

How to.....get a promotion in a Recession

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Many of us are so focused on keeping our jobs that we have all but forgotten about our ambitions for career progression in the workplace. However, as jobs are made redundant, this may be the ideal moment to get that promotion you've been dreaming of.

- Firstly, assess the damage. Where are the gaps/vacancies in the company, and do you have the skills to fill them? If so, start doing the extra work. That's an ideal approach, because you can prove you're good at the job before formally asking for the promotion.
- In other cases, you'll have to sell the idea to your manager/the manager before you can take on the extra duties. Either way, how you ask for the promotion is key.
- Frame your request in a way that demonstrates you want to help the company get through these tough times, not just take advantage of a personal opportunity.
- Maybe you could say it like this "I know there are reductions happening, and fewer people will be doing more work. I'd like to be considered to help with the overflow. Here are the areas where I think I can contribute."
- Don't be put off if the answer isn't an immediate yes. In these difficult market conditions, people decisions often require more approval signatures than they used to.
- If your boss gives you a resounding no, follow up by asking, "What can I do to put myself in a better position to make this happen in the future? What do you feel are the areas where I need to improve?" Whatever you do try to get concrete suggestions from them, so that you can act on them now and then remind them later on about the conversation later.
- More money usually comes with a promotion, but it's far from guaranteed these days. If you've already started taking on additional responsibilities, build your case by showcasing your accomplishments. If you are doing a job that three people used to do, point it out to the management. You're saving the company thousands of pounds.
- If that doesn't work, you might have better luck asking for more money in the form of a performance-based bonus. Of course the money/budget just may not be there to give you. Take the promotion anyway – it will make you far more marketable in and out of the company. Eventually, the economy will pull out of its current slump. Make sure to ask your boss when a good time might be to re-evaluate your salary. Ask what hurdles the company needs to overcome before your salary can match your additional job responsibilities.

Get these things clearly established, so you can go back and say, "This is what you said in the last conversation we had on this subject".

Good luck !

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