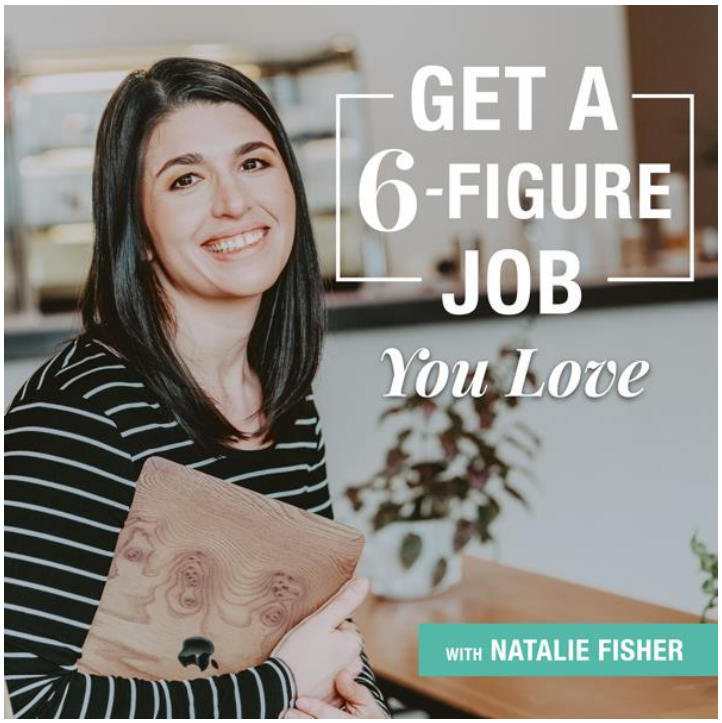
Ep #57: The 6 Steps to Your Six-Figure Career



Full Episode Transcript

With Your Host

Natalie Fisher

Get a 6-Figure Job You Love with Natalie Fisher

This is the Get a Six Figure Job You Love Podcast. This is Episode 57, The Six Steps to Your Six Figure Career. Hey there, welcome to the Get a Six Figure Job You Love Podcast. I'm your host, Natalie Fisher. I'm a certified career mindset coach who also happens to want to skip all the BS and get to what it really takes to create real results for you in your career.

On this podcast, you will create real mindset shifts that will lead to big results and big changes in your career and your income. No fluff here. If you want to get a six figure job you love and create real concrete results in your industry and make a real impact, you're in the right place. Are you ready? Let's go.

Welcome today. We're going to be going through the process that I have developed over these years to get you into a six figure role, get you to your next goal. Essentially, wherever you are, right now, you have a desire to make six figures, already making six figures, this information applies to you, okay? The first place I want to start is the misconceptions that people have. The reason why so many really smart, very capable professionals are struggling, is because they are not being super intentional with how they're showing up.

They have the skills, they have the ability, they have the capacity to do the role that they want, and on paper, there's really no reason why they shouldn't have it. There's evidence everywhere that people with skills like yours or less education than yours, are able to get into these roles that you want as well, even at higher pay. But for some reason, you are stuck, you haven't been able to get there.

In this episode, I'm going to break down exactly why that is. I want you to pay attention throughout. I'm going to be talking about the six steps. When I talk through each one, I want you to pay attention for how it applies to you, and where you are in this particular step. Before I get started, I just want to reiterate that the point of the interview is not what we think it is. We don't stop to really think about this, because we have these preconceived notions that we're taught by well meaning people that the interview is something like, I have to get all the answers right. You think it's a thing that you have to prove to them that you can do something, prove to them that you can do everything they want all of the time. You have to convince them to hire you, or you have to put on a performance.

I just want to reiterate that that's not what the interview is about. I understand why you think it is, because that's what we're told, that's what we hear, that's the message we hear. We're like, we hear that from people who do mock interviews with, or career counselors, or whoever we talk to, they do really want to help us. But when they say things like, "Be more like this, be more enthusiastic. You need to be mildly arrogant or be more like this. Don't be so like that."

Even if that's not who you are. I've heard a lot at the time some clients I've worked with, they're more calm, thoughtful people, and they've been given advice that they have to be more enthusiastic. You should be more enthusiastic and upbeat, and that's why people get hired. No, that's not the reason they're not getting hired, it's not the reason. You don't want to be somebody else just because somebody told you, that's who you have to be.

Because if it were true, we'd all just get what we wanted by people pleasing and doing everything everyone else wanted us to do. We'd always get what we want. But that's not what happens, right? The reason why it doesn't work is because what I can tell you is, is that confident people don't try to be anything other than who they really are. They don't see the need for it. They don't look to others to validate them to make sure their answer is right. They don't look for others to tell them how they should be or what they should say.

