

the gimme: a script

G: give background info

As you probably know, I'll have been here for [time you've been on job], and I've been thinking a lot lately about how I see myself growing within our company and our team.

I: introduce why you're awesome

As the [your position] here, I've taken on additional responsibilities as our team has evolved. [Here you can remind them why. Did you cover for people who left the company? Did you start mentoring junior staffers? Focus on how you're positively contributing to the team]. I'd like my salary to reflect that growth.

M: make your case research-based

As I've taken on those additional responsibilities, I've also contributed to our company in several ways. For example, [insert results-driven data about your accomplishments here]. I've also received positive feedback regarding my work on [name a project someone complimented you on].

M: make the ask

I've also done some research on salaries in this industry and my role, and based on people in positions with similar skill sets and responsibilities, I've found that an annual salary of [a number that's a little higher than what you need to leave room for negotiation] is commensurate with that experience. I'd like to request that amount today.

E: end with a bang

Since joining [company name], I've dedicated my time to expanding my skills and helping our team grow. I'd like to continue to put time and effort into our success here long-term.

With an increase in compensation, I feel as though I can continue to contribute to our efforts here and bring even more to the table. I'm looking forward to taking on even more responsibilities in my position over the next year, and I feel confident I can tackle those if you're willing to further invest in me and what I have to offer.