

EPISODE 590

[ASK FARNOOSH]

[0:00:34.5]

FT: You're listening to So Money everyone, welcome to the show, happy Friday June 23rd. It's officially summer. Welcome to the show, I'm your host, Farnoosh Torabi and it's Friday so we get to answer all your lovely questions and we're going to do a special theme today because we have a very special cohost and the theme, before I mention and introduce our cohost is Jobs and Employment and Negotiating and all that good stuff.

Many of you might be on the prowl right now for a new job, transitioning into a new career, we got some answers for you and our cohost, you may remember her, she was on So Money not too long ago, Alexandra Dickinson, founder of Ask For It which is a boutique consulting company, works to close the gender gap and affect change both on the institutional and individual level and she's got some updates for us.

Welcome to the show.

[0:01:26.2]

AD: Hi, it is so lovely to be back, thanks for having me.

[0:01:29.0]

FT: You're welcome, I know you're not only a guest but also a fan of the show, you responded to my email but went out recently about, I'm looking for a cohost every Friday, I'm going to start rotating the show a little bit and bringing on listeners and you promptly replied, "What gives? Why do you want to cohost a podcast?"

[0:01:53.2]

AD: Well, I have to say that you know, I thought it was a really cool opportunity when you have me on back last year and you know, it seemed cool, I'd love to say yes to opportunities to get in front of the audiences. You know, of course it was a fun thing to do but something really amazing happened as a result of being a guest on your show.

[0:02:13.1]

FT: Tell us about that.

[0:02:15.4]

AD: Yeah.

[0:02:15.3]

FT: Do tell.

[0:02:17.7]

AD: Somebody named Lilly, shout out to Lilly, heard that episode, she's a big fan of yours and she cold reached out to me on LinkedIn and said, "I heard you on this podcast and I love your mission and I'd love to get involved" and we got to chatting and you know, to make long story short, she now does some part time work for me and she's incredible and she's been a game changer for my business because it's – I'm a solopreneur, I used to be a solopreneur, now I have extra support from Lilly and that's all thanks to being on this podcast and making new connections so I, when the opportunity came up to cohost with you, of course I wanted to see if I can get on in on that.

[0:02:56.2]

FT: Yeah, maybe you'll find your next employee. Well that's awesome, that's So Money.

[0:03:01.9]

AD: I hope so.

[0:03:03.3]

FT: Shout out to Lilly as well that she had the hoot spa to go on LinkedIn and reach out and I'm glad that that episode was a nice catalyst for her to reach out to you and how nice of you to respond because I think she probably didn't know what would happen if she emailed you or reached out on LinkedIn, sometimes you hear nothing.

[0:03:21.1]

AD: You know, one thing that I thought she did really well which is something that she now does for my business is she made a cold reach out feel really warm, it wasn't just a, "here's what I want from you", it was a "here's what I could do for you." You know, it was short, sweet to the point but it was respectful, it showed me that she had done a little research, it was just extremely well done.

She made it easy for me to say yes to her which is a big negotiating principle too.

[0:03:49.9]

FT: Wow, awesome. Go Lilly. Well tell us Alex how business is going, last time you were on the show, you were in the beginning stages of launching and running, Ask For It, I can only imagine you're busier than ever as people are looking for the kind of help that you offer.

[0:04:08.1]

AD: Yeah, it's been a wild ride the last 18 months, two years, so the things, I've had some great successes that I feel really proud of this year, I spoke at a parallel panel that was part of the UN Women Summit which is possibly the coolest thing ever.

I spoke at the new Foundation which is a big bucket list item for me, I do workshops all over and growing the business with more corporate clients, teaching negotiation to sales teams, business development teams. Then also the individual work which is really important to me and really meaningful for me. I think my business is setup to do well by doing good and so I work with people to give them the skills and the confidence they need to have negotiating success.

The questions, the hesitations that I hear, they come up over and over again and I know they feel so personal to each individual person but for my perspective, they're so common and so I love it when I can help somebody kind of kick that hesitation to the side.