Confident candidates don't go in asking, "So what do you want me to do, and how can I best fit into your box?" They don't think like that. Instead, they think, what are you trying to achieve? What can I offer

you with who I am and what I do really well. Then they ask, do I want to add my value here for this organization and for what they're doing? Then they actually consider what they want.

Do you see the difference there with those two mentalities. They know who they are and what they want before they go into the interview. They don't go into an interview looking for who they need to be in order to mold themselves into that particular box. They're intentional about who they are, before they go in, and before they decide to invest time in an interview. They know what they do well, and they know the value that they offer. They aren't looking to just please anybody and hope that something's going to work out.

This is the mistake that most people make, the way that we're taught is to simply try to fit into someone's box, even if we don't fit. This is why people justify why they would apply for something they're not even really that interested in. Because deep down, they don't believe they're good enough to get what they really want, or they don't believe they can, for some reason. Or some people will justify how they could make a salary work that's really way too low for them.

This is a scarcity mentality at its strongest. It's a lack of intention behind how you're showing up that costs people job offers, because they really could do the job, they really could be that standout candidate, and they really are capable. But when they show up in the wrong mentality, then they don't end up succeeding, and that's what ends up leading to a lack of confidence, when that was never necessary.

The first step in the process that I have developed, is called intentional self-confidence. Intentional self-confidence, if you're lacking in this area, this is where I want you to pay attention, is this you? Do you resonate with this area of work? Deep down, you feel like you do have value to offer. So, you know you're valuable. But because you haven't been successful in getting that job or that salary that you're looking for yet, you've been underpaid for a while, you've been going through some rejection, and you're starting to doubt yourself. So, you make the circumstances mean something about your value. You make the outside world, all of a sudden, determine your value. Then your confidence level goes down, it decreases instead of increases. When really, it should only be increasing, because you've only gained more experience, you've only become better. If you failed and been rejected, you have the option to become stronger from that and learn from it.

It should only increase. But if you're feeling like you're holding on to a big bag of self-doubt, and you don't know why or what to do with it, this is possibly an area where you could use some support. You know you have value but you feel stuck when it comes to communicating it strongly, and you feel like your confidence has decreased.

It's like you have confidence in your work, you know that you've produced good results, and you've done good things, but not so much in yourself. You know you're good at some things, but you get stuck when trying to explain them. Truth be told, you really hate it. You're like, I don't want to think about that. I don't want to talk about my value because you get in your head and then you start searching for the right answer. You're afraid. Then, if you do come up with something you're like, I don't want to seem like I'm bragging. I don't want to be arrogant. So then you hold back.

This creates... The reason why this happens is because you make rejection and failed attempts mean something about you and you allow that circumstance to make you feel less valuable somehow, when you were never less valuable. Your inherent value is always intact. But when we are conditioned from a young age, not to brag, just let your work speak for itself, don't toot your own horn, don't pat yourself on the back too much. We don't want people thinking you're arrogant or conceited. No one like that. Then this mentality doesn't serve you in an interview because you end up underselling yourself holding back and not really telling them what you can do, or not really sharing from a place of abundance and confidence and truth. You don't end up even showing up as the real you, which we will get into.

What people end up doing instead is they undersell themselves, start to feel confused as to why, even though they've achieved results, and they do great work, why on paper, they are totally capable. Why isn't the effort that they're putting in not reflecting the results? It's not reflecting the pay, it's not reflecting the role. Then you're like, why do all this hard work? It's not equaling what I want. Why are other people getting more than me? Why are other people succeeding and not me?

It's not because you're not worthy, or because you can't do it or because you're not capable, it's none of that. It's simply because of the way that you're thinking about it and the fact that you've let your confidence decrease by the circumstances, by the outside events that have happened. If you let a rejection bring down your confidence level, what you make a rejection mean, all of that. That is why you end up in a cycle of either stop, start, stop, start, or a cycle of less successful interviews every time instead of more successful.

The way that I navigate this step with my clients is we get clear on the things that make you, you. We get clear on the things that make us specifically unique, so you're not pretending or trying to be more enthusiastic or you're not trying to be mildly arrogant or you're not trying to be any certain way, because you don't need to be.

You as your unique self is enough, and the reason you have a desire to do this thing you want to do is because you were meant to do it. I truly believe that. I think if you have a desire to be doing this particular type of work is because you're meant to be doing it. The thing that's going to hold you back, in the beginning, if you're resonating here with this step is the outside circumstances and what you make them mean, and the fact that you're not clear or intentional about how you need to continuously keep showing up.

