

# SHOW ME THE MONEY

Young professional with killer coding skills needs a strategy to discuss salary disparity.

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*I talk more geek than corporate speak and needed a way to have a conversation about my compensation that was constructive and professional. Teri provided me with guidance and powerful questions that helped me connect with my value at the company and within the market. I had a chance to strategize about the conversation and role play different scenarios. I was well prepared and confident. How successful was it? I got my raise and am working with a mentor.*  
—Henry

## Lessons from a Compensation Closer:

- ✓ Before discussing compensation do your homework – this is a business transaction. How much are your skills and experience worth?
- ✓ Practice the discussion with a coach or trusted friend who can play the part of Management and give you challenging scenarios.
- ✓ Think “business need” instead of “what I need.”
- ✓ Assume good will. Enter the discussion believing it will go well, stay in that zone no matter what happens.
- ✓ Update your resume and your LinkedIn profile if you haven’t done it in a while.

## THE CHALLENGE

On the eve of his one year anniversary at a tech startup Henry discovered (as part of assisting with new hire interviewing) that candidates with less experience were commanding salaries 10% higher than his. While he understood this was information he should not have been privy too, knowing it, made it difficult to ignore. On top of that, the company was experiencing a rash of turnover and Henry no longer had the mentorship and technical leadership he valued. Henry is a young professional with highly marketable web development and coding skills, his impulse was to storm into his boss’s office and demand a raise.

## THE CHANGE

When Henry came to us, he indicated his strongest priority was increasing his salary but upon further discussion it was also clear he yearned for technical guidance and professional mentoring. Our work focused on how he could achieve all of those things. His preference was to stay at his current position if he could but he was willing to move on if he could not rectify the salary disparity issue. And, time was of the essence as he had received his yearly review, which was very positive and was expecting a compensation review in mid-January.

We got to work quickly. Through a series of exercises designed to help Henry identify his strengths, skills and market value, he was able to determine the salary number that was appropriate for his role. Additional thought provoking questions and exercises helped Henry to identify other things he might benefit from that were not numbers based but of equal value to him (company paid coaching, technical training, mentoring programs etc.)

Our next step was to work on role playing the salary conversation with his superiors and working on messaging that reflected the needs of the business as well as Henry’s professional and personal objectives.

## THE IMPACT

Henry did not wait for the compensation meeting to be arranged. Instead, he asked for a meeting and laid out his case for an increase in salary that demonstrated his understanding of the marketplace and the value of his institutional experience. His preparedness and professional approach was noted by upper management. He was given a salary increase that was in his desired range and he was given a professional mentor to help with his development.

*Please note: The names of clients, their employers and certain identifying details have been changed to respect their privacy and maintain confidentiality.*

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