



## Why You Deserve to be Paid More

**Pay for a job is determined** by 1) market value of the job; 2) the ability of the employer to pay; and finally 3) the qualifications of the candidate/employee. Qualifications include education, experience, and accomplishments.



**All your accomplishments** at your current and previous employers either added revenue or saved costs. If they did neither they are not accomplishments that management considers worthy of a salary conversation. Take for example the person who thought to transfer commercial pilot handbooks from hardcopy handbooks to electronic on tablets. S/he could discuss all the processes involved in the conversion or s/he could start with the headline "[employee saves airline \\$4 million per year.](#)" This

exercise is to help you rethink your accomplishments so you can start with a headline that shows the financial impact.

Select one accomplishment from your current or previous jobs and drill down until you can determine the money you gained or saved for the company or organization.

Accomplishment: \_\_\_\_\_

\_\_\_\_\_

Effort – What did I do?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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Financial Impact- What effect did it have on the company or organization?

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**Financial Impact Areas of Considerations** (make notes in appropriate column)

Considerations	Revenue	Costs
One Time Effect		
On Going Effect		
Replicable by Others		
New Client/Student/Donor		
New/Improved Product or Service		
New Industry/Market		
Public Relations Potential		
Growth within Client		
New Pricing Structure		
New/Improved Process		
Improved Customer Experience		
Awards/Recognition (PR & Credibility)		

**Total Amount Saved or Gained in One Year:** \_\_\_\_\_

New Headline of Your Accomplishment:

I *made/saved* \$ \_\_\_\_\_ *each day/week/month/year/in total* by

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