What we do is we get very clear on your value model. A value model is a tool that I developed, which I teach inside my mastermind, which goes into detail about every specific area of your value, which is not just your results. It's not just your capabilities, it's not just your character, it goes very deep as to how you, the whole package, as you are, are going to be the person who serves in this area, this is the thing you want to do. We need to get you really clear on that.

The biggest mistake people make is they're not intentional about this. They just go in and they go, "I just need to answer the questions properly, I just need to get them right, I just need to say what they want." That doesn't work, because as I mentioned, confident candidates don't do that. That's how we navigate this step. What happens is, you end up having very specific ways to speak confidently and clearly about the tremendous value that you have to offer, and you end up showing up differently. You rewire your brain using the best coaching tools that I teach you inside the mastermind to show you how your value only increases with time. I'll show you this in a way that feels very easy for you to understand, you'll have a renewed sense of peace around your capability and your possibility.

If you're thinking that you need more education or more certifications, or more experience, I'm going to tell you that your past experience, and your past does not dictate your future, and it doesn't dictate what you're capable of. It has nothing to do with it.

I'm sure I can show you lots of evidence of how you're limiting yourself in what you believe you need in so many cases. I've worked with so many clients who believe they need something, and the truth is they just have a limiting belief that's stopping them, not an actual need for an additional degree or whatever it is they think they need.

Why does this happen first? Why don't we go through this step of the process first? Because without cultivating this intentional self-confidence, without getting clear on the specific things about you that are inherently valuable, you end up repeating the same patterns, and it will continue to be really difficult

for you to stand out, because you're essentially dulling your light, you're dimming yourself, because you haven't convinced yourself yet of the value and the impact that you actually bring to the world.

What happens in this step is you're going to start to feel differently about yourself, carry yourself differently. A lot of clients told me, they think that I'm going to tell them what to say, and I provide you with lots of examples of what you can say and how you can say it. I do that, because I love working with examples. I think it really helps people too. But I want you to come up with your own way of saying things in a way that feels good to you, and that's what's going to make you the most successful, and you end up carrying yourself differently, presenting yourself differently, having a different energy and a different vibe in the interview when you interact with people.

That energy that you give off will change the results that you get. You will start to see yourself differently. When that happens, others see you differently too. Your value will not change, but your perception of it will, how you see your value will change. Because your value doesn't need to change, you just need to change the way that you see it, the way that you frame it. So many of my clients, I love this exercise, it's the first exercise inside of the program, because you will get a light shone on where you bring value, and you won't even realize it until you're like, whoa, I really did that? I brought that much value. Of course, I'm only asking for a small fraction of that and you won't have a problem with asking for the salary. This is all tied in. One of the further steps is the value and impact conversation which is all about how much you're going to make.

That's the first step. The second step is your personality through the words that you use on paper. Sometimes my clients do not have any issues with this, but I include this as part of the program, because I want it to be an all inclusive program where you have everything that you need in order to succeed here with your career goals, whatever they may be right now. This applies to people who are making 50K or below or 100K, or over. But you have to have that desire to want to be in the six figure range within your career.

But if you're making six figures or over, this still all applies to you. It just depends on your particular stage and results. The second part of the system is the personality through words. This is where we're talking email communication, resume, cover letter, anything where you have to bring someone in, hook somebody to respond to you, get them to pay attention to you on paper, this is this part of the process.

Let me know if this part resonates with you. You have a lot of unanswered questions about your resume and cover letter. You're wondering what it should look like. You want to be the most effective with it, but you may not be sure how it's supposed to look or what's supposed to be on it. You get caught up in the minutiae of what font it should be, or if the formatting looks good.

You may have tried getting answers on this in the past. Maybe you've had somebody review your resume before, but you're still not sure if it's the best it could be. You might start getting into perfectionist mode about your resume, trying to follow the rules and get it perfect, and this might lead you to want to get it reviewed and looked at by multiple different people.

The problem with this is, what actually causes a human to respond to your resume and cover letter are your words. Your words and connecting through them. Words can influence people to feel something. They can influence people to learn more, and actually want to know more about you. That's the whole point of it, and it's going to be your words. Not necessarily somebody else's buzzwords, not necessarily if you put results-oriented professional who's adaptable and dependable. Those words everybody says, or I'm a team player, good oral and written communication skills. Those are just keywords on a page that you maybe think should be there, because somebody told you that you need to get through the applicant tracking system. But that's not what really compels somebody to be like, "I need to speak to that person."

You want to be careful with that if you're thinking of it in terms of buzzwords. Now, I always want you to look at the results you're getting from your resume. You want to ask, am I getting responses from the companies I want the most from? But what I teach you in this step is I teach you a simple method to clarify how to bring out your unique personality onto paper so that you don't get lost with everyone's application. This is the method that I've used to get lots of callbacks for interviews, as well as compliments of my cover letter, and my clients get compliments like this too.

