

GET THE JOB

How to Earn a Promotion

Sometimes the new challenges you need are inside the building

So your current job has become rote and unsatisfying. Or maybe you'd like to make some more money. Perhaps your professional development has lost momentum. You don't necessarily have to look elsewhere. A promotion at your current place of employment might actually address all of those workplace issues.

WHY IT MAKES SENSE

New challenges, bigger paychecks and growing influences in the office are just some of the reasons why a promotion might make more sense. You also don't have to pack up and move. At the same time, you have a history with the company, so the hiring manager is already intimately familiar with your abilities and work habits. You may be able to negotiate specific perks that a new hire might not be able to secure. They might not even know to ask.

WHY IT CAN BE DIFFICULT

Moving up in the company affords you all of the benefits of a job change without having to begin again in an unfamiliar setting. But it's not always easy



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to climb the proverbial corporate ladder. In fact, according to one CNBC survey, around 40% of American workers said they don't feel confident in their opportunity to advance in one CNBC survey. Their familiarity with you and your work can be a huge strength, as long as you have been a high performer. That's why a majority of the respondents to the CNBC sur-

vey also said they felt like they could secure the promotion, if ever given the chance.

GETTING PREPARED

You'll need to arrive with a history of success, including successfully achieving goals like staying on budget or meeting sales quotas. If you haven't been meeting these basic expectations, it's not the

right time to ask for a promotion. Focus instead on consistent results. In the meantime, start taking on more responsibilities around the office, including helping out with coworker projects or mentoring a newer hire. A solid work ethic and this willingness to help further company goals will help bolster your candidacy.

MAKING YOUR PITCH

Simply asking for a promotion is no guarantee. Be prepared to present your individual case, carefully balancing confidence with a sense of craving new challenges. Be prepared to ask informed questions about the new role, while crafting answers that address the job's special requirements.