

: How do I get that promotion?

By [Juliette Attwell](#)

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Asking for a promotion can somewhat be a stressful experience. In this week's column we look at two scenarios that can assist you in landing that well-deserved promotion.



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I am currently in a team with another marketing assistant. Recently this person was promoted to Marketing Manager although she has been there for a shorter period of time. I also applied for the job but seem to have been overlooked. Am I doing something wrong? Why am I not being promoted? - Claire

Hi Claire,

Thank you for your question. This is a difficult one to answer as I don't know you or your colleague. I would suggest however that you speak directly to the hiring manager and ask why you didn't get the promotion.

Perhaps your colleague had more experience in a particular field they need for this role such as direct marketing or SEO. I am sure there is a very logical explanation. I am also sure that your company will be able to guide you on your career path within the company and what you need to do to get there. Perhaps it's a bit more training or upskilling or perhaps it's as simple as expressing to them that you have a desire to move or be promoted. Either way, with hard work and perseverance, your time for promotion will come.

I am in the architectural field currently working as an intern and recently had a conversation with a colleague who thinks I am being underpaid, which at the time, I didn't think was possible as I graduated last year and was employed shortly after that, with no experience at the time.

I have now been with the company for close to 18 months. But then he pointed out a few things- our firm is small, with 2 out of the 6 people resigning shortly after each other and maybe more considering resigning, thus leaving a huge workload to the remaining staff. He also mentioned that I do tasks which are not ordinarily associated with someone at undergraduate level- I am able to perform tasks that they, at Masters (Professional) level sometimes struggle.

I didn't take the job for the money, but more for the experience in terms of the type of projects done at this specific firm.

So I just wanted to know if it would be appropriate to maybe talk to my boss about getting a raise as he is in a vulnerable position at the moment in regards to staff and workload, but I also don't want to seem greedy to ask for an increase on my salary considering that most graduates with similar qualifications and work experience earn more or less what I earn at the moment.

And if he were open to offering me an increase, how do I go about giving him a 'reasonable' amount? - Ntombi

Hi Ntombi,

Thanks for your question! It's a great one and I see where you're coming from.

You mention that your boss may be feeling a little vulnerable but at the same time you are feeling underpaid. Given the circumstances it seems that right now might be an inappropriate time to broach the subject with your boss. However realistically he may be looking for a solution to his problem, and you may in fact be that solution.

So perhaps it's a good idea to approach it from a different angle. Schedule a meeting and tell him/her how much you're enjoying the experience you're getting and how you love the company and feel very loyal towards it. Perhaps suggest that instead of hiring another person to take over the workload, that he rather look to you to assist. Tell him that you would like to earn more money and that this is the perfect opportunity to do so, so really both parties win. You have now created a solution for him as well as expressed your desire to do more for the company. He can then decide if and what to offer that is in line with the workload.

Best of luck! Hope it goes well!

Always love what you do!

Juliette

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