



The psychology behind... breaking the glass ceiling



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"Winning a sports match" versus "going to the dentist". These are the metaphors men and women picked in relation to negotiating a promotion or pay rise at work. Can you guess which sex picked what?

Here's a clue: The same study, by Linda Babcock at Carnegie Mellon University, found that women, on average, ask for 30 per cent less money than males, and they ask for pay rises or promotions 85 per cent less often than men.

It's no real surprise, then, that a recent report in The New Day showed that men in the UK get bonuses that are on average 57 per cent higher than women in the same job.

Here's what I think is going on: It comes down to a sense of entitlement. If you feel you deserve something, not only

are you going to ask for it, but you are going to ask for it in a way that feels justified and genuine. On the other hand if you feel that a promotion or pay rise is unlikely, or that you don't deserve it, then odds are your whole demeanour and approach to asking will set you back. Here's what you should do:

List your achievements

This will not only provide evidence of your capabilities for your boss, it will also give you a confidence boost. Need help? Read through positive feedback and speak to a mentor.

Go in prepared

Go over your performance reviews and digest any feedback and development guidance. Think about how you are going to articulate your professional progress and show evidence of this.

Set up a meeting

Be honest and direct about why

you want to meet – don't apologise for it. Being clear about what you intend to speak about will give your line manager a chance to prepare.

Justify confidently

Explain why you think you deserve a pay rise. Focus on your accomplishments, qualities and, if you're after a promotion, what you specifically could bring to the job.

Review and act

Thank your boss for their time, review what you spoke about and clarify any points. If you get what you were after, fab. If not, don't be disheartened. Ask your boss what steps you can take to make it a "yes" next time and when you can revisit the conversation.

Remember that a good manager will be glad that you want to advance. Nobody gets fired for asking for a promotion but if you don't ask, then you're only limiting yourself.

Your Stars...probably



JANETTE JACQUES
She knows, you know

ARIES

March 21-April 20

You show no sign of burning out after yesterday's triumph, but don't get cocky. An important bloke decided the meek shall inherit the earth (provided it's okay with you of course, Aries). Beware scalding tea. Lucky stance: Buffalo

TAURUS

April 21-May 21

What in the name of Scritti Politti is going on? You're not your usual decisive self and feel sluggish at work. Delay the big stuff overnight, go home early and watch Midsomer Murders with a Toblerone bar. Lucky vice: Indulgence

GEMINI

May 22-June 21

You are prone to paranoid moments and have a few today. The trick is to convince others that you are not tense – you're just very, very alert. On a happier note, your arch enemy is piling on the pounds. Mwahaha. Lucky note: B flat

CANCER

June 22-July 23

Some days your dress sense is erratic. This isn't one of them and you may be ferociously chatted up as a result. If you aren't? Feisty fellow Cancerian 50 Cent says: "Don't wait for them to tell you – tell them!" Lucky salve: Germolene

LEO

July 24-August 23

Madonna is a Leo and she's facing challenges as well. Poor old Madge. She'll feel much better when she reads this though, since some Leos are in for a lovely boost. Wear as much turquoise as is comfortable. Lucky insect: Stick

VIRGO

August 24-September 23

Does your work never end? It starts early morning with work-related texts, full of errors caused by your frozen fingers. This is known as typhothermia. Buy fingerless gloves. Beware a shouty bearded man. Lucky ball: Michael

LIBRA

September 24-October 23

Today you may have doubts, feeling the only qualification you need for your job is that of making a confused face at a computer monitor. Not true, you are appreciated. Good things are looming for jobless Librans. Lucky suit: Birthday

SCORPIO

October 24-November 22

Your house wasn't razed to the ground and you're still in one piece. Good day, all things considered. If your life is a love-free zone, that may soon change. You're well foxy today! Beware glowering beret-wearers. Lucky gem: Iced

SAGITTARIUS

November 23-December 21

Always seeking improvement, you ponder your diet. If you stop eating cheesecake, you'll live two years longer. But it's two more years of yearning for cheesecake. If anyone can carry off a few extra kilos, it's you. Lucky pudding: Rice

CAPRICORN

December 22-January 20

Feeling inspired by spring, you turn your attention to your clothes. You have good fashion sense but are too poor to prove it. Be wary – there is a thin line between looking indie and looking homeless. Avoid gliets. Lucky tea: Builder's

AQUARIUS

January 21-February 19

You may have a proud moment when a website declares your password to be "very strong". You're buoyed up to live dangerously and purchase yet another lottery ticket. Best of British. Lucky numbers: 2, 17, 25, 34, 37, 48.

PISCES

February 20-March 20

Is fitness an issue today? You work out religiously – Christmas and Easter. Jumping to conclusions, bending over backwards and climbing the walls don't count. Get on it, Pisces, you fibbertigibbe! Lucky shoes: Running

Reflections

Gogglebox's
REV KATE BOTTLEY

Another attack, another set of photographs of blood-soaked people running. They could have so easily been someone I knew – and they were someone's someone, even if they weren't mine.

In the days ahead the stories of those who didn't walk away will slowly emerge, flags will be lowered, silences and funerals

held. People with power and suits to match will pontificate, some will use tragedy and fear to fuel their rhetoric. And while some people will get angry and shout for revenge, others will plead for calm and peace. I'm not sure what the answer to all this is, but what I am



sure of is that division and hate is what they want, to turn neighbour against neighbour. It fuels their cause, while love and unity will defeat it. People will always find something to motivate their own evil, some cause that validates their fight and persuades them what they are doing is of God. It isn't, God weeps.