

Examples of Communal Asks

Asking for a promotion:

As you know, we have successfully introduced two new products that added \$x in revenue. I believe I can help us double those sales in the next 12 months. However, I would need a VP title to access the right decisions makers.

Asking for administrative support:

(Insert Past Accomplishments). I could deliver \$x in new business over the next two quarters, by building new relationships while continuing to support my current clients. To do that, I would need additional administrative support.

Asking for one-time flexibility:

(Insert Past Accomplishments). Unfortunately, my grandfather just passed away and my grandmother isn't taking care of herself. Naturally, this is distracting. I'd like to work from her home in Florida for the month so that I can ensure she's eating and going to her appointments. I will still put in my regular hours, and I'll be able to focus much better.

Asking for continued flexibility:

(Insert Past Accomplishments). I can do even better this year. I'd like to discuss moving to a four-day workweek. I believe you'll see my productivity and creativity increase, and my stress decrease. I'm open to you choosing the day based on what is best for the team. What do you think?

Asking for a raise:

As you know, last year I delivered 10% over my annual target. I think I can hit 15% this year, but to fully focus, I need to know my pay is commiserate with my performance. Here are the relevant data points I've found. Based on this, it seems that a 7% increase would be aligned with what I've contributed to our growth.

Asking for a bonus:

This year, my team delivered \$x of new accounts. We could do that again but continuing to motivate the team will be a critical part. I'd like to offer them a graduated incentive bonus. (Once that is agreed on): As the leader of the team, I would expect my bonus to be 3x – does that sound right to you?