

How to Re-design Your Career & Lifestyle to Increase Your Happiness

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During the webinar you will get great tools & information to start making changes in your Career & Lifestyle straight away.

You also receive the 'Personal Awareness & Worklife Reflection' & 'Career Exploration & Analysis' guides at no cost, which are invaluable resources.

Don't miss out on your place, register for the webinar & start re-designing your career & lifestyle today

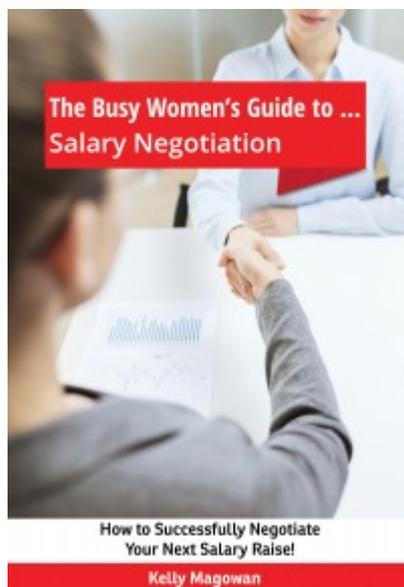
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Salary Negotiation Essentials

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](#)
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[**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)
Submit

[**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?

[Defining Living Your Values Exercise](#)

[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.

[How Chanel's Style Advice Can Help You in Your Next Salary Negotiation](#)

While fashion icon Coco Chanel is remembered largely for being a style icon, she was also an incredibly savvy self-made business woman. She had an impoverished upbringing, yet she was clear about her unique creative gifts and the value she had to offer the world.

She was willing to back herself in business which was particularly unusual in 1913 when she opened her first store with the financial backing of a made (is made correct?) admirer (she paid off the loan a few years later). She also was an innovator and took



“Before you leave the house, look in the mirror and take one thing off”. Coco Chanel”

calculated risks, from establishing and growing high end fashion stores, to creating the perfume Chanel 5 in a time when perfume was not worn by most of the population. Chanel made many bold decisions over her career, which were largely the right one's that led to this amazing lady creating one of the most renowned fashion houses in the world.

Chanel has many wonderful quotes that relate to fashion, business and life with one of my favourite quotes being, *"Before you leave the house, look in the mirror and take one thing off"*. It is one of the quotes which transcends fashion and is just as pertinent to how women should approach salary negotiation. Let me explain.

Just as Chanel is highlighting in her quote that sometimes women can overdo it when we dress up to go out by adding too much to our outfits – the same applies to when women enter into the salary negotiation. We can overdo it by having too many items we want to negotiate and being too verbose and over justifying why we deserve them in the salary negotiation process.

My advice is to approach the negotiation as the great Chanel would have done. She would go in confidently, clear of her agenda and business case and she would execute the negotiation with just the right amount of information. She would be sure of the value that she brings to her current or prospective employer and would be confident in asking to be paid her worth – because she would know exactly what it was.

As highlighted, being too verbose in salary package discussions is an approach that women sometimes use, but that is off-putting to decision makers. Having long lists of wishes and lengthy justifications for a pay increase can result in an immediate "No". Consider your audience and their work style. If your boss is sharp and straight to the point, your salary negotiation pitch should also be sharp and to the point. Being clear and concise will more likely result in achieving the

outcomes you want.

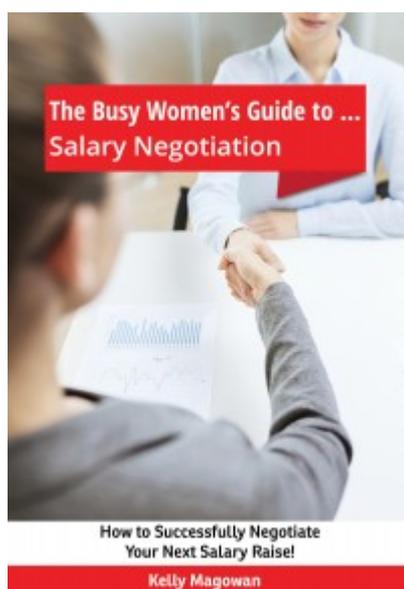
The three key things to remember when negotiating your salary package include;

- **Confidence** – even if you have to ‘Fake It Till You Make It’
- **Business Case** – research & prepare a compelling business case to justify the increase
- **Keep It Simple** – don’t over complicate it or over personalise it

The financial situation for women has advanced since Chanel opened her first store over a hundred years ago, however women still remain underpaid in contrast to their male contemporaries.

When negotiating think of Chanel. Don’t overdress and certainly don’t over justify and overdo the salary negotiation discussion.

Kelly is the Author of [The Busy Women’s Guide to... Salary Negotiation](#) which you can purchase on Amazon. Start being paid what your worth!



Trends in the Careers Landscape

Recently I was invited to be a guest speaker on the topic of careers at a [Polson & Co](#) HR Discussion Group hosted by a wonderful HR Thought Leader Reg Polson.



The topic was on 'Life Stages & Career Decisions' which was terrific particularly given we had representatives from each of the life stages present to discuss the realities and challenges of working life in Australia.

Trends discussed include:

- There is a lack of engagement and job satisfaction by Australian employees. Some research citing that 65% of employees are not satisfied in their jobs. This can be supported by the topics that Daniel Pink's book 'drive' details. While he states most people want autonomy, mastery and purpose in their work, many organisations are still working on 'chain & command' models from the industrial age.
- Recent research shows that for an Australian professional to advance their career their best chance

is to go to a new company. Unfortunately we are not a good country for promoting from within and developing our talent.

- We hire people who have done the same job before with little room for growth and then wonder why with professionals you can expect a quarter to leave with the first 12 months. See [‘Hiring Hell One in Four Quit Within a Year’](#) This links with the lack of career support and not promoting talent from within.
- An increase in people taking ‘career breaks’ which is expected to grow due to redundancy, caring for kids, elderly parents, burnout.
- Growth in personal branding is expected to continue online and offline. This is based on the increasing number of career changes we can all expect to go through, combined with the increase in contracting and self employment and the need to re-invent and re-brand ourselves.
- Careers are no longer linear. As Dr. Jim Bright explains in his [‘Chaos Theory of Careers’](#). Change is dynamic and continual. The theory is not saying we cannot control our careers and that everything is random. It more suggests adopting different strategies to managing our careers. The focus is around planning and looking for opportunities. Given things are forever changing and we now live in a world of VUCA (Volatility, Uncertainty, Complexity, and Ambiguity), it is about identifying strategic opportunities. As such we need to be more nimble and opportunistic in how we manage our careers.
- There is a growth in female professionals being desired by employers. There are still issues with female part time workers and the jobs available however for full time female working professionals – they are in demand. It is suggested women will continue to dominate in the workplace. See [‘It’s a Woman’s World’](#) article.
- For younger people there is the growing opportunity to have a global career. Which brings with it a global

mindset and being culturally aware. Added to this for younger workers, self awareness skills are becoming crucial for career success as is the ability to cope with ambiguity. For skills of the future visit the [Future work skills](#) report.

These are just a few of the trends we are seeing in the careers landscape. If you have any comments or any others to please share.