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## Career Life Balance

Welcome to [Career Life Balance!!!](#)

A growing community of resources for Sales, Marketing, Advertising and Creative professionals supporting your career life balance.

Offering companies and individuals coaching strategies for **Career** advancement, development, transition, maximizing performance and skill building for **Life's** everyday challenges.

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### "Negotiating Your Value"

#### **Are You Prepared To Negotiate For Happiness?**

Believe it or not, everything truly is negotiable! Each new job offer or performance review is an opportunity to negotiate base salary, bonuses, benefits, stock options and various other incentives that add to job satisfaction and ultimately, provide more financial security. You need to take control of your job search before your new job offer and plan ahead of time for your annual performance review to reach your ultimate goal of financial security and happiness. Are you prepared to negotiate?

With each new job offer or performance review, you are being handed an opportunity to define, communicate, and achieve what you want for your financial security. In order to achieve this, you'll have to understand the basics of negotiation.

The first step in negotiating is making the decision to reach



### About Coach DQ, CPCC

Dawn Quesnel, CPCC, PCC

She is a member of the ICF and continuously trains to develop her skills as a professional coach.

Before becoming a Professional Coach, Dawn was an Executive Recruiter at two of Boston's premier agencies. She eventually opened her own recruitment firm, Executive Staffing Consultants. Her vast experiences in recruitment led to the knowledge that most people need help clarifying their career and their personal goals. Thus the launching of her successful coaching practice,

your goal. Once you have made that decision, you need to plan your approach, gather supporting information, consider alternatives and viewpoints, communicate specifically, and understand your strengths and weaknesses. You must be able to respond effectively to the negotiating party, and knowing your competition will enable you to bargain your position more accurately.

Here are a few tips to focus on during your research and negotiation: **1. Be Persuasive** It's hard to force your boss to increase your compensation, and trying to do so can potentially damage your working relationship. Think about the process as trying to convince him that it might benefit the organization to pay you more.

**2. Aim High and Be Realistic** Many researchers have found a strong correlation between people's aspirations and the results they achieve in negotiation. At the same time, you want to suggest ideas to which your boss can realistically say yes.

**3. Start Off with the Right Tone** You want to let your boss know you will listen and try to understand his views. At the same time, you expect your boss to do the same for you so you can work together to address this issue. Avoid ultimatums, threats and other coercive behavior.

**4. Clarify Your Interests** Your compensation should satisfy a range of needs, not just salary. Make sure you have thought about other points of value to you as well -- like profit sharing, stock options that vest immediately, a bonus, greater work responsibilities, a quicker promotion schedule, increased vacation or flexible hours.

**5. Anticipate Your Boss's Interests** Just like you, your boss has needs and concerns. To persuade him to say yes, your ideas will have to address those things that are important to him.

**6. Create Several Options** Joint brainstorming is the most effective way to find ideas that satisfy everyone's interests. It works best when you separate it from commitment -- first create possible solutions, and then decide among them.

**7. Focus on Objective Criteria** It is far easier to persuade someone to agree with your proposal if he sees how that proposal is firmly grounded on objective criteria, such as what similar firms pay people of like experience or what others in the company make.

**8. Think Through Your Alternatives** In case you cannot persuade your boss to say yes, you need to have a backup plan. Part of preparation is creating a specific action plan

Career Life Balance.

Dawn Quesnel 508-520-9933  
[CoachDQ@CareerLifeBalance.net](mailto:CoachDQ@CareerLifeBalance.net)  
[www.CareerLifeBalance.net](http://www.CareerLifeBalance.net)

My clients are professionals, small business owners, and individuals seeking more choices and more balance between their career and their life.

They have found that their career affects their life, and their life affects their career: finding a balance isn't always easy. It's a choice. They choose coaching to help them live with more balance-- as they define it.

Balance doesn't mean the same for everyone. Balance for you could be taking your company to the next level, spending more time with your family, or taking the first step in pursuit of a more fulfilling life. Coaching can help you to clarify your goals and move through the obstacles that get in the way of living the life you truly wish for. Call me today for a personal, complimentary coaching consultation at 508-520-9933 or email me at [CoachDQ@CareerLifeBalance.net](mailto:CoachDQ@CareerLifeBalance.net)

[More about Coach DQ...](#)

## Quick Links...

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so you know what you'll do if you have to walk away from the table.

[Tired of not getting called back for the interview?](#)

**9. Prepare Thoughtfully to Achieve Your Goals** This is the only aspect of your negotiations you can completely control. To take advantage of all of the above advice, you have to invest a significant amount of your time and energy.

[Coaching For Individuals](#)

**10. Review to Learn** The only way you can really improve your ability to negotiate is to explicitly learn from your experiences. After you finish negotiations, reflect on what you did that worked well and what you might want to do differently. You will ultimately be successful in achieving your goal of financial security and happiness!

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Negotiation is not an art form – the more you practice, the better you become at it! Do your homework and feel confident! Know your worth. Doing it right requires preparation, studying comparative situations, role playing and getting another perspective.

**A case in point:** A client recently hired me to help her with negotiating a promotion, she knew her boss had a real tight budget so together worked on her strategy; role played what she would say, what possible objections might come up, and how to overcome them. She did some research and prepared her case. The result a 20% increase in salary, a gas allowance, flex hours, a gym membership, a new "Director" title and a lunch stipend. So the next time you are negotiating your annual review, a new position, a promotion, whatever it is remember everything is negotiable.

**Looking for a new job? See current openings.**

[Click here to see a listing of current openings](#), brought to you by a trusted network of Executive Recruiters I've personally worked with over the past several years. Please send a copy of your resume with salary history and a brief description of your search criteria. The appropriate recruiter will contact you. No resume is presented without the candidate's approval, and all fees are paid by the employer.

**RADIO SHOW MP3 LINK (in quick links section)**

Announcing Career Life Balance, a radio show about Coaching! The call in show, hosted by Coach DQ, features different guests and airs every Tuesday at 11AM on WPEP 1570AM NewsTalk Radio, Taunton, MA. Tune in to February's shows featuring Relationship Coaches. To ask a question on air, call Coach DQ at 508-822-1500!

e-mail: [coachdq@careerlifebalance.net](mailto:coachdq@careerlifebalance.net)

phone: 508-520-9933

web: <http://www.CareerLifeBalance.net>

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