

SUMMIT



Knowing Your Worth

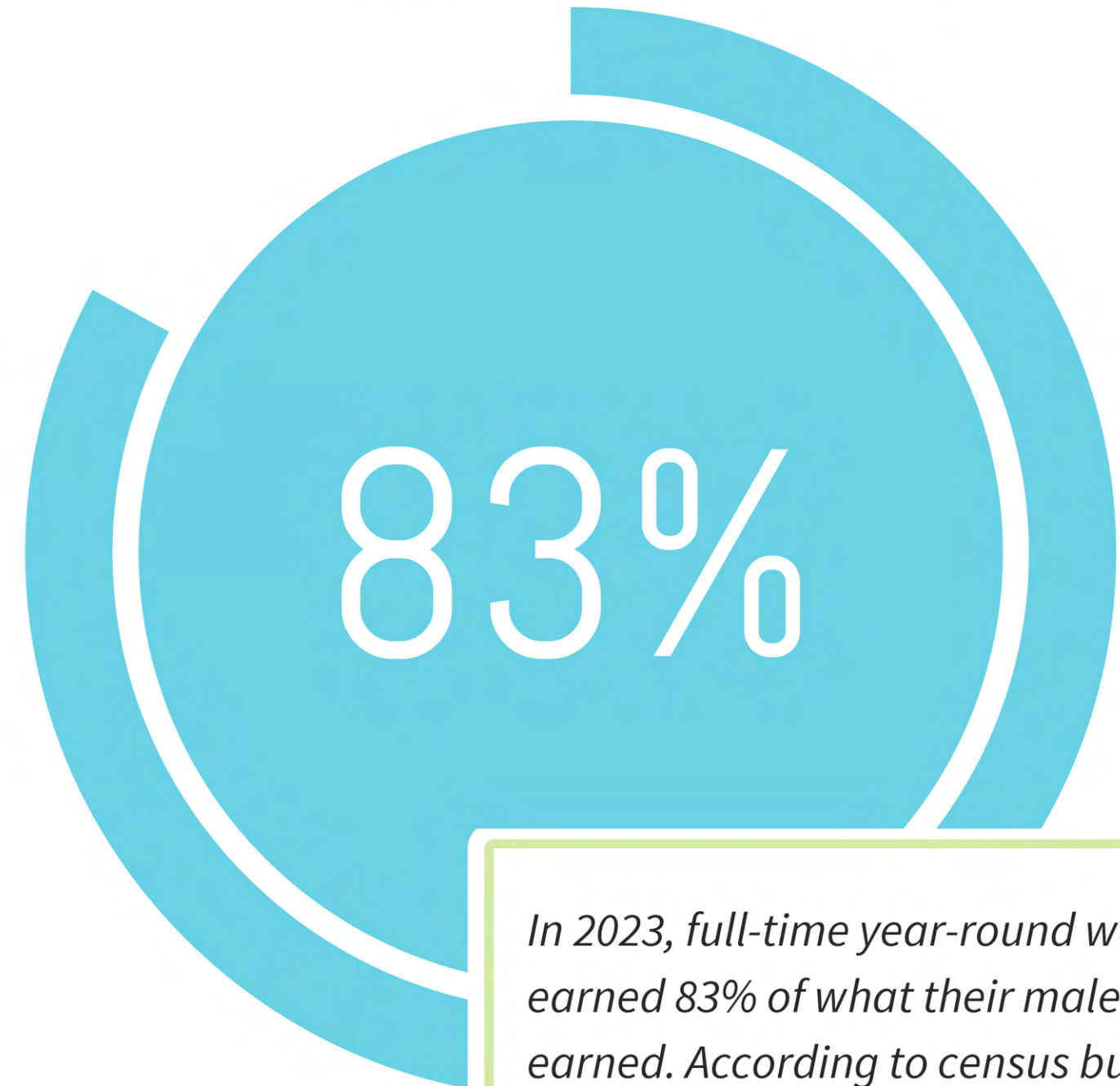
Equipping Women to Negotiate with Confidence

What do you want to
be when you “grow
up”?





