

HOW TO GET MULTIPLE PAY RISES IN A YEAR

1-Page Checklist

Thank you for downloading! I wish somebody gave me this sheet earlier in my career as this is stuff that they don't teach you at school. Make sure you don't just read it but also implement. My details are below if you have any questions.

☐ 1. ADD MORE VALUE THAN YOU'RE BEING PAID FOR

Most people do the bare minimum in their jobs. They only do what their manager tells them to do and nothing more. If you do this you're just a commodity, an employee number, and your employer will treat you this way.

You need to find ways to make yourself more valuable to your employer and the marketplace. Here's how to do this:

- Save the company time, costs, sales, energy
- Increase productivity, sales, motivation, output
- Improve efficiencies, processes, products, services



☐ 2. OPTIMIZE YOUR PROFILE AND CV

Did you know that most companies use AI tools to scan resumes? If you're not optimised for what companies are looking for you miss out on a lot of opportunities.

When I went back in the labour market I sometimes got an automatic rejection email 2 seconds after submitting my application! How's that for motivation... Here's how to optimise:

1. Focus your resume on your achievements, not tasks
2. Keep it short and to the point, 2-pages MAX - no one wants to see a 10-page resume, at least not initially.
3. Use parts of the job description and keywords of the job that you're applying for in your CV
4. Make sure you have an online presence on multiple job platforms so recruiters and companies can find you. LinkedIn, Reed, CV-Library, Recruitment Agencies in your Industry and related websites are a great start



☐ 3. APPLY FOR JOBS ABOVE YOUR PAY GRADE

Often the best way to get a payrise is to switch companies and apply for a higher position. It could sound scary for most people as they feel they're not qualified. However, most companies provide extensive training for the new position, you have colleagues to help you out and you can learn quickly. So you have nothing to worry about!

A typical hierarchy is something like accounts assistant > accountant > senior accountant > finance manager > finance director > regional CFO > CFO. What's the hierarchy in your industry? And what's the next layer to apply for?



☐ 4. DON'T ASK FOR A RAISE - DEMONSTRATE WHY YOU'RE WORTH IT

Most people think that if they just ask for a rise they will get it - wrong! Managers hate this question. Again, come from a place of service. Don't ask for a raise but ask for a performance review. Ask for your company's feedback on what needs to be improved - and tie this to your salary and/or bonus. If you're able to save your company \$50k or increase sales by \$50k for sure they can give you a \$10k raise or bonus. And if they say no immediately you know that this is not the right company to work for and that you need to keep your options open elsewhere.

☐ 5. EXPAND YOUR NETWORK

No man is an island. 85% of all jobs are filled via networking of some sort. Even if you already have a job, continue networking! In the past I have gotten jobs from housemates, people I met at university, seminars and at airports, friends of friends and even someone I went on a date with!

Go to seminars. Meet new people. Go to meet-up groups. Talk to strangers. The possibilities are endless!



Let's Connect!

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