I'm focused on kind of two streams, corporate trainings and then one on one individual coaching sessions which I feel are really powerful for my clients and really meaningful for me.

[0:05:23.7]

FT: Well, I can't wait to pick your brain, we have a lot of questions here from listeners along those lines of negotiating and how to position themselves so we have sort of, we have the opportunity to have our own little one on one session with you here on So Money.

Let's start with Alison, you want to read the question?

[0:05:41.2]

AD: Yeah, Alison says, "I'm currently weighing two job opportunities, option A offers better salary and slightly fewer benefits. There's no 401(k) match. Option B offers a lower salary with great benefits including a 401(k) match and a gym membership discount. Both jobs are equal interest to me, how would you approach the negotiation?"

[0:06:01.9]

FT: yeah, I mean, money's always great but like I say, you always want to evaluate the totality of the offering. If she is already spending money on a gym membership, if she does want to aggressively invest in retirement, those are valuable benefits that sometimes, it will end up

being an even better opportunity just because of the totality of the offerings, what do you think, should she just go with option B because it has greater benefits or are benefits sometimes more important than salary?

[0:06:33.5]

AD: You know, it would kind of depend on what other benefits, is there a stock component, some bonus commission component. You know, the way that I was interpreting this question is, It seems to me like she has two offers on the table and she wants to negotiate both of them to see who she can get the better deal from.

I will say that research shows that unfortunately this can be kind of tricky for women to say “Hey, I have another offer so match it or I’m going to take it” because what happens sometimes is the employer says “okay, go ahead, take it.” You have to be sure that you are willing to take the other option if you want to cover all your bases going into it.

[0:07:17.2]

FT: Why is it adversely, why does it work against women relative to men? People just don’t want to hire women? Sort of looking for an out?

[0:07:28.3]

AD: I think it has to do with the fact that we generally speaking, you know, society, we see women as warm, kind and nice and we see negotiators as tough and aggressive and out to win and they don’t go together, if you see a woman who is acting in a way that is – could be perceived as tough, aggressive, out to win, it penalizes her because that’s not what we think of women.

The strategy that I would advise Alison to take actually is something from the Harvard Kennedy school that I teach all the time and it’s called relational accounting and it’s basically a way for a woman to walk the line between seeming warm kind and nice and out to win.

I teach this to people not because I think we should have to do it differently, I don't think we should have to do it differently at all but I'm a pragmatist and this is reality and this is also something that has been studied extensively so you know, studies show that it's really effective. It's basically about showing that you are a team player, you're not just out for yourself and your own interest but you are going a little bit out of your way to show that you have concern for your organization, you have concern for what they care about too.

It's about explaining why your request is legitimate, asking questions to understand their point of view, even selling your ability to negotiate is a skill that you bring to the team. That's something after this, this is a skill that you are always going to be using on behalf of your team, on behalf of your organization, this is the only time that you're on opposite sides of the table.

[0:09:08.4]

FT: Right, this is the time to ask, otherwise you lose that negotiating power once you're on the job. Ideally, it sounds like she would be best suited taking, negotiating effectively so that option B does offer her a higher salary or matching salary with those great benefits and then I think it's an obvious choice because she said both jobs are of equal interest to her.

[0:09:31.8]

AD: Yes, I would agree with that.

[0:09:33.7]

FT: All right Alison, good luck and let us know if you have any other questions or how it went, we'd love to see and hear where you landed. Okay, our next question is from Lauren. She's only 25 and she's working for a few years since graduating from college, she's been promoted already once, she works in advertising and like I think a lot of young eager employees, she's the one who is always last to leave, not late, always last to leave the office, she goes above and beyond.

She's a little burnt out in the sense that she feels she's not being compensated thanks to all the extras that she's providing. She wants to ask for a promotion or raise and/or raise. How should she position herself? I mean, it's one thing if your boss comes to you and says, "I have more responsibilities for you" and you take them on and you excel at them and then you ask for raise.