The Gender Pay Gap



In 2023, full-time year-round working women earned 83% of what their male counterparts earned. According to census bureau analysis.

**Source: Pew Research Center*



Understanding The Gender Pay Gap

Occupational Segregation

Women are often overrepresented in lower-paying occupations.

The English language often embeds subtle biases that inadvertently highlights a women's presence.

**Source: Invisible Women*

Career interruptions

Women are more likely to experience career interruptions for family, caregiving responsibilities which impacts their long-term earnings.

Discrimination

Unconscious biases and systematic barriers can lead to unequal pay for similar work.



Assessing Your *Value*

1 Skills



Emphasize advance expertise or relevant certifications.

Highlight proficiencies, leadership and problem-solving abilities which contribute to organization success

2 Experience



Detail consistent achievement of performance goals and showcase adaptability to new challenges and responsibilities.

3 Unique Contributions



Showcase initiatives that led to process improvements, cost savings, or revenue growth.

Illustrate significant contributions or innovations towards organizational success.



Career Journaling

Reflect on your professional life

Record thoughts, experiences, goals and progress related to your career. This helps identify growth opportunities, and making informed career decisions.



Prompts

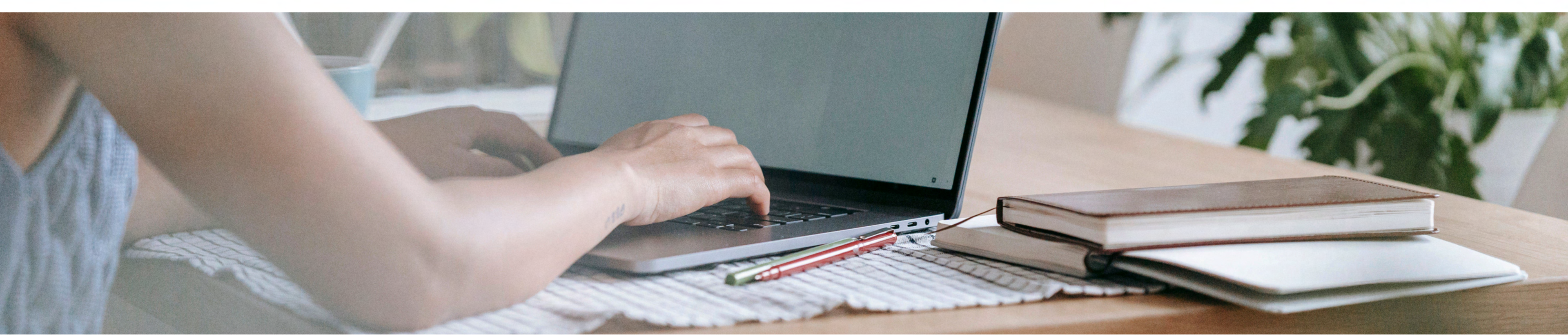
- What went well today?
- What could I have improved upon?
- Did anyone compliment my work today?
- How did I support a teammate or project today?

Shifting Your Mindset

Negotiation is a conversation not a confrontation



Negotiation highlights the importance of open communication, mutual understanding, and problem-solving instead of aggression or adversarial tactics. Goal is to find common ground and reach a solution that benefits all parties.



Negotiation is a *conversation* not a confrontation

Negotiation should be a collaborative discussion rather than a conflict. Highlight the importance of open communication, mutual understanding, and problem-solving. The goal is to find common ground to reach a solution that benefits all parties.



Overcoming Common Fears



Impostor Syndrome

- As women we often diminish our contributions
- Many jobs are written to intimidate us

Fear of Rejection

- The worst that can happen is receiving a “no”
- A no today is not a no forever.

Self-Doubt

- Learning to speak positively to ourselves
- Affirmations

Compensation Considerations



When thinking about salary negotiations, consider your total compensation.

- Retirement plans
- Disability and life insurance
- Childcare benefits
- Paid family or medical leave
- Employee assistance programs (EPA)
- Bonuses
- Profit sharing
- Tuition reimbursement
- Paid time off
- Wellness programs

A *Confidant* Salary Request

Speak with assurance but remain open to discussion.



