**How to Ask for and Get a Pay Raise**

Everyone would like to earn more money, but what is the best way to ask for and get a raise?

1. Timing – is the company making profits? Is this the right time to ask for more money?
2. Research the market – what do others in your role earn? Use your local government information resources or the [ONETONLINE.ORG](https://www.onetonline.org/) to research jobs and pay scales.
3. Research – is there a high demand for your skills? How valuable are you? What might it cost the company to replace you? Consider the cost of recruiting, loss of productivity, time and cost of training.
4. Building your case – keeping [a performance record](https://www.optimusperformance.ca/wp-content/uploads/2017/09/PERFORMANCE-RECORD.doc) of your achievements is a great practice to back up your value and contribution to the organization. [Download my performance record form](https://www.optimusperformance.ca/wp-content/uploads/2017/09/PERFORMANCE-RECORD.doc).
5. Make a good pitch, sell your value – link performance results to benefits to your boss and the company.
6. Negotiate – know your bottom-line bottom line. What else would you like besides money? More vacation?
7. What about a performance bonus? Perhaps keeping the same base pay or small increase plus a performance bonus might be a win-win.