It's another if you volunteer, of course your boss is going to be happy with that but is it enough to merit a raise?

[0:10:38.7]

AD: From my perspective, I would say yes. You know, knowing what we really know about it because you know, something else I often say to women is ask yourself what a man would do or better yet, actually, ask a man what he would do and if this question was from John instead of Lauren. I wonder whether we'd be even talking about it.

I would say, she should go for it and she should go for it when the iron is hot, strike while the iron is hot. That is after she's had a big success or you know, at a time when the pompous prime for this conversation, like in the year review if that's coming up sometime soon.

You know, this is about making the case that she deserves it, she has to be able to put pen to paper and articulate the value that she has created for her company, the value that she has saved for her company.

What unique super powers she brings, that's something I love to talk about too, your negotiation super powers are the things that come effortlessly, naturally to you, just like wonder woman has super powers and we don't question where wonder woman gets her super strength from because she's a super hero. What is that thing for Lauren. Then, do some research about salaries and responsibilities for the next level up.

She's working in advertising now, let's say she's like a junior account exec, if she were to move to a regular account exec or a senior account exec, what would that look like and how much of that is she already doing now to kind of make the case that she's ready for that promotion because she's already operating at that level.

I would say, research the work responsibilities as well as the salaries by yes, looking on the internet, okay, but don't stop there, you have to go further and talk to actual humans who are doing this job.

The last thing I would say about that is to make sure Lauren that when you're doing your research, you speak to both women and men. Because as you probably know, you're listening to this show, there's a gender range gap and so often, not always, often, women make less than men for doing the same work.

When you're researching salaries, talk to men about their salaries, talk to women about their salaries and then obviously, use whichever number is higher.

[0:12:52.9]

FT: Well how do you ask someone how much they make? I mean, isn't that a little intrusive? I mean, I would ask it but I guess I have no shame. I feel like people maybe taken aback when you ask how much they make, even though they're not competing for the same job as you, they're not even maybe working in the same company as you but you know, it's quite a revelation.

[0:13:15.2]

AD: Yeah. This is how I would advise people to say it. "Hey coworker, I'm doing some research because I'm preparing to ask for a raise or ask for a promotion or those. I think you have some information that could help me. I'm wondering, would you be willing to share your ballpark salary with me?"

You're doing a couple of things here, you're saying, the reason why you're asking, it's not because of I'm nosy or curious, it's because you're doing research for something and I think you can help me, saying I think you can help me really kind of opens them up because people like to feel needed, they like to feel like they have something to contribute. By saying, I think you can help me.

You're positioning it as again, it's not about being nosy, it's about asking for someone's help. It doesn't have to be someone at your particular company, it could be somebody in your industry, maybe somebody that worked at your company before and left.

If that feels too forward and somebody hears this and thinks, realistically I'm never going to say that. Try flipping it the other way by saying "hey, I'm doing some research because I'm going to ask for a promotion, you have some information that I think could help. This is the salary that I'm thinking of asking for. Does that sound reasonable to you?"

That's a little bit less forward of a way to kind of get their take, get their validation, that sounds high or that sounds low, it's a little bit – it could feel more comfortable for people but I tell you Farnoosh, I give this advice to every client that I have and people come back to me and say, "My god, I cannot believe what I found."

You know, I think that in almost all cases, people find it really eye opening and it really lights a fire under them. If you can get past that initial awkward, uncomfortable feeling, as long as you're explaining why you're willing to have that kind of open conversation even though it's something that is taboo that we don't often talk about, it's taboo, your company doesn't want you to talk about it because you know, it's not really in their interest.

But you need to know for the sake of your career.

[0:15:22.3]

FT: I agree with all of that and I'll throw in another potential piece of advice and Alex, tell me if this is a little too risky of a move but my brother did this successfully. I know it's – I don't want to generalize and say everyone should do this but it worked in his case and I think it helped that he had a really good rapport with his manager, they had a very friendly relationship, he felt he could get really real with him in the negotiations and not have to be so buttoned up about things.

