Speak Now or Forever Hold Your Peace

Presented by: Gwen Williams Dandridge

How Speaking Up Can Increase Your Workplace Worth
Results

- FrustratED
- IrritatED
- UnappreciatED
- IgnorED
- StressED
Speak Now or Forever Hold Your Peace

The Bad News
It will happen to you

The Good News
You can handle it
You need a plan
Discussions

- Why Not and Why You Should
- Ask For What You Want
- Selling Yourself
- Managers Actions
- Q and A
- Assignment
Why Not Speak Up?

- Fear
- Futility
- Self censorship
- Repercussions
The Benefits

- Defines Your Voice
- Defines Your Value
- Increases Your Worth
- Increases Your Potential

Rarely will you ever get more than you are willing to ask for.
Ask For What You Want

Timing IS Everything

“The right thing at the wrong time is the wrong thing.”
Ask For What You Want

- Be the Solution
- Be Positive
- Mind Your Non-Verbal Language
- Project a Good Image
Selling Yourself

- Show Your Value
- Try to Stand Out
- Tout Your Accolades
- Speak Up In Meetings
- Ask...Just Do It

“If you don’t ask, the answer is already NO”
Before The Meeting

- Know What You Want
- Why Does It Matter
- What Is it Worth
- Why Should It be Yours
- Map Out Rebuttal
- Set Time and Place
- Practice
The Meeting

- Don’t Dilute Your Request
- Conversational vs. Confrontational
- Be Clear, Concise, Direct
The Meeting

- Ditch the Clichés
- Give Examples
- Prepare Sound bites
- Master the Pause
- Follow up Questions
After The Meeting

- No means No
- Check The Attitude
- Be Persistent
- Utilize Advice
Manager’s Actions

You’re the Boss, Now act Like It!

• Don’t silence their voices
• Explain the “No”
• Act on something small
• Acknowledge feedback publicly
Practice Makes Perfect

• Fake it till you make it.
• Be consistent in your approach.
• Expect Haters.
Speak Now

• We have not because we ask not.

• If you don’t ask, the answer is already NO

• Rarely will you ever get more than you are willing to ask for.
Discussions

• Why Not And Why You Should
• Selling Yourself
• Managers Actions
• Q & A and Discussions
• Assignment
Your Assignment….Just Do It

1. What do you want?

2. Why do you believe you should get it?
   (think of legitimate reasons here: not reasons such as I need a new car.)

3. Why should they say yes? Think from their point of view.

4. Why would they say no?

5. Your rebuttal if they say no.

6. Follow-up questions for a “yes” or a “no”

Things to consider before you ask.
• Am I asking the right person
• Is this the right time
• No only means no
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Work Cited