all about. Like finding what it is that you want and I have a client who, you know, wanted that raise and and we got her the raise and turns out she really wanted the title. And so and and support and no judgment here but we've got to be honest with ourselves. To what it is that we work gives us the meaning and a lot of times we tell the stories that we've heard when we over again and say that's the thing we want, but we haven't done the work. Ahead of time to say what is it that I want exactly? Back to your original point, warning yourself. Echo example of you know I have a really good relationship with the founder, CEO of the company that I just left. And I met with him and we'll see you workout now to tell him that I wanted. I was starting a podcast that was going to launch in January of this year. What you did and that I was working on writing and that I wanted the goal was to write a book, which I am. And that I was going to resign because I recognized that my role as an executive was unconvincing and would not allow me that time. I was terrified, thinking about having that conversation. Like the founder CEO like. He's probably getting yelled at me or be unhappy. Or grumpy or.

Speaker 3

But I was so convinced.

Speaker 2

This is my path. Utterly convinced that that needed to be what I did, Max that when I. Walked into the. Room to meet with him. He immediately looked at me in his own. There's just so much light about you. What is going on? And I told them I was like well. Here's what's happening and. I'm going to go do this and he the. First thing, he said. To me, was I'm so incredibly proud of you. People will meet you where you're at. The next thing was how can I convince you? Not to leave, but. But there was that space of.

Speaker 3

And it took me.

Speaker 2

A while, though I was lured. In staying a little bit. Longer because I I couldn't, I I still needed the validation. I'm like, well, can I do it all? Maybe you can. Who wants to leave a steady paycheck by that's I'm walking into? The end now. But a lot of people will say. I cannot believe you left. Your job. Oh, my God, that's insane. I'm in a place in my life now where I said. I can't not try this now. I can always go back. Not that I would, but I asked you if you built up this experience. It's always going to be there and I think we tell ourselves. I did for a long. Time I wouldn't allow myself to take more maternity leave or anything because I need. If anybody who. Stays up becomes irrelevant. I don't want to do irrelevant. I want to grow, grow, grow, grow. The reality is sometimes you need to leave to become even more relevant. I I left. But in such good terms. It's such a great connection with such support. And with so much love.

Speaker 3

In the business relationship, I genuinely care about them.

Speaker 2

They genuinely care about me that I know that as I want to do this next arena. I can't tell. If that makes sense, but like I know that I'm some on purpose that. I won't give. Up so I cannot fail. I will do.

Speaker 3

OK.

Speaker 2

Different things I. Might do different things. I might have to do things differently. It might. Not be easy. But I I know who I am and where I need to be. And so there. Is such a ligament there. And when you are in. That place of alignment, no matter what's going on. The universe. Sort of. Like arranges things we we discount that because we think we must do everything out before we take the leap. And I guarantee you. If you honestly ask yourself what? You want and you. Know what that is, whatever that is.

Speaker 3

And you take the leap.

Speaker 2

To ask for the permission, if that's. What you really want or to? Go and change industries or try to start a side business or whatever. The thing is that you want and you just take. Them as the action toward it. You don't have to have it all figured out.

Speaker 3

It it'll be weird, it will be.

Speaker 2

Like somebody called. Me out of nowhere or this opportunity kind of fell in my lap. Sort of. Coincidentally, it's not coincidentally because you are. Energetically aligned with the. Thing that you are on purpose to go. Do in this. Time, and so everything will show. Up in its time. For you, if you marry the. Process and detach from the outcome. Yeah, that's very powerful. Because then you say my success is inevitable, right? And once you say that, it truly is because you do.

Speaker

It really is.

Speaker 2

Yeah, you do the thing to get there. So that's a great. I love talking to you as always a great way to possibly end this podcast. And I would love to have you back. One quick question is what is one thing that you would recommend our listeners do after they listen to the podcast? One thing, one tiny thing. If you're. Not already in. Some sort of morning practice or morning routine. I highly recommend that you take a step toward it. Whether that is, I just currently sleep until I have to be at my desk working or go out in the car. At the door. Get out a little bit earlier and either spend 10 minutes. The insight timer. And sitting, even if it's uncomfortable and we're squirming for 10 minutes just sitting there and being present and allowing for whatever comes up to come up or writing during. Morning pages or go for a walk. Those are things that are. Going to add to your well-being. Well before you start your critical work day that are investments in new. That will pay dividends down the road. Yeah. Love it. That's it. Easy. Right? 10 minutes out of a 24 hour day. You can't afford not to do it because the payoff overtime is exponential, yeah. Well, thank you so much, Michelle, for your wisdom, your insights and everything you've learned from your experience. We love to hear it, and so we can learn from it and to get better in the process. So thank you so much for being vulnerable and sharing your story with us. It's been my pleasure. Thank you so much for having me on the show and I look forward to coming. Back and having. You Part 2 conversations sometime in the future?

Speaker 1

There you have it, my friends. A great session. I hope you feel like me inspired to step into your authenticity and become what you were always meant to be. The most extraordinary version of yourself in life and in business, get ready to rise up and get paid for your worth. Be sure to get the. Free salary negotiation training at dorothymashburn.com/fight. For your words. To see ultimate step by step guide in order to help you secure a promotion or break the glass ceiling. Again, it's a Dorsey mashburn.com/fight for your worth. Thanks for listening and bye for now.