Negotiating a Pay Raise

Is it the right time? *If you can check at least two of the boxes, find a good time to schedule a meeting.*

- ☐ I consistently exceeded my goals that have driven company revenue.
- ☐ I have taken on new responsibilities outside of my current job .
- ☐ My company has recently reported above average earnings.

Sample email

Subject line: Meeting Request

Good morning _____,
your supervisor

I hope you're doing well! I'm reaching out to set up a 30-minute meeting to connect and review my compensation.

Next week I'm available _____.
your availability

Open to looking into the following week, whatever works best with your schedule, I'm flexible!

Thanks in advance.

← *Be personable and approachable, but direct*

← *Ask for no more than 30 minutes of their time*

← *Keep the email short*

Prepare for your meeting

KNOW YOUR NUMBERS

My current salary: \$ _____

How long in this position/pay: _____

Research shows my position in my area earns:

\$ _____ - \$ _____ Average: \$ _____

My company has published a range for my position of: \$ _____ - \$ _____ (if any)

Average negotiated salary requests in the U.S. are 10-20%. Would a raise in that range fall within your company's published range? Does it align with your research? Consider and determine your negotiation range and write it here:

My negotiation range: \$ _____ - \$ _____

you'd be happy you'd be thrilled

KNOW YOUR WORTH

- ☐ Create or consult your "smile file" of recent professional accomplishments.
- ☐ Review your job description and compare your current responsibilities.
- ☐ Outline your points.
- ☐ Decide if you're prepared to discuss alternatives to pay such as flex time, paid time off/vacation days, stock options, remote working opportunities.

Maximizing Your Salary Increase

Secure and Confirm

Document new salary and benefits in writing to ensure clarity.

Appreciation and Deliver Results

Remember to thank your employer and continue proving your value.

Plan for Growth

Make the most of your salary increase with savings and investments. Set goals for your future career advancement.





Avoid Lifestyle Creep

Lifestyle creep is the common pattern of spending more money as you earn more money.



61%

of Americans are living
paycheck to paycheck

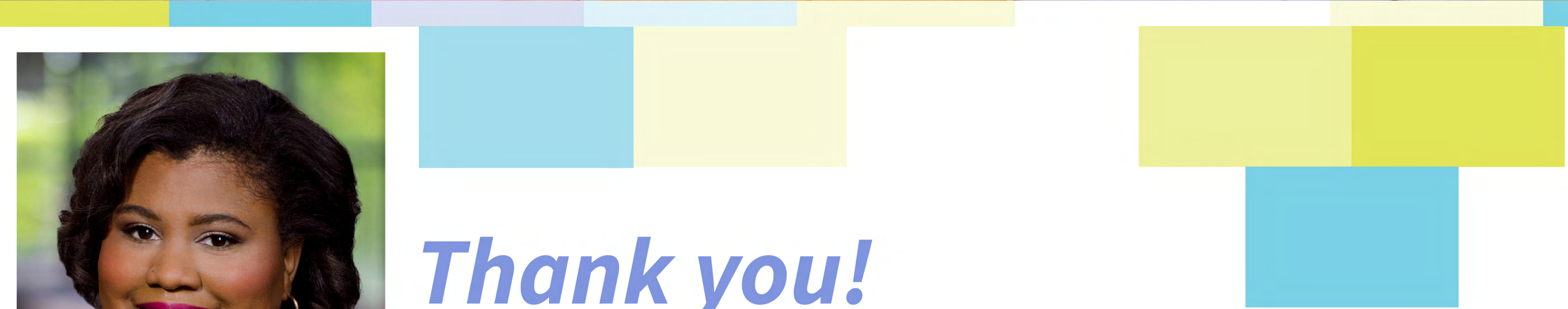


Things to Consider

- Live within your means
- Limit the growth of your expenses
- Set financial goals
- Remember your values

**Source: Lendingclub.com*





Thank you!

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