

Cognitive Distortions\_mixdown\_FINAL.mp3

Transcript

Speaker 1

Welcome to our podcast salary negotiations made simple. I'm your host, Dorothy Mashburn, and welcome to salary negotiations made simple. Here I show you how negotiating does not have to be over. 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 \$5000 to \$40,000 more in compensation. It's payment for the skills you 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.

Picture this, Sarah, a highly accomplished marketing executive, has consistently delivered outstanding results for her company. She has successfully negotiated numerous deals on behalf of our organization, ensuring their growth and success. However, when it comes to advocating for our own worth, Sarah finds herself grappling with self doubt and. The woman in the corporate world says Sarah, there have been times when I questioned whether I should ask for more money or if I truly deserved it. It is such a delicate balance between recognizing my achievements and not wanting to be perceived as too demanding or too ambitious. These thoughts can play tricks on their mind. And they really do play tricks on my mind and create a barrier for me.

Sarah's experience highlights a common struggle faced by many professional women the way we. Are brought up. Gender norms in our societies and cultural expectations can often impact our perception of self worth and our willingness to negotiate for what we deserve.

In today's episode, we are going to focus onto what is happening inside our brains when it comes to negotiating our worth. Have you ever found yourself questioning your own value or feeling hesitant to ask for what you deserve? Let's dive into today's episode to uncover the role of cognitive distortions. And how they can affect our perception of self and also our ability to negotiate for our worth. Cognitive distortions are patterns of thinking that can lead to inaccurate or negative interpretations of reality. These are very common and sometimes we fail to recognize them. For what they are.

Let's go to the first one, all or nothing. All or nothing, thinking refers to seeing things as black or white without considering the Gray areas. When it comes to negotiating our worth, this distortion may make us believe that we either deserve everything or nothing at all. Over generalization, this occurs when we draw broad conclusions based on limited experience or one single instance. It can lead us to assume that because. One discussion didn't go well in the past. All future discussions on asking for a pay raise will also end unfavorably. The mental filter distortion involves selectively focusing on negative aspects while completely forgetting about the positive ones. When thinking about whether we deserve to ask for more. This can make us dismiss. Or downplay what we have achieved and all of our qualifications. Similar to mental filter, disqualifying the positive occurs when we discount any positive feedback or evidence that supports that we do deserve to stand up for our worth. We may think that complements are just niceties and ignore them and not take them into account into understanding our own worth. Jumping to conclusions, mind reading or fortune telling? Jumping to conclusions involves making assumptions of

what others think, or predict how future events will unfold. In negotiations, this can make us believe that asking for more money will lead to a rough relationship. Or being seen as greedy or overly ambitious. Magnification or minimization. This refers to blowing perceived negatives out of proportion, while minimizing involves diminishing their significance of positives. These distortions can skew our perception, making us underestimate our accomplishments or inflate. Emotional reasoning, emotional reasoning occurs when we let our emotions guide our thinking. Assuming that our feelings reflect the truth, this can lead us to doubt our worth based on subjective feelings of unworthiness. Even if there is data and evidence to suggest otherwise. Should statements involve placing unrealistic expectations or pressures on our? When considering asking for money, we may believe we should settle for less to maintain harmony. Even if objectively, we deserve that rate, all of it. Labeling and mislabeling labeling and mislabeling involves attaching negative labels to ourselves or others based on isolated events. This distortion can again make us question our worth or label ourselves as greedy for daring to negotiate for what we deserve. Personalization occurs when we blame ourselves excessively for negative outcomes. Assuming that we are solely responsible for that outcome.

We've gone through quite a list of cognitive distortions. The question now is what do we do with it? It's time to shift our focus towards finding positive change. Next, we will discuss practical strategies to contain these cognitive distortions, empowering us to feel comfortable and confident when asking for what we truly deserve.

First of all, it's simple. We have to question our patterns of thinking, challenge our cognitive distortions whenever we catch ourselves in any of these cognitive distortions, to see if there is any data or evidence to validate it. We have to replace them with more balanced and realistic perspectives. For example, if you are extremely fearful about damaging your relationship, we have to think whether this is truly a worry or is it simply our mind inflating the potential of a damage relationship. Remember, it's not about being greedy or demanding. It's about being paid for the value that you bring. It's about fair compensation. It's about advocating for yourself. Treat yourself with kindness and understanding throughout the process. Try to stay away from labels. Acknowledge that you deserve to be fairly compensated for your contributions.

Generally speaking, the data says that women do better when negotiating on behalf of someone else. Is it possible to reframe in our minds that that someone else could be ourselves, that we are advocating for ourselves? Gather objective evidence, compile a list of your achievements? And how those have helped the company or team grow or get better, this tangible evidence will serve as a reminder of your value helping you to counteract any self doubt or impostor syndrome that may arise. Next, seek support and mentorship.

Don't be afraid to reach out for career coaches, mentors, colleagues, peers, your board of directors, so to speak, can strategize with. You can provide valuable insights and advice. Engage in conversations with individuals who have successfully negotiated their. Use the power of your LinkedIn network. Learn from experiences from others and gather inspiration for your own career.

And lastly, I always talk about practice and preparation because truly these are the key to building confidence and negotiation. Use a trusted friend or a mentor and simulate. Various ways people can say no to your request and ways how you can counter those negatives. Rehearsing your arguments and responses will help you feel more prepared and equipped to navigate any challenging conversations. So

there you have it. First challenge your cognitive distortion. Second practice self compassion. 3 gather objective evidence, 4th seek support and mentorship, and five.

Practice and prepare by implementing these tips, you can transform your mindset and empower yourself to confidently ask for what you. Just remember negotiating your awards is not an act of selfishness, so to wrap up this episode, we have explored various cognitive distortions that impact our self worth and practical strategies to break free from their grasp.

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