They might say something like, the thing you said on your cover letter was funny, and it caught our attention right away. It's because they're speaking their truth, their personality's coming out. The sooner you can get clear on how to present your personality through words, the sooner you can stop second guessing yourself and actually start stacking those high quality opportunities, which is the next step. What happens when you've got a good resume and cover letter is you're proud of it, you might tweak a few things for each individual job, but you'll know you have the confidence to submit it, and you won't have hesitations, and you're just going to be certain that, that document is a high representation of you as a person, and it also represents your professional accomplishments and capacity.

You'll know exactly how to figure out why you're not getting responses from the place that you want to work for, and start to get laser focused on the math, not the drama of whether your resume is working at its full capacity.

Remember this, there isn't anyone like you. So, your resume should not look like everyone else's. Despite what people might tell you, despite what applicant tracking systems may be looking for. Applicant tracking systems are not humans, and that's why you're not going to stand out unless you talk to a human. No matter what, we can't get around the fact that if you're going to be hired, you're going to need to talk to a human.

That brings us to step number three, opportunity stalking. I want you to ask yourself, does this one resonate with you? How do you feel with your strength level on this one? To recap, we've gone through intentional self-confidence. Then we've gone through the personality through words, and you want to give yourself a grade. So, one to 10, where are you on either one of those? Now, we're moving on to Step number three, opportunity stacking.

Does this sound like you? You're hesitant to reach out to people in your existing network or people you know; co-workers, colleagues, friends. You feel like you want to reach out to them, but you don't know how. It feels weird. You definitely don't want to reach out to new people to meet them or interact with them. You maybe know networking is important to your career, or you want to get doing it, but you're not sure what to say, and you feel like it's uncomfortable, you keep putting it off. Maybe you've been applying for jobs here and there on the job boards or through websites, but you don't have a clear plan on how to execute this part of the process. You're not taking clear focused action in order to create quality opportunities.

Maybe some of it is because you're not really sure how, but mostly, you just don't like the idea of networking, in general. If you haven't listened to the podcast that came out last week on networking, I encourage you to go do that one, because this is the process or this is the step that we're talking about that my client was talking about how she had the success with.

Why this happens is, we aren't taught in school, how to really master the art and science of getting into a role we love. We aren't taught how to know our own value and own it, and we aren't really taught how to connect with people who are more than happy to help with us. We're not taught these skills in school. We think that we should be able to do it all on our own, and we think that we shouldn't be asking people for help. We think that we should already be successful, and we shouldn't need help. Then we beat ourselves up instead of engaging help when we need it.

Or a mechanism that we know is happening. A symptom of this is you'll be telling yourself things like they're too busy, they don't want to hear from me, they're probably not going to respond any way. I can't add any value to them, so why would I bother? Just all these reasons you have as to why you don't want to reach out to them.

What happens is, is when we put ourself in a position to say we're doing it all ourselves, we don't want to ask for help, we don't reach out to people that could help us, we are essentially limiting our own opportunities, limiting the ways that opportunities and job offers and opportunities for any kind of work could show up, by blocking the ways that are designed to have us engaging and connecting.

For example, LinkedIn is there to connect professionals for this exact reason. There is no downside in engaging in this platform and all the strategies and everything that will help us to connect with other humans. There's no downside in doing that. I know your brain thinks there is, and probably says, oh, well, what if they don't want to talk to me? What if I don't get a response? Again, that's your brain trying to keep you safe, and telling you that you failing ahead of time is a more comfortable idea. So, you don't actually do it, and then you don't get opportunities from anybody who might have them, who might want to talk to you, who might be thinking, oh, I'd love to help you if I knew you needed help.

What happens is, we need to get specific about the mindset and actions required to successfully stack multiple high quality opportunities. You want to have access to opportunities that are high quality. This happens through talking to humans, it doesn't always happen by applying through a job board. Sometimes it does, and if you're having great success with that, then awesome, keep doing what you're doing. But this opens up so many more opportunities.

I teach you how to identify the types of opportunities where you want to be spending your time. What needs to happen is, you need to take advantage of all the different ways that job offers can come in, you need to open that up. Because if we have opportunities that are available, but we don't know they're there, and we don't make the effort to reach out to people that we might know from previous jobs, or be able to connect us for interviews, then we're just essentially blocking the opportunities. They remain a no, because they remain unknown.

As soon as you reach out, take an action to connect and open up an opportunity, it then becomes a maybe, and that maybe has a potential to turn into a yes, now or down the line. But if you never open up the opportunity, then it's always going to be a no. I teach you the equation to get consistent, high quality opportunities coming in, so that you'll always have at least three opportunities on the go at a time. This creates a level of confidence that puts you at ease during your interview process.