He was very frank, my brother wanted a sizeable raise because he knew that he started at this company under earning, he'd really wanted to work for this company, he was junior and if it

meant making a little bit less so that he could get his foot in the door, he was okay with it but now, fast forward a year, he's going way above and beyond, because of him, clients have requested to stay.

He works an ad agency as well, he felt he had a lot to substantiate his reasons for a raise so he wanted something like a 25, 30% raise which is a lot and he knew that too but he felt, you know, start high and see where we can get from there. His boss offered him a 2% raise.

[0:16:33.9]

AD: My gosh.

[0:16:35.1]

FT: This was before my brother actually said what he wanted, his boss showed his cards and was like, we're prepared to give you 2%. This is after his boss was like, "You're invaluable to us, we can't work without you, we're so happy, we hope you stay" and so my brother was like, "Are you joking more or less? 2% is like not even inflation."

Then my brother began to give his case and walked through all the talking points, like all the bullet points of why he deserved far more than 2% and the ultimate line that I think worked to my brother's favor was he said to his boss, "Listen, given what you know about everything that I've done for this company, what my strengths are, what kind of value I bring. If I were to walk here off the street from a competing ad agency and apply for my job, would you be giving me this salary?"

Honestly. His boss was like "Well, truthfully no", you know, he kind of threw him aback, he was like – no, because it was obvious you know? The number was so low. At that point, his boss said, you know what? I'm going to fight for you, I'm going to go and talk to my manager and I'll get back to you in a couple of weeks and long story short, he got a substantial raise and so that phrase, that kind of – if you don't do your research and find out that other companies are willing to pay you much more than where you currently are.

A way to maybe position that is saying, “If I were to walk into this meeting from a competing company, you didn’t know who I but you knew about my experience and my value add, is this the number that you would present to me?” it might make them think twice.

[0:18:14.7]

AD: Wow.

[0:18:15.8]

FT: That’s pretty baller right?

[0:18:17.2]

AD: Yeah.

[0:18:20.7]

FT: The other line my brother threw at them was, “Listen I don’t want this to become a distraction for me” in other words, give me the money that I want because I don’t want this to be this cloud over me while I work here and it was again because he had a friendly rapport with his boss. He felt he could talk in those ways but don’t go and necessarily think this is going to work at your company. Feel the relationship that you have with your manager.

If it’s put yourself in their shoes, what do they want to hear? What would really make them take a double take and practice that way.

[0:18:51.2]

AD: I love that, yeah. I would say that’s definitely a personal call and you have to judge it based on your relationship so I would agree.

[0:18:57.3]

FT: Well congrats to my brother. I was like, “Todd you need to write an article about that like on Medium or something” maybe I will have him on the show to walk us through his strategy.

[0:19:08.6]

AD: I would love to hear that.

[0:19:12.9]

FT: We have a question here from Tanya and I’ll let you take the question. Tell us what is on her negotiating mind.

[0:19:20.7]

AD: All right. Tanya says, “I recently found out that my coworker is making more money than me. We’re in similar positions and the same amount of time and work. How do you suggest I go about asking for a raise?” So this is one again I’ve heard many times before too so I would say, first off if you found this out and you’re fuming and you are furious and you are thinking this is so unfair you could not believe it, that is valid.

However that is not the mindset that you want to go in to your boss’s office with because going in argumentative, you reap what you sow, so if you go in with a bad mood that’s probably going to rub off on your manager and then you are probably not going to get what you want. So you want to come at it from a place of fact, evidence, almost like detached curiosity to the extent possible. So you want to find the right time to have a conversation and that means taking the context of what’s going on at work and what you know about your managers.

His moods or whatever to take those things into account and give them a heads up that you want to talk about compensation. You don’t want to surprise somebody that you care about, somebody that you wanted a raise out of is somebody that you care about. So you don’t want to march into their office and say, “I find that and I need a raise immediately or I’m going to quit” that is a recipe for them to potentially say, “All right see you later”.

