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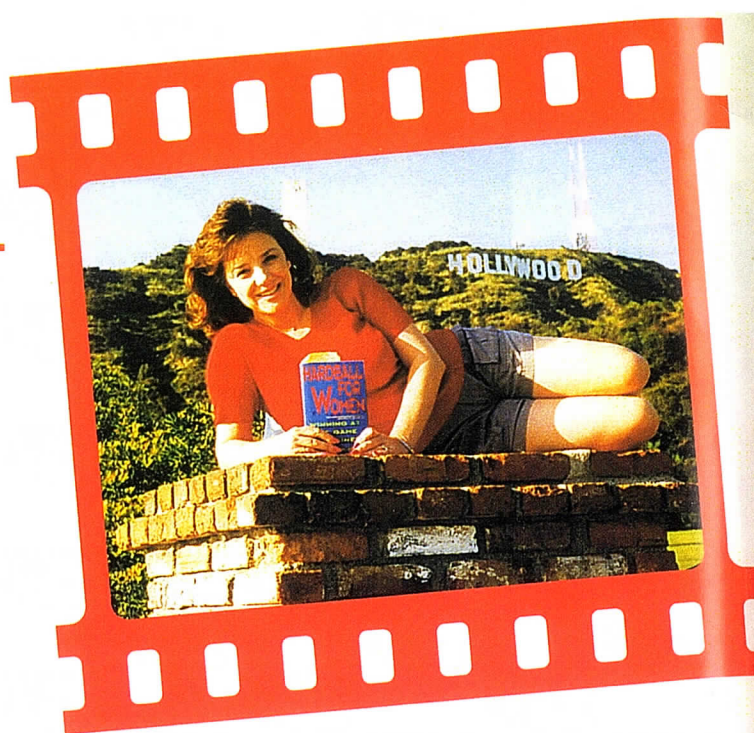
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"Ways to Maximize Your Self-Worth"

(FOR GIRLS MOSTLY)

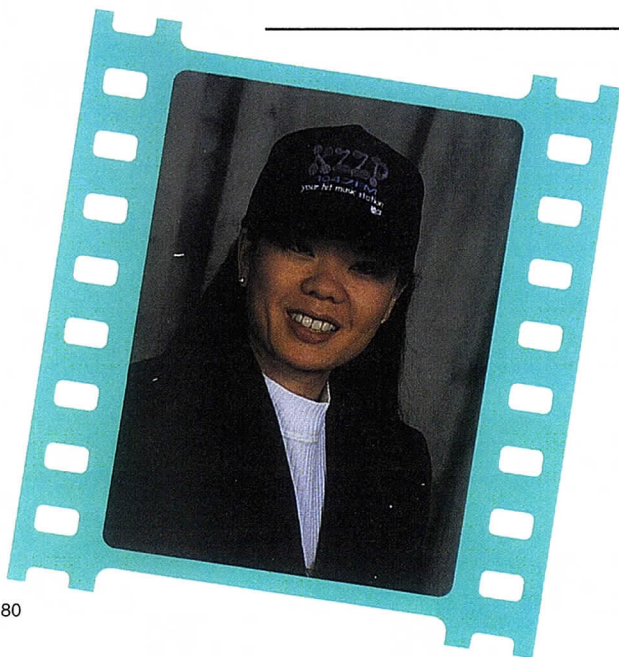
The latest statistics show that women working full-time, year-round will make, on average, only 72 cents for every dollar a man makes! If you're tired of justifying to yourself that you're better off settling for the low pay you receive than "complaining" to management that you think you deserve more, then it's time to read my ten tips on Maximizing the Power of Self-Worth. Face it: you know you're worth as much as the next guy, so now's the time to stand up and tell someone who can make a difference.

- First of all, realize that women are historically motivated by different things. We perceive money differently than our male counterparts. Don't fear appearing too ambitious. We perceive that it's not "lady-like" so we let our unhappiness fester. You are not being money-hungry. Getting more money can help affirm your self-worth. As the book *Hard Ball For Women* quoted: "Don't think of it as money, think of it as votes!"
- Always know what the other guy makes. I know, easier said than done, but without that information you'll never know your worth — or what the company is willing to compensate professionals such as yourself. If you find that someone in your department is making quite a bit more, be careful not to turn it personal. Analyze the similar responsibilities, not the manner in which they're carried out.
- Once you have that information, talk to your boss about it. One of the biggest problems we women face is our reluctance to speak up about our worth.
- Document the above mentioned conversations. Often our bosses will say, "Let me get back to you," and they never do. Because this is such an uncomfortable subject, we're almost relieved that they forgot. Call them on it. It's best to



set up a follow-up conversation date where you can check in with your boss on the progress.

- If there is no progress, ask him or her to be candid with you as to why there won't be a change. If you know that others are making more than you with less/or the same experience, point this out.
- Talk to personnel. (Not behind your manager's back, however. Tell him/her that you want more information.) Personnel is there to help you, ask for candid advice. Perhaps they can start looking elsewhere within the company for you.
- Update your resume. Get your demo reel together. This is not a bluff-and-see game. This is not a game.
- Look for a new gig. Network; send out resumes, but before you do — do a salary history and know what kind of bump in pay you require.
- Be patient. Don't lose faith. Know that you are worth it.



Jennifer Yee

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"The Power of an Open Mind"

- Always exude unbridled enthusiasm.
- Expand your mind — then focus.
- Consider the Big Picture.
- Consider all options with an open mind.
- Strive to be "larger than life."