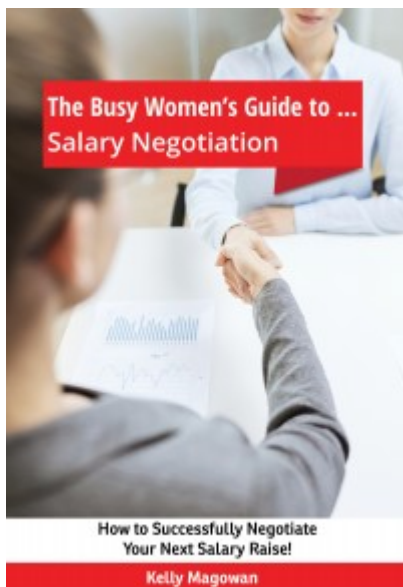


[Salary Negotiation Essentials For Women! Get Your Free Book](#)

[Equal Pay Day](#) in Australia is being held on the 8th September 2016.

If you are not confident, or unsure how to approach the salary negotiation conversation, you can access my e-book [‘The Busy Women’s Guide to... Salary Negotiation’](#) for free from the 7th – 11th September. Normally US \$4.99



Some of the factors that contribute to wage inequality will not be easily resolved and will take time before we see real changes. However, there are a few areas women can take control of to assist in addressing the pay imbalance. Salary package negotiation is one.

Many women are uncomfortable with salary negotiation – and avoid it. As a result, over the course of the average women’s career she is likely to forgo \$700K in earnings! Yes, that much.

It is never too late to gain the confidence and skills to engage in a successful salary package negotiation conversation and boost your earnings. Remember everything is negotiable!

If you feel you are not being paid fairly, I encourage you to download a free copy of my e-book [*The Busy Women's Guide to... Salary Negotiation*](#)

Invest in yourself, because you are worth it.

Note: The book is complimentary from the 7th – 11th September on [Amazon, Kindle](#). You don't need Kindle to download the book.

Also Don't Miss Out On **My Free Salary Negotiation Webinars in September**, a chance to delve into Salary Negotiation Essentials and ask questions.

[**"How to Successfully Negotiate Your Salary Package. It's Easier Than You Think! "**](#)

- [Friday 16th September 8-9pm](#)
 - [Tuesday 20th September 1.30 – 2.30pm](#)
-

[**Contemplating A Career Change? Need Help?**](#)

Get Started With 'The DIY Career Change Program'

"It is never too late to be what you might have been." George Elliot



[The DIY Career Change Program](#) is a series of 5 comprehensive 40 page plus workbooks that will take you from reflecting on who you are, and what you are great at, right through to identifying career paths and how to market yourself and secure the roles that you want.

The workbooks are full of amazing content and activities that you will find make a huge impact on how you see yourself and in helping you to move towards roles that will make you happier.

The series of 5 workbooks have been designed for you to print out as I have found people achieve better outcomes if they carry them about with them to capture thoughts, ideas, strategies, names and so on. They will help you build the foundation and provide the road map towards your next great role.

Get **[‘The DIY Career Change Program’](#)** today

Purchase all 5 guides & receive the 39 page guide *‘Your Personal Brand – Defining, Development & Marketing Brand You!’*

- 1. Personal Awareness & Worklife Reflection**
- 2. Worklife Analysis & Career Exploration**
- 3. Research & Job Search Strategies**
- 4. Resume Writing, Marketing Yourself & Personal Branding**
- 5. Interview Preparation & Salary Negotiation**

Total program cost – only AU\$9.99 [Click to purchase from my](#)

[store on Selz.](#)

If you are not sure, **you can download the first two guides for free** and if you find them helpful you can purchase the program at a later stage.

[Get started today with my two free guides from 'The DIY Career Change Program'](#)

These workbooks have helped hundreds of people to make career changes. *"The workbooks have been a fantastic resource. They have been invaluable"* Kerry, General Manager

Please [contact me](#) if you have any queries about [The DIY Career Change Program](#).

Other **Career Services** include:

- [One-On-One Coaching](#)
 - [The Next Step Career Change Program](#)
-

Name(required)
Email(required)
Comment(required)

[**How To Define & Live Your**](#)

Values

“There is no passion to be found in playing small—in settling for a life that is less than you are capable of living.” –

Nelson Mandela –



Our values make us who we are. They are developed over time in the interactions we experience. It is important for you to understand your values as they act as internal guides to the things you do and say.

The majority of people have never sat down and thought about or documented what their values are. If you are unsure about your key values, I encourage you to review the extensive list of values below to assist in determining what they truly are. If there are values missing from this list, add these to the bottom blank section and treat them as a part of the two exercises below.

It is important to be aware of the values that are meaningful to us. If we know what we value, we are better positioned to think about what industries, types of jobs and companies we may be most suited to. Or whether or not we want to work for ourselves. It will also help to identify those values that we want to avoid in our career and life.

Are You Living Your Values?

[DefiningLivingYour-ValuesExercise](#)

[Russ Harris, Author of The Happiness Trap](#) also has some great free short [values exercises](#) and other worksheets on his website that I would encourage you to visit.