So give the head up, “Hey I’d like to schedule a meeting to talk with this about you at some point in the next couple of weeks. When would be a good time?” and then I would position it as “I happen to know some folks around here are making more than me for the same work” so you don’t want to give your sources away.

[0:21:04.1]

FT: Don’t throw your source under the bus.

[0:21:06.3]

AD: Exactly, even if they can figure out who it is that’s on them but you are never going to give that person’s name away. So recognize also that you might not have all the information about coworker’s situation or what her deal was when she came in, where does she came from. So you have to be prepared to make the case for yourself. Give your own evidence about why you’re worth it and come to it from that place as much as possible of detached curiosity.

“Why is it that somebody doing the same work as me would be making more money? Because here’s all the things that I have accomplished recently” and if you put it from a place of objectivity and fairness, it’s going to be a hard thing to say no to.

[0:21:49.5]

FT: If I were the employer maybe it could be something like, “Well they asked for it” and that’s valid right? When I hired these people you were the only one who took the offer and didn’t negotiate. So I don’t know, I am trying to think like what could they throw back at you.

[0:22:10.6]

AD: Yeah and so if I am Tanya in that situation, it’s like “All right well I am asking now” so here I am.

[0:22:18.3]

FT: Yeah, better late than never. Yeah, sometimes we find out that our male colleagues are making more than us and so if that is the case do you go in and say or should you go in and say, “Well I discovered that some of our colleagues who do the same work as me who happen to be men” that’s a threat right? To go in and say that. You don’t want to be threatening but at the same time if that’s the fact, it’s worth raising.

[0:22:42.2]

AD: Again, I think I tend to be slightly conservative on this stuff but think of how would you feel if someone came to you and said that this is really your situation but if you were a boss at a company and someone came to you and said, “I think essentially what that person is saying is I think you’re discriminating based on gender”. It’s not going to feel good to you, I mean that may be irrelevant. I’m sure there is people that are listening to this up in arms at this moment.

Thinking that’s not you know – but it may not be intentional, crazy as that might sound. There might be other factors at play. If your goal is success and success is defined as getting equal pay and you want to get it, how are you going to get it I think that going in with an accusation of gender discrimination to your manager is maybe not your most effective way. If it is a systematic thing, I am not saying that you don’t call your observation once you see it.

Let’s not have that impression you should do that but we should do it in a way that is going to get the proper attention. Maybe that is a conversation with HR versus just making accusations to your manager one on one.

[0:23:55.6]

FT: Right, agree although it would make a great headline as we’ve seen in the press, the New York Times and other places and actresses getting paid less. I think it is important to unveil that when that happens at bigger institutions and industries and when you say like you said, when it seems systematic it is a problem. Tanya good luck and keep us posted. Now we have a

question from a man, Jonathan. See? Sometimes men also need help with negotiating. They don't have it all figured out.

[0:24:24.9]

AD: I have no qualms.

[0:24:26.7]

FT: So Jonathan is in his early 60's actually. I actually do have quite a few people to listen who write in and they're like, "So I am not a millennial but I love your show" so I think Jonathan is one of those listeners. So thanks for your question Jonathan and his issue is that he recently got laid off and he's in his early 60's. He says, "While this may be the universe is telling me to retire early" he was really looking forward to working another five, 10 years maybe longer.

And so he's been on a few job interviews and he's getting the sense that employers are, he says, "skeptical of my commitment" which he thinks is a way of saying to him that you're too old, we don't want to hire you for just a few years and then you'll officially take your retirement and so he's just wondering I guess at this point how can he fight age discrimination. Can they actually ask him about anything eluding to the fact that he's in his 60's. Is it illegal for an employer to be like, "When do you plan to retire?"

[0:25:33.5]

AD: I don't think I can say with 100% confidence, I'd say that they can consult a lawyer but I'm fairly certain that ages are a protected category and that you can ask discriminative questions of that but you know, we know that that won't stop somebody from making a difference anyway. So I mean if that is the case, I wouldn't advise Jonathan to say, "Well I think you are discriminating on me based on age" because that's not a way to get hired anyway.

