

Prepare for a raise or promotion by asking ambivalent questions.

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This article reviews a recent Wall Street Journal article on how best to prepare for a raise or promotion based on research at Yale School of Management

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LINKCO has been following the notable wage increases particularly strong amongst professional workers. While this is particularly noteworthy with job switchers it is also increasingly prevalent with talent remaining with their current employers.

We are often asked to coach talented candidates as well as clients on how to approach and manage this challenging task. The WSJ just published an article by, Taly Reich, Alexander G. Fulmer and Ravi Dhar of the Yale School of Management. It highlights their research on how an "ambivalent mindset" focusing on both positive and negative outcomes of (for instance) a salary raise mitigates part of the threatening feeling of the potential rejection (being turned down) and increases the likelihood that the candidate will follow through with the "ask".

The researchers conclude that adding "ambivalence" to one's decision-making approach helps reduce fear of failure enough so people feel less threatened when considering what will happen if they do not achieve their desired outcome. Yet, adding this ambivalence approach and thinking through both negative and positive outcomes does not dissuade the person from acting on the desired outcome goal. In other words, in our example, they are better prepared to ask for a raise.

LINKCO is always thrilled to work with brilliant talent. Yet we sometimes find ourselves in the position of asking our prospective candidates to take a step back and consider if their current employer and opportunity is worth leaving? While there are many factors involved in such a decision, three of them are desire for a promotion, salary increase, or a toxic work environment. LINKCO's recently published article on "Flexible work hours, worker's market, higher wages, and "Toxic" work environments", notes the "Toxic" issue, and provides more context for raising wage demands. LINKCO's articles can be found here: www.linkco.net/articles/ .

This article on adding ambivalent perspective when deciding to ask, for instance, for a promotion, a raise, etc. provides insight into a method of preparing for work altering events and should be added to your professional toolkit. Whether employer or employee, thinking within the parameters of an

ambivalent perspective can help provide insight for your future decisions and actions and help you and your company thrive. [How can we help?](#)

“If You’re Considering Asking for a Promotion....” Taly Reich, Alexander G. Fulmer, WSJ February, 22, 2022 p R10.

https://www.wsj.com/articles/how-to-overcome-fear-applying-for-promotion-11645217491?st=u59i3fy1ok8hdas&reflink=desktopwebshare_permalink

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