

ASK THE CAREER ENGINEER!
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Q: When should I ask for a raise? **Ray, G. (Washington, DC)**

A: In order to answer this question Ray I am assuming the following procedures are common in your organization: Most organizations will perform evaluations within (1) calendar year to discuss performance, expectations and of course, increased compensation. So to answer your original question, the best time to ask for a raise is during the evaluation discussion.

Now let me expound, it's important to recognize the organizations philosophy in terms of salary increases. Some organizations have a performance-based philosophy where your raise is in direct correlation towards your performance (many of these organizations also use bonus programs as a reward for performance). Other organizations, such as the public sector have a generic raise structure where a flat percentage is applied across the board (i.e. 4% raise). As an employee, you need to decide which type of company culture is right for you during your interview process.

If you have a question for "The Career Engineer" send an email to francina@thecareerengineers.com . Author of the book, *A Mind to Work: **The Life and Career Planning Guide for People Who ~~Want~~-Need to Work!*** For more information on Harrison & Associates, call 757-420-1109 or visit our website at www.thecareerengineers.com.