[0:25:59.8]

FT: Yes, right.

[0:26:00.6]

AD: My thought here is I recently read Sheryl Sandberg's new book, *Option B*, have you read that one yet?

[0:26:08.0]

FT: Not yet.

[0:26:09.1]

AD: Well get your tissues out because I cried all the way through that thing. It was miserable to read but I got a lot out of it and yeah, I don't mean that as a criticism. It was just a miserable situation of course. Her book is about, for anyone who doesn't know her, her husband died very unexpectedly at a tragically young age and so her book, *Option B*, is about option A, having her husband who's the father of her children be alive and around to co-parent with her and contribute to the world is not available.

So she has, I can't remember if it's a friend or family member that says, "Well Sheryl we're going to kick the shit out of option B" and so the book is called Option B and it's about dealing with circumstances that you don't want to be dealing with and she has a chapter in there that I think is called "kick the elephant out of the room" or something like that and that was my thought when I came across this question.

It was like kick the elephant out of the room, just name it and say you know you might be concerned about taking it on himself and say, "I think you might be concerned about this" rather than an accusation. It seems to me like discriminating right? I know you might be wondering, I am an older guy and you might be wondering how long am I going to be working for but I want to get out in front and tell you that I am looking forward to another good five to 10 years or more of working years.

So if you're concerned at all about commitment, let me be the first to say that I don't anticipate that to being a problem. So just naming it and bringing it up because from his perspective he's volunteering it. He is not coming from an accusatory place than I think that it is – that might be the difference maker for him.

[0:27:52.3]

FT: Yes and you are then in control of the meeting right? Any insecurities that you may have, you'll be able to just get it out there right away and show your confidence around that I think can be a really compelling thing. That's a great piece of advice. I am going to have to read *Option B*. I love to get Sheryl Sandberg on this podcast if you know anyone who knows her.

[0:28:15.0]

AD: I mean I doubt I have a friend but I see that happening anytime soon.

[0:28:19.7]

FT: Oh yeah, her and she co-wrote that with Adam.

[0:28:23.7]

AD: Adam Grant.

[0:28:25.0]

FT: Adam Grant right, all right Jonathan good luck and I feel for you. My dad is in a similar boat. Keep at it, don't give up and in some cases it may mean maybe a blessing that you don't want to work somewhere where they're going to hire you whether or not they're not going to be really be that in to you. You want to find a place where they completely appreciate all your years of experience and my husband and I are having a conversation about that recently.

It's like what a pity that companies are so short sighted to feel like, "Oh someone in their 50's or 60's can't work here because how are we going to nurture them and grow them and they are not going to stay" but no one really stays that long anywhere these days and furthermore think about all of the value you are getting in hiring someone at this stage in their career. They have experienced so much, what an asset to the company. I don't know just my two cents.

[0:29:19.8]

AD: Yes, I think there's a lot too in that.

[0:29:22.0]

FT: All right, last but not the least we have a question from Toby and she works in an online media company. She's asked for a raise multiple times to no avail. Toby are you sure your name is not Farnoosh? Because that was me in my early 20's and she's thinking of jumping ship to a competitor because that's how she feels it's the only way she'll be able to earn more and get promoted. So her question for us is, "How much more can I realistically expect to earn by jumping ship? Is it crazy to think that I can make 50% more from a new employer?"

And by the way, she works in California where it is illegal for employers to ask about your salary history and I am excited to say that this is actually coming to New York if not already right? There is a law that is coming to New York.

[0:30:09.7]

AD: Yes, so actually I could be mistaken but I am not actually sure that it is and we go in California, I know the last I checked there was pending legislation about this but that it wasn't actually a law yet. So Toby I would double check that before you make that assumption. It is coming to New York City, employers in particular in October where you can't ask about someone's salary history and this is already law in entire state of Massachusetts.

