The top-left portion of the page features a series of thin, black, overlapping lines that form various geometric shapes, including triangles and polygons, creating a complex, abstract pattern.

SHOW YOUR ASK: USING YOUR VOICE TO ADVOCATE FOR YOURSELF AND YOUR CAREER

By Joyel Crawford, MBA, CPCC, PHR, SHRM-CP(ret.)





YOU

MENTOR/SPONSOR



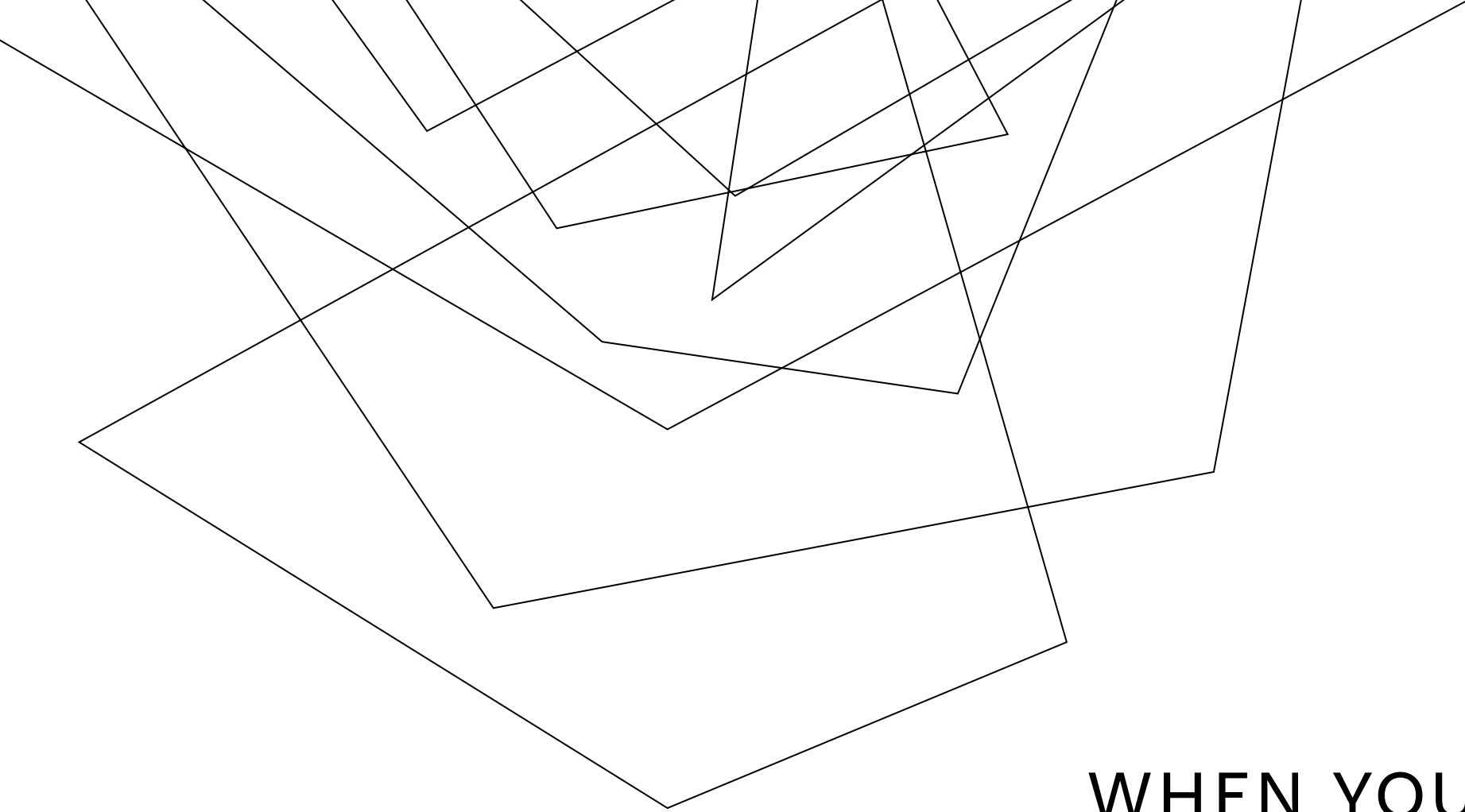


SHOW YOUR ASK!



USING YOUR VOICE
TO ADVOCATE
FOR YOURSELF &
YOUR CAREER

JOYEL CRAWFORD



WHEN YOU RAISE YOUR VOICE

YOU RAISE YOUR VALUE

**“LEAD WITH YOUR WHY NOT
WITH YOUR WHAT”**

-JOYEL CRAWFORD

PREPARE-SHOW YOUR WHY

- ½ Pager Approach
- Track Your Accomplishments-DIG Folder
- Know Your Numbers- Results and Stats