Knowing that you're not reliant upon one opportunity, but that there are abundant opportunities available that you could get and that could be great for you, and you're being considered for them, all at the same time. This takes the pressure off of one single opportunity.

What happens when you master this step is you will understand how the process works. Some of my clients even continue to do it after they've received their job offers. Normally what happens is, this is like a moving train. You start and then it's hard to stop the train. You still have interviews coming through after that. You still have opportunities, people wanting to talk to you. It still happens even after you get your job offer.

This step essentially changes you from being someone who isn't seeing opportunities come in and is feeling at a loss to someone who could send an email tomorrow, and have an interview setup. Then you can have a steady influx of opportunities, and a demand is created for what you do, even after you accept your ideal offer. This moves us into step number four.

Again, I want you to assess where are you on your ability to create opportunity for yourself, and if you're doing great with that, awesome. You're great at connecting, and you're creating opportunities, and

that's going really well for you. Potentially, the interviewing is what is blocking you. I have a lot of clients who have been at this stage, where they're like, oh, I have no problem getting interviews. But then when it gets to the interview, then that's when I get stuck.

Is this you? Interviews feel like dread, anxiety, fear. Generally, when I say, you got a job interview coming up, you have a negative emotion inside your body. You're not excited, you're more nervous than excited. A little bit of nervousness is normal. But you want to have a positive feeling, more than a negative feeling. If you have a negative feeling when it comes to interviewing, or a frantic need to prepare, when it comes to interviewing, or you feel like you're supposed to be a certain way to get those roles that you want, you feel like you need to fit into a box, check all the boxes, maybe you're worried about something that you might be lacking. You might be like, "They might be looking for someone with more experience." You feel pressure to impress them, you worry about what they are going to be thinking of you.

This leads you to try to get it right, and then you start second guessing yourself and end up coming up with less than ideal answers, even though you're 100% capable, and you wouldn't be in the interview in the first place if they didn't know you were capable.

Does that sound like you, on a one to 10 scale, where do you think you're at with the whole interviewing step? The whole interviewing step, I call it whole interviewing, because you're going to interview with your whole self, and you're going to be aware of your whole self, because of the work that we'll do in the intentional self-confidence step, you're going to know exactly who you are, what specific value that you offer, and whether or not you want to offer it, and where you want to offer it.

Why this happens is because when you're trying to get it right, and remember the perfect thing to say. A lot of people, when they come to me, they're trying to remember a script, they're trying to say the perfect thing. You forget who you are. You forget all about your value, experience and true sense of what you offer. You forget that you're actually a pretty fun person. That all leaves the room, and it's replaced with a big cloud of, I need to get this right. I don't want to screw this up. I don't know what else to say.

I had a client of mine who we were going through some of her answers. This happens all the time, actually, one just came to mind. But it's like, they answer the question, and they're just talking to me. When they're talking to me in a space where they know I'm not judging them, and I'm really just trying to help them, they can come up with a beautiful answer. It's like, you know what you're doing, you totally know what you're doing.

But if I ask it in the form of, okay, pretend you're in an interview, you get asked this, what do you respond with? Immediately they get clammed up, they start talking differently, they use different words, they say things differently, and they turn into this weird robot. I'm like, "Where was the person I was just talking to?" Because that's the kind of person you want to get to know, who they really are. Who they really are is coming out.

They're fun, maybe they even make a joke about it. They are just themselves, and that's the actual person they're going to end up working with. So, that's who we want in the interview. That's why I've called the whole interviewing.

What I do is, I take you through the process of the whole interviewing method. Instead of worrying what they are going to think of you, you need to back up a bit and ask yourself, what do you think of them? You want to get curious around whether it's actually the right fit for you, whether you actually want this, and how you can add value with what you already bring to the table. Not thinking that you need more, not thinking that you need to be better, not worrying about not being good enough, not worrying about

you haven't done XYZ before, just with what you have right now, how can you help them accomplish what they want?

Once you're grounded in this value that you already have, as we do in the first step, you want to focus on finding a win-win for both sides, with you as the most confident version of you. The most confident, most whole version of you, curious about whether this is a fit for you or not. Was there a fit here? That's what you want to know.

What happens here is you get clear and focused on making the interview a true reflection of who you are at your best. This includes premium interview mindset upgrades that will take the pressure of the experience and create a calm, confident vibe in the interview, just like you were talking to a group of friends. If you're talking to a group of friends, and you actually have nothing to hide, you're actually good at what you do. You're maybe telling them some obstacles that came up along the way, but then you fix them and there was a pickle that you thought you were in, but you fixed it, and this is how you fixed it. You're actually pretty proud of yourself, because you know you're pretty smart, and the result ended up being good. Or maybe the result wasn't good, you learned a really valuable lesson.

