The Paid & Promoted Script Pack

By Bria Nadia · Paid & Promoted

How to use these scripts

Each script is a starting point. Swap the bracketed parts for your own facts, then say it out loud three times before the real conversation.

- **Lead with value, then the ask.** Every script names what you delivered before it names a number.
- **Say one number and stop talking.** Silence after the ask is normal. Let them fill it.
- **Ask for a date.** "Let me think about it" ends with a follow-up date, never an open loop.
- **Put it in writing after.** Script 7 turns any spoken yes into an email record.

The seven scripts

1. Asking for a raise mid-year

When: You've taken on more since your last review and don't want to wait a year.

> "I'd like 20 minutes to talk about my compensation. Since [month], I've taken on [new scope], and the result has been [number: dollars saved, projects delivered, team size]. Based on that and on market data for this role, I'm asking for an adjustment to [$X]. What would it take to get that approved before [date]?"

If they hesitate: "I understand timing matters. Can we agree on the number now and set the effective date for [month]?"

2. Countering a job offer

When: You have an offer in hand and want more before you sign.

> "Thank you, I'm excited about this role and want to make it work. Based on the scope we discussed and what similar roles pay in [city or industry], I was expecting a base closer to [$X]. If you can get to that number, I'm ready to accept this week."

If base is capped: "If base can't move, can we close the gap with a signing bonus of [$X], an extra week of PTO, or a guaranteed review at six months?"

3. Asking for the promotion before the title opens

When: You're already doing the next-level job.

> "I want to be direct about my goals. I'm aiming for [title] within [timeframe]. Over the last [period] I've been [doing the work of that role: leading X, owning Y]. What would you need to see from me to put my name forward? I'd like us to write that list down together and check it every month."

4. Pushing back on "it's not in the budget"

When: You get a no that's really a not-now.

> "I hear you on budget. Help me understand: is it the timing, the amount, or the role level? If it's timing, can we lock in the increase for [next quarter] in writing? If it's the amount, what number could you approve today?"

If it's still no: "Then I'd like to talk about what else has value: title, scope, training budget, or a flexible schedule."

5. Asking for bigger scope or P&L ownership

When: You want the responsibility that leads to director and VP roles.

> "I'd like to own [budget, region, client portfolio] outright. Right now I'm already managing [what you handle], but decisions still route through [person]. If I own it, you get [faster decisions, one point of accountability]. Can we try it for one quarter and review the numbers together?"

6. After a review that undersold you

When: Your rating or raise doesn't match your work.

> "Thank you for the feedback. I want to make sure my results were fully counted. Here are three outcomes from this year: [result 1], [result 2], [result 3]. Given those, I'd like to revisit the rating. If it can't change now, what specific goals would get me to [rating or raise] at the next cycle?"

7. Following up in writing

When: After any conversation where something was agreed.

> "Hi [name], thanks for making time today. To confirm what we discussed: [the agreement, e.g. my base moves to $X effective March 1]. Next step is [action] by [date]. Let me know if I've missed anything."

Send it the same day. It turns a spoken promise into a record.

Before-you-ask checklist

- [ ] I know the pay range for my role, from at least two sources (salary sites, job postings, recruiters)
- [ ] I picked one number, at the top of that range
- [ ] I wrote three results with numbers attached
- [ ] I know my walk-away point and my non-salary asks
- [ ] I booked the meeting, not a hallway chat
- [ ] I practiced the script out loud three times
- [ ] I drafted my follow-up email (Script 7)