Podcast Season 1 Episode 110 -

Cracking the Code: Overcoming Salary Negotiation Anxiety and Empowering Success

Transcript

Hello I'm your host. Dorothy Ashburn, and welcome to salary negotiations made simple. I show you how negotiating does not have to be overwhelming. I break the entire process of negotiation into easy to learn. 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 or be sharing tips that have been proven to work with professionals like you have netted. Anywhere from \$10,000 to \$40,000 more in compensation, it's payment for the skills you already bring, so you need to know how to ask for payment for those skills. Are you ready to learn how to boost your earnings? Let's dive in. You must have wondered countless times why the idea of negotiating can make us feel so anxious. While one major reason is how we perceive negotiations as a win lose situation where we are battling it out, defending all our interests, this perception. Triggers our limbic system, the part of our brain that's wired to respond to threats. You know, the freeze flight or fight response. We know that severe anxiety is bad for performance, it negatively impacts our ability to take risks as well as our selfconfidence. It's evident in the. Research and salary negotiations for women shows low numbers of women actually ask for a higher compensation package, but here's the good news. We can trick our brain into realizing that negotiations aren't really a threat. How in this episode, we'll dive into this topic and explore some easy and effective. Strategies to tame the negotiation, anxiety and approach it with a whole lot more confidence. First, let's just acknowledge that it is normal to feel anxious about negotiations. Our brains have evolved over millions of years to protect us from dangers. Clearly, if somebody was not anxious then they would get eaten by something out in the wild, a lion or a tiger. When we perceive negotiations as threats, as is the case for most people, it is completely normal to experience a level of anxiety. We can alter this by approaching it as an opportunity to experiment, taking note of what triggers our anxiety, and exploring ways to manage it. One effective technique is cognitive reframing. It's a powerful tool that sounds simple but is really effective because it allows you to shift. For perspective on anxiety, instead of perceiving anxiety as a negative emotion, we can reframe it as excitement. Research suggests that this simple shift can enhance our performance and channel our energy in a positive direct. Action imagine approaching A negotiation with excitement, knowing that you have an opportunity to stand up for your worth and create a mutually beneficial outcome. It's a game changer. Another key aspect is the power of preparation and practice, and I fully acknowledge that when you're already feeling anxious and embracing the discomfort of practice is probably the last thing you want to do. However, let's reframe it together by practicing now we are actually paving the way for increased comfort and confidence in the future. So a little bit of discomfort today to prevent a whole lot of discomfort in the future makes sense. There is no denying that the more prepared. You are the better you will perform in the salary negotiation that is coming up. So let's push through that initial discomfort and invest in our preparation. It will pay off in the long run. It's also important to add allies to the negotiation field. Let me give you an example when possible, if you're going into a pay raise discussion, try to find peers and mentors within the organization who will start advocating for you in advance.

Maybe drop a hint or two about how you made their life. Better or how you helped on a project. When you have more people in your corner, you will feel less intimidated when it comes to asserting your value, similar to creating a home field advantage surrounding yourself with individuals who are familiar with your capabilities and all in agreement that you're deserving of that promotion or compensation. Just the thought of having so many allies in your corner will give you that extra punch of confidence that you need to go ask for that compensation adjustment. Next is understanding the focusing illusion in the book thinking fast and slow. Nobel laureate Daniel Kahneman discusses this concept. Focusing illusion is a cognitive bias that causes us to magnify the importance of whatever we are currently thinking about, leading us to blow it out of proportion. When preparing for a discussion with your manager, fixating on a specific concern like how will this impact our relationship and make it seem much more significant and anxiety inducing than it actually is? Let's face it, if you bring up a compensation adjustment discussion, more than likely your manager. Will give you the answer yes or no, or do something in between and then move on to other matters that are just as important if. Not more import.

OK.

So just because you're thinking of it makes it really big in your mind, but it's important to remind ourselves of cantonments wise words. Nothing in life is as important as you think it is. While you're thinking of it. In the second-half of our podcast. We want to explore what is it about negotiating as a woman professional that might be slightly different studies. Show that women tend to negotiate less than men when it comes to negotiating for themselves. As women, it's important for us to break free from the societal conditioning that may have led us to believe that negotiations are not for us, or that we should settle for less. Let's reframe everything in our mind. Let's think of negotiating as a valuable skill and leveraging the strategies we've discussed. By doing so, we can successfully stand up for our worth and fight for the compensation that we deserve, because it's not just about money and of course money is important. It's about recognizing and asserting our worth by advocating for ourselves. We even pave the way for future leaders to step into negotiations with confidence and without hesitation. There are some double binds that we have to overcome. The key is to maintain balance and approach negotiation as a problem solving convex. Here's a quick example, typically in negotiations when you introduce a Plan B, for example, a second job offer, it works in your favor. However, if you are a woman, you have to be a little bit more tactful with this. You have to introduce it as a problem solving option. Otherwise, it might be seen as a threat. You would say something like. I'm always exploring options and I do have a few on the table, but it is this job that I'm most interested. In makes sense. All right, there you have it, my friend. Negotiation anxiety is very common, but there are very specific steps that we can take in order to get over any anxious feelings and boldly claim the compensation we deserve. Today we discussed about reframing. Negotiation we talked about reframing anxiety. We also talked about preparation and practice as well as building allyship in the negotiation field whenever. And don't forget the very important concept of focusing illusion. If you're thinking of something right there and then that might be blown out of proportion. In your mind. So simply walk away from it for a day and that will help head over the fright flight or freeze response. Remember negotiations one more time. Does not have to be adversarial. It is an opportunity to get what you want and give the employer what they want. A happy, engaged employee who will produce for years to come. All right, my friends. That's it for today. Be sure to check out my free salary negotiations training on dorothymashburn.com forward slash. For your words, thank you and. Bye for now.

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