I talked about the two types of different stories inside the program; the hero story, and then the mistake and failure. Then there's actually three types of different stories. I talk about those inside the program. Then your core interview stories, and that's creating a repertoire of stories that you're proud and excited to share, just like you're talking to a group of friends instead of talking to these people that you absolutely have to impress, because that's a completely different way that you're going to be.

Then I teach you how to proactively handle questions that you might not know the answer to in the moment, because that always happens. That doesn't mean that you've lost the interview. That doesn't mean that all of a sudden, you're done.

We often think this but absolutely not. I've been to lots of interviews, I haven't known 100% of the answers, and so have my clients. It's not a test you have to get 100% on. Then all the ins and outs of closing the interview, following up, when to send the thank you notes, what to say in them, all that. All the strategy is covered in this step two, with examples of confident tone, versus uncertain tone, confident stories that have landed six figure offers, versus stories that don't sound confident and don't include enough information or detail.

Why does this need to happen? This needs to happen, because without being clear on these interview elements, your highest and most confident self, your actual whole self can't shine through in an interview. The more interviews you'll do, you'll find yourself having to do more of them, because you haven't learned these principles.

This is why a lot of people get stuck in what I'm calling interview purgatory, you just keep going to lots of interviews and be like, "I don't know what I'm doing wrong, and they get really frustrated." It's because they haven't really done the step of really defining who they are to themselves, and then showing themselves the value that they actually bring, and the impact that they bring, and then being able to show up freely as themselves to offer this value.

What happens after you do this is you have clarity on how to show up in the interview in the mindset of full belief, full confidence, full groundedness in your value and service. You'll have stories that you're really proud to tell, interviewing will be something you even find fun and enjoy doing. You'll go from feeling really doubtful about yourself to expecting the offer to come in.

I have several clients who've demonstrated all of these steps super well, and it's just amazing the way that they talk about themselves after. One of my clients was like, "Well, now that interviewing is not a problem, I know that I have options. I know that I'm not held back, I don't have to stay in one spot if I would like to discover something else I know I can interview."

Interviewing is not something that you just do once, it's something that you're going to be doing your entire career. Whether it be now, or whether it be when you go in for a promotion interview, that's going to happen. Whether you are advocating for yourself in a value and impact conversation, that's going to happen. You might as well love it, you might as well enjoy it, you might as well master it, and you might as well use it as a vehicle to really own your own brilliance. Because that's what I see it as. I see it as this vehicle where all the stuff comes up that you were doubting, you get to see all the places you weren't sold on yourself. Then you get to bring that in a different way and create a completely different result and a different life for yourself.

Okay, moving on to step number five, I want you to assess here. Assess where you were for the whole interviewing. Where do you think you are on a one to 10 scale. 10 always means amazing, you don't need any help. You've got your dream roll and you're on track for your next. One means you absolutely don't know where to start. You're really, really struggling. Where are you on that scale for each one of these steps?

Next, we're going to step five, the value and impact conversation. Is this you? You don't feel like you have full confidence in handling this conversation. You have a lot of unanswered questions and you're not fully prepared or certain how to handle it. You feel tense and nervous around it. Because of that, you're probably more likely to just accept whatever they offer, and justify that it's good enough, even if it's too low. You're not prepared for the objections they might have, or the things that they might say when you ask for a higher amount. Honestly, it feels icky to you, it feels icky to negotiate, you're more inclined to resist it, because it would be easier to not do it, than ask for what you really want to begin with.

Why this happens is because we're very willing... I find this really fascinating, we're very willing to prepare for an interview for hours and hours, read out all the stories over and over, read out all the questions they might ask over and over. But when it comes to doing the deeper work, we shy away from that, because that's more challenging for us, sometimes. When it comes to talking about money, what we truly believe we deserve, and why, we shy away from that conversation, not wanting to seem greedy, or all about the money.

However, then we can regret not asking, right, because if it's not in line with what we really believe we should be at, then we will not feel good about it after. If you don't end up negotiating when you knew you wanted to, originally, where you're like, oh, let me just justify it, then you're going to regret that later. That can be prevented if you have the tools to navigate the conversation.

This one single conversation can make you 1000s of dollars throughout your career. It's just one single conversation. If it's uncomfortable for a few minutes, it's like my colleague says it's like having the equivalent of a leg cramp for a few minutes, in order to get a few extra $1,000. If you have to have a leg cramp every six months or every year, and get a few extra $1,000, I think it's worth it, don't you?