Which is great and I mean every state needs this because asking what you made at your last job is really a way to say, "Oh here's a couple of percentage points. More than that you should

be happy because it is more than what you made” and it’s a way to keep wages down and it’s a way that the gender age gap among other wage gaps as well raise class all of them perpetuate by just keeping wages down. So my understanding is that it is not yet a law in California.

I could be mistaken but I would say to confirm before you jump on that but I would say that research is really the best way to know. It’s not about what you made at your last job. It’s about what you are going to do at your new job. So for companies that you are targeting, I would start your research online of course, pay skill, Glass Door, Salary.com all the ones but then same advice that we gave at a previous question.

Honestly start to talk to other people that worked there or people who have worked there. Look through your LinkedIn, look at somebody who may be used to work there, somebody who works at your company and went through that new company or whatever and talk to those people about what they are making. I mean is it crazy to ask for 50% increase? I don’t know, it depends on what those other employers are paying and there is only one way to find out is to ask for people who worked there.

[0:31:56.9]

FT: That’s great advice because again I’m like, “This is me” I have such a deja vu when I hear your question and something that I did when I was in a similar boat in my early 20’s. I had asked my boss at this new station multiple times for a raise, I was going above and beyond my work duties, I was doing two jobs basically and anyway, no raise and so I went to HR upon my dad’s insistence he had this tip for me.

He told me to go in and ask them for the salary band or the salary range for my particular job and so essentially in many companies I would say medium to large size companies, HR will have this information for every person on payroll there is a range of how much you can earn until you basically get salaried out of that position then they have to either promote you or you’ve reached your limit and you are making no more money for that particular job title.

I discovered that my job title had a salary, the peak was like 80 or 90,000 and I was making like 40 something and yeah, I have been there for a few years and so I was like, “Okay maybe I

have to pay my dues” but I do schmooze. I have been here for three amazing years, I’ve kicked butt, it was great intel Alex because when I went to negotiate a salary someplace else that had me doing similar work to what I was currently doing at the station plus more, I felt confident in asking for double what I was making and I got it.

[0:33:40.5]

AD: Especially for women, women are so much more likely to negotiate if the job description says salary negotiable. It’s like we are waiting for permission from someone and we’re socialized to do that and so it’s not that surprising but if you are waiting for that permission I’m here to give it to you. I’ve got Farnoosh, she’s also here to give it to you but something that could help you have that feeling of “This is okay for me to do it.”

So I should go over the fear and ask for it is exactly what you’re saying, ask for the salary bands or ask or talk to people who worked there that can give you that information because once you know, I am not asking for something that’s crazy. I am asking for something that is reasonable because other people are getting paid this much for doing this job. You are going to have that innate sense permission that this is reasonable and I need to do it.

[0:34:28.4]

FT: Yeah, facts don’t lie. Numbers do not lie. Alex, thank you so much for joining us. This has been, the amount of value I think we’ve given these listeners who wrote in with those questions but also everyone tuning in, you may not be looking for making more money right now but these negotiation skills you can take with you for a lifetime and Alex we thank you for giving us this freebie, this free session.

[0:34:52.2]

AD: Yeah, thank you for having me. It is a pleasure to talk with you always.

[0:34:56.9]

FT: If anybody wants to do a one on one with you or go to your next workshop how can they learn?

[0:35:03.6]

AD: Yeah, so the website is askforit.co and you can check out events there and you can check out one on one coaching sessions. So askforit.co/coaching or askforit.co/events and you can check out all the options. You can schedule a complimentary 15 minute call directly from the website, pick a time that works well for you and I'd love to hear what's going on.

[0:35:29.7]

FT: Nice, 15 minutes. You can get a lot answered in 15 minutes.

[0:35:33.6]

AD: Yeah, you can.

[0:35:34.7]

FT: That's great. Thank you for sharing that with us and I hope your listeners will take advantage of that and of course, if you ever want to work for Alex you know how to do it. Write a compelling message on LinkedIn and maybe she'll write back.

[0:35:48.0]

AD: Yep, I look forward to seeing those.

[0:35:49.9]

FT: Have a great weekend. I hope your weekend everyone is So Money.

[END]