

CareerGrowth Group



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Dear Successful Career Professionals

Last week I spoke at the New York State Bar's Annual Meeting. It was in the Corporate Counsel Section that I learned from a fellow speaker that Corporate Counsel salaries will rise 3% this year (down 1% from last year). Many of my clients who work in the financial services firms report their salary increases will be 2%. **Is it time to assess whether there is a raise in your future for 2010?**

Here are some of my thoughts on getting prepared to ask for a raise:

- **Determine what the policies for raises are at your company.** If you work for a small or mid-size company, it may not be determined by company policy.
- **Be prepared to highlight what kind of success** or growth your employer is poised to have this year and how you will work toward that end. Try to quantify what you expect to achieve.
- **Be prepared to pitch the idea of a raise that your manager might likely buy into.** If he/she doesn't agree to a raise now, then ask for a raise contingent upon certain achievements or goals over the next six months.
- **Do your research.** Visit sites like Acinet.org or sites for professional organizations that conduct compensation surveys in your field. Talk to your colleagues and contacts in other companies to find out what the pay structure and/or raise policies are in firms that compete in your industry.
- **Be sure not to get discouraged by the bad economy.** Exceptional performers will always get recognized.

So, do your homework and create your case with plenty of examples to back up your exemplary contributions. Can't do this alone? Many of my clients appreciate being able to discuss this in confidence with me, so that a successful strategy can be determined.

Please contact me if you want to understand the compensation picture in your industry. Together we can create your strategic plan for asking for an increase in compensation in 2010.

Best Regards,

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About Beverly R. Daniel: Beverly Daniel is a career counselor / coach, who helps career professionals move successfully from one level of their careers to another. This can include assessments and evaluations about career choices, strategic planning for career moves, navigating in corporate structures, or moving from corporate to self-employment, or entrepreneurship. She works with lawyers, banking executives, marketing professionals, among others in all functions and industries. Beverly has been in the executive search and career-counseling field for 30 years. She holds a BS and MS in Psychological Counseling from Boston University. She holds an MBA in Management from New York University. Beverly studied for a Ph.D. in Clinical Psychology at Case Western Reserve University.