Why this happens is because we find these conversations to be very uncomfortable, and we avoid them. The reason is, is because we haven't done the deeper work of making the decisions we really need to make ahead of time, and really opening up and be willing to go there, however uncomfortable it might be in the beginning, because we haven't really prepared for it. When we prepare for it, it's less uncomfortable.

I present you with the alternative, which is becoming comfortable with your own value, and taking a deep look at the results and contributions that you've already created. This can be uncomfortable for people too, but in a good way. It means you need to learn to accept and own your own brilliance, and not in an arrogant way, but just in a self-confident way.

This can be hard for some people. But it's the way that we get to increase our value is by acknowledging it and owning it. I don't mean increase it inherently, because your value is already intact, you are already worthy and valuable. I mean, the money that you receive monetarily for the results and the impact that you bring in, will be determined by how you're able to explain it, how you're able to talk about it, how you're able to show up in the energy of it. Because we need to be honest with ourselves about what we want to make and solidify that for ourselves so that we can get in line with that and feel really good about asking for that. You need to feel really good about asking for the amount that you're asking for, and know that that is an amount that is well in line with the value you're going to bring.

What happens in this step is, I teach you the decisions you need to make ahead of time. There's three key decisions that need to be made. When you're ready to receive the offers and you start receiving them, you're going to know exactly what to do already because you've already decided ahead of time. I teach you both the mindset upgrades you need to have a collaboration, stress free, hyper effective value and impact conversation because I don't believe it needs to be hard. I believe it's two parties coming to make a deal together. If they've made you an offer, they obviously want you. So, they've already invested time. They know they want to hire you.

At this time, it's collaborating for making a deal together. I also give you the scripts with the exact words, with examples that have negotiated $10,000 to $20,000 raises to help you navigate the discussion with poise, elegance, and finding the win-win result for both you and them. Because ultimately, that's what you want, and they want that too.

There's nothing to be afraid of or ashamed of. There's nothing wrong that needs to happen. The discomfort might be there simply because you're not used to it, but there's really nothing weird about it. It's totally normal, expected that you negotiate, that you ask for what you deserve.

Why this needs to happen is it needs to happen ahead of time, where you need to be prepared for this. Because 80% to 90% of this step happens before you get into the conversation itself. Being ready for this conversation is crucial, because if you aren't ready for it, it could cost you 1000s of dollars if you're caught off guard. Over time, that is more money that you've left on the table. Mastering this one single conversation will allow you to have quantum leaps in your career that many of my clients have experienced and will equate to the difference in 1000s, throughout their career trajectory.

What happens after this step is you walk away confident, feeling happy with what you've achieved, feeling very proud of yourself for having spoken up and asked for what you wanted and probably gotten it. I teach you exactly how to go through it. Most of the time, you're going to get at least some of it. Pretty much every single time.

You walk away feeling happy that you got what you wanted, and they got you as their person. Because not just that, but you get to feel this elevated sense of value and congruence with what you now make, knowing that this is just the beginning, and it only goes up from there. I don't believe we need to go down in salary, unless it's a conscious strategic decision, and you want to. I don't believe that's the thing. You feel fueled in your work knowing that you're being paid the amount that you really feel good about, you're able to do a better job. You're able to provide more of yourself, because you believe you're being compensated accordingly for the work that you're really doing, the impact that you're really having. And you know how to create the result of a successful negotiation now, and this alone will change your career impact and earning potential for the next time that you have the conversation. They do get easier, my friends, I promise you.

Now, we're coming to the very last step, which is step six, maximum career impact. This is not one that a lot of people think about at all, because normally we're too busy, too stuck in the weeds of the first five steps. That's okay, we need to be there, especially in the beginning, and I recommend that we go through that intentional self-confidence first. Because it's something that's really, really important, as

the foundation for everything that you are now creating for your career. If this is you, this is totally fine. This is just for you to set yourself up for future and we go through it in my program, I give you the exact elements to set yourself up.

But because you're too busy stuck in the first five steps, it's not something that you set intention to everyday. Because we normally don't have this direction set, we ultimately decrease the chances of getting there. That's why it's like making big goals. It's like traveling without a map. Most people have their next destination in mind. You might know your next role, your next salary, your next promotion. But you're not really thinking farther out than that. Because when you're stuck for a while trying to figure out your next goal, you start to subconsciously think oh, I don't know how long this is going to take me, I got to figure this out, getting frustrated in that particular stage, and you don't think about what's next after that.

This stops people from making the moves necessary to make their maximum career impact, to have that possibility to make their maximum career impact. That's why I teach you in the program to slow down, to make strategic moves, to consider strategically where your long term plan might lead you and make decisions based on that. If you don't have one, you don't have to have one, this is completely optional. But I know that my clients like to set large goals, as I do. We attract each other, because we like to dream big, and we like to do big things.