5 Ways to Communicate More Effectively When Job Searching & Networking

While technology is great and facilitates many amazing discussions, connections and content sharing, it also leaves many people lost when it comes to the basics of general communication. Perhaps it is because we live in an age where everything is so rapid and where we can communicate anonymously should we wish. However, if you want to build and maintain a positive personal brand, be sure to stick to the basics – a polite introduction of your name and purpose of the communication when reaching out to others is imperative.



I cannot tell you how many people when applying for jobs leave a message on the voicemail without leaving a contact number, full name and putting some context around the call. This does not leave a professional impression and would not result in the application progressing to the next stage. The same applies if it was a networking reach out – it would not lead to a meeting.

If you are preparing for a job search related 'meeting' of any description (be it face to face, email or over the phone) go through the following checklist before reaching out;

1. **Clarity around the purpose of the communication** (your objectives & potentially theirs). Keep it concise. What are you looking to achieve from the meeting or reach out? Is it to speak with them to then potentially gain a meeting? Is it to gather specific information?
2. **Understand who the audience is** and the best way to communicate with them (phone, email, twitter, face to face, text etc.)
3. **A clear timeframe for yourself and for the audience.** if you want to meet, ideally looking to arrange a coffee within the next two weeks etc.
4. **Being clear about the outcome** you are working towards (they don't necessarily need to know this however you do – tying back to the purpose). Why are you reaching out – to ultimately secure a job with company x, to learn specific information about why? Etc.
5. **Leave a 'calling card'** that is aligned with your personal brand. This includes contact information in addition to the impression you leave behind from any form of contact you have with others. What do you want this to be?

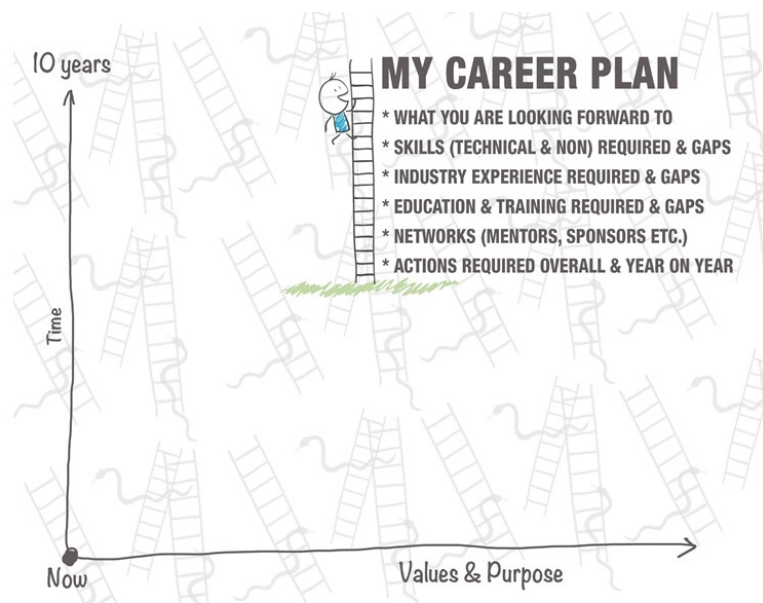
Whenever you apply for a job or conduct networking activities, please be sure to revisit these five steps. Remember to introduce yourself and consider your audience rather than just launching into what you want or need. While it all sounds simple and logical, in the haste and potential pressure attached with job seeking, we can sometimes lose sight of the obvious.

As they say "You only get one chance to make a first impression". What do you want that lasting impression to be?

How to Adopt an Agile Approach to Your Career



Traditional Career Management Model



Agile Career Management Model

The world of work is no longer predictable. We live in a time that has been termed **VUCA (Volatility, Uncertainty, Complexity & Ambiguity)**. For a lot of professions, the way that we once managed our careers is no longer applicable. The traditional 'ladder style' career management model may work for some, such as those who join accounting or legal firms and look to follow the partnership path. However, for a lot of us, we need to adopt a more agile approach to how we manage our careers if we want to experience a personally and financially fulfilling career. Our professions may be in flux, evolving and new streams emerging, or we may look to adopt a portfolio or flexible approach to how we manage our careers – all of which require an agile approach.

Realistically we can expect to change jobs every 3-4 years, which may involve a job or career change through choice or redundancy. I use the analogy of a game of snakes and ladders to represent the agile career management model. It is certainly a positive model as it represents fun, opportunities and choices. We may be climbing one ladder to find that we have reached the top and look to take on a new challenge in a different field. We may lose our job and slide down a snake, however there are lots of ladders (opportunities) around us that we can jump on board. The key theme around an agile model is to ensure that your values are being met and that you are experiencing a sense of purpose in the work that you do. It requires a letting go of the old ideas about how a career should look! Your career should look just as you want it to. There are no right or wrong careers, there are only people who are engaged and satisfied in their work and those who are not!

Working in today's market requires a degree of self-awareness, understanding where you can add value and having a more opportunistic and strategic approach to your career. The ability to re-invent ourselves as the need arises and ensuring that we have a positive and accurate personal brand in the marketplace. It is about working in your job and also making time each week to be working on your career.

What style of career management will work best for you?