

# All About **Work**

## Can We Talk About Your Salary?

It's time for *Glamour's* annual survey, in which women stop with the secrecy and tell all about what they earn. Compare yourself here—and go get that raise. By Lauren Brown



**Ask and Ye Shall Receive**  
When women go for a raise, they get it 75 percent of the time, *Glamour* data shows.

CLAUDIA & STEFAN/TRUNK ARCHIVE

**W**e get real with our girlfriends about our sex lives, our relationships, our secret desires to rule the world—but do you know how much your best friend earns? Or the last time she asked for a raise? Could you even guess what your col-

league two rows down makes? For most of us the answer is no. That lack of transparency could mean we're leaving money on the table. "Time and again I see that women don't talk about asking for raises with each other the same way

men do. When we collectively keep quiet, we create a subtle subculture where it feels taboo to ask," says Manisha Thakor, director of Wealth Strategies for Women at The BAM Alliance, a financial advisory firm. Men are more comfortable dis-

cussing money, and that creates confidence: “For them, asking for a raise feels like slinging mud at the wall,” she says. “Of course they try, and if it sticks, great! Hearing from fellow females what worked gives you that confidence.” Let these women get you started.

**“My self-assurance won them over.”**

“I landed my current position with no experience in that specific industry. But I was ultra confident in my skills; it was a sales job, and I ‘sold’ them into hiring me! Never be afraid to say, ‘Trust me, I’m worth it.’”

—*Noreen Kane, 38, a business development executive in New York City who makes \$190,000*

**“Switch companies, but not too often.”**



“Before my current job I learned that the best way to have a real jump in salary is to leave your company. You won’t get a \$10,000 to \$15,000 raise all at once staying in one place, but it’s easy to make that kind of jump if you switch companies. Just don’t do it too often—that’s not the best way to build your reputation.”

—*Abby Strite, 31, a software implementation manager in Austin, Tex., who makes \$85,000*

**“Show you’re committed.”**

“On my year anniversary I said to my boss, ‘I want you to know that I enjoy working here and would love to know if there’s anything I can do better, because I’m committed to being here.’ Employers appreciate that. Within a week he called me into his office to tell me about my raise.” —*Natalie Todd, 38, a dental hygienist in Aspen, Colo., who makes \$70,000*



**Happiness Counts** Flexibility and sane hours matter more than salary, 89 percent of women told us.

**“Don’t let rocky times rock you.”**

“Whenever a new higher-up starts, restructuring may follow. Instead of sitting around being nervous, this is an ideal time to get to know your new boss and explain your goals. When a new editor-in-chief started at our office, I asked him to coffee and asked for a promotion. I wrote a detailed report of the changes I’d make and explained why they would be good for the company. I asked for a \$5,000 raise and was given \$10,000! Speak up—if you don’t ask, what you want isn’t going to be handed to you.”

—*Emily Laurence, 29, an editor in New York City who makes \$65,000*

**“Push yourself... men do!”**

“A mentor once told me that men take jobs—and negotiate a higher salary—when they feel 60 percent qualified, but women wait until they feel

100 percent qualified and typically don’t negotiate. I spent two years at a job where I was sorely underpaid, and it really messed with my confidence. But once I started interviewing, no one batted an eye at my salary range, and I landed a better job at a 35 percent increase.”

—*Cynthia Carlson, 36, a business development manager in Denver, who makes \$115,000*

**“You’ve got to be a little brave.”**



“I researched average salaries in my field and found I was on the low end. So I mustered up the courage to present my case. I was newly pregnant at the time but kept the focus of the meeting purely professional. I presented my accomplishments, and my research impressed my supervisor. It took six

**57% of Women Have Never Asked for a Raise**

That’s higher than the 46 percent of men who never have, *Glamour’s* data shows. The most common reason for not asking? Fear. Three ways to conquer that feeling:

**First, be clear with yourself.** “Ask, ‘What do I want?’” says Juliana Park, author of *The Abundance Loop*. “Be specific about what’s important: salary, bonus, benefits, flexibility? The clearer you can state your intentions with yourself, the better positioned you’ll be to negotiate without wavering.”

**Now role-play.** “Practice a salary negotiation with friends and family; try tooting your own horn,” says Park. “What contributions are you most proud of? How did they translate to additional revenue? Get comfortable talking about your accomplishments in financial terms.”

**Consult your work tribe too.** When Jude Miller Burke, Ph.D., author of *The Millionaire Mystique*, analyzed the habits of women making \$1 million and up, she noticed a trend: They all had a support system. “Have a group of professional women you can freely discuss issues such as salary and benefits with,” she says. They can also help give you honest feedback on your skills. “Women often think we deserve a raise only if our performance is flawless,” says Burke. “Let go of perfection and you can start asking for what you deserve.”

ABBY STRITE: ANDREW STRITE; STREET STYLE: MELANIE GALEA; THE STREETMUSE/TRUNK ARCHIVE; COURTNEY VERDUGO; COURTESY OF SUBJECT

weeks to get an answer, but I got the raise!”  
 —*Courtney Verdugo, 30, a social worker in Winter Park, Fla., who makes \$47,740*

**“Keep your eye on the big picture.”**



“My long-term goal is always in the back of my mind with any position that I take: Is

this a smart career move? The money is important, but sometimes you need to take a

step back to end up taking two forward. Once, I was offered a position where I basically did two jobs with no pay raise. But I got screen credit as a producer—which is what I wanted to do. That helped me get ahead, and I have never looked back.”  
 —*Elizabeth Spratt, 25, a TV producer in Atlanta who makes \$77,000*

**“Never, ever take the first offer.”**

“When I got the chance to move to another school dis-

trict, they offered me the same salary I had—so I refused the offer. I was terrified, but I took a deep breath and told them I couldn’t make the move without extra money. They asked how much I was looking for and said they could do it!”  
 —*Pernille Ripp, 35, a teacher in Oregon, Wis., who makes \$44,000*

**“Have a skill all your own.”**

“I work in new-drug development for chemotherapies; seven years ago I started a small business that now takes on independent clients. It’s a very niche skill set, so it’s something my clients need and are willing to pay for. And I can adjust my schedule to take maternity leave—we hope to have baby number two next year.”  
 —*Laura Glass, 36, a medical researcher in New York City, who makes \$240,000*

**“Do your homework.”**

“I do compensation studies (two of my favorite free sources are salary.com and payscale.com) and bring them to my reviews. If I have a great review, I break out my research and discuss where I believe I should be. So many managers have no idea what their employees should really be making, so it’s important to do the research yourself. Everyone wants more money, but

women need to confidently show management why they deserve more money.”  
 —*Gina Clark, 26, a human resources manager in Tampa, Fla., who makes \$48,000*

**“Be comfortable talking about money.”**



“As a freelance consultant, I set my rates with clients every day. The more commu-

nication the better—I let them know all I’m doing, so they understand the value of my work. That’s how I ensure that I reach my annual salary goals. You’ve got to know what you’re worth.”  
 —*Jennifer Simpson, 35, a business consultant in Houston who makes \$65,000*

**“Have someone do it for you!”**

“As an actor I have a manager who negotiates my salary—I say the least amount I’d do a project for, and he can be the bad guy. Not everyone can do this, of course, but pretend you’re your own manager: How does that change how you ask? How you fight? It makes it less personal, more business—and much easier.”  
 —*Rachel Reilly Villegas, 30, an actor in Los Angeles whose salary can swing from \$20,000 to \$500,000*



**The Ask Pays Off** Nab a \$1,000 raise each year and invest that money assuming a 6.5 percent return. In 35 years, says Thakor, you’ll have more than \$120,000.

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## Where Women Make the Most

Your cheat sheet: *STEM and health care lead the way. These four fields bring in the highest average salaries.*

**\$181,300**

**Physicians and Surgeons**  
 Specialties like neurosurgery are still male-dominated, but opportunities for women are growing, says Katie Bardaro, lead economist at PayScale.

**\$144,000**

**Nurse Anesthetists**  
 As the average life span of the population increases, health care jobs will be even more necessary—and will pay better as a result, Bardaro says.

**\$117,528**

**Architecture and Engineering Managers**  
 Women make up only 12.5 percent of employees in this field. You can benefit as companies seek to change that.

**\$114,900**

**Pharmacists**  
 This field pays consistently well and has wage equality down, with women’s and men’s salaries nearly even. Time for that to be the norm.