If this is you, then I would ask you to stop and encourage yourself to think big. Allow yourself to go there, expand your mind by majorly upgrading what you thought was possible. Now that you've been through the first five steps, this step is there to help you figure out what's next, give you the option of what maximum career impact might look like for you, and help you with the map so that you can plan together.

Why does it need to happen? Because when we don't spend time thinking about it, we don't create the necessary pathways in our brain to see the things we need along the way to start making the decisions to create it and make it a reality. Then what happens when you do, do it as you start aligning with it on a subconscious level, and a conscious level, you start making decisions differently and planning for your success.

If you're planning for success, that's how I know you're in belief of it, and that's the work that I did, and I started unconsciously just planning for having success. That's how I knew, yeah, it's happening. Yeah, I'm doing it. That's what I'm going to teach you how to do. That is the process, my friends. This is the entire process that I've just broken down for you.

Many of my clients that have come on the podcast, they were just like you. Most of them had never worked with a coach before. Not in an official capacity, anyway. Maybe at the school for the University Career Center, or maybe somewhere, but not in an official capacity like this. What they told me when they decided to sign up was they said I knew I wasn't seeing something for myself, because I can't see what I can't see. I knew I needed some trusted guidance to help me, because I wasn't getting the results on my own.

They'll say things like, "I was done trying the same things over and over without knowing what to do next. So, I needed to tweak my mindset, I needed to tweak the process. I didn't know what I was doing wrong, I didn't know what I didn't know. I needed some help to see my blind spots." I always ask them, I try to ask them at the end of the podcast is, what would you give your past-self advice, if you were to tell them how to speed this up? A lot of them say they would have started sooner, they would have signed up sooner.

They explained their full stories on the podcast, and how they rocked themselves through the decision to work with me, and what they were able to achieve since. As you know, the six figure career

curriculum mastermind is open now for enrollment. We are starting our first live call on September 7th, and everything is already waiting for you to get started. Essentially, what this program is, it's a mastermind program, it's a very high touch program where we're all going to be working in a group together, you're going to get all the attention that you need from me or from one of my coaches. We're going to answer all of your questions and help you to get unstuck wherever you are, in this process. It's a high results mastermind that combines mindset with strategy to get you into the six figure role that you love, and set yourself up for your maximum career impact, or just for your next raise and promotion.

But you'll have the process to set you up for your next one and your next one. This program is not about telling you what rules to follow, or what exact words to say. Although, I love examples, I give you hundreds of them inside the program if you want them. It's about rewiring your brain to permanently use new principles based in value, integrity and human connection. As well as giving you the exact mindset tools and strategies that have created the success for myself and hundreds of my clients.

This is essentially the full one stop shop. It's not like a piece here where you get your resume or a piece here where you learn how to interview. This is everything you'll need for the rest of your entire career. Module one is creating the intentional self-confidence. Module two is showcasing your personality uniquely through words. Any help you need with your resume cover letter. Module three is creating abundant opportunities using the opportunity stacking technique. Module four, interviewing as your whole self, with the whole interviewing method. Module five, mastering the value and impact conversation. Module six, becoming a leader to create maximum career impact.

If you're interested in learning more, you want to check it out, please go to www.nataliefisher.ca/start just the word start, S-T-A-R-T. There you will find all the information broken down in an easy to read format so that you can get all your questions answered. If you'd like to get on a call with me, if you believe this is right for you, but you're just not sure yet, you just have a few more questions, please go to www.nataliefisher/apply and fill out the application, and let me know where you're at, what your concerns are, and apply to get on a call. I'm happy to talk it through with you. I'm here for you. If you believe this is right for you, go ahead and get that in.

All right. Thanks so much for listening. I will talk to you next week.

Hey there, if you've been listening to the podcast for a while, I want to invite you to something very special. As you know, you know, I've been coaching one on one for years, and you've heard me talk about all my clients and you've heard them come on the podcast. From these experiences, and from all these hours that I've done coaching, I've created the ultimate program where I take you through the steps that I walked everyone through to achieve the unreasonable results that they've achieved.

I don't just mean getting a job, just getting any job, or making things a little better here or there. I mean, life changing results, doubling salaries, switching industries while doubling salary. Getting six figure positions with no official paid experience, and just creating a life that they didn't imagine was possible. This isn't for special people or unicorns, this is for everybody, as long as they're willing to be open and apply the work.

We work in a high touch container where you're supported with lifetime access. You get the proven process, the highest quality support in the industry, and there's literally no failing unless you quit, which I won't let you do. There's literally no risk in joining me inside the Six Figure Career Curriculum Mastermind. If you want to get started, all you have to do is go to www.nataliefisher.ca/getstarted and sign up for that workshop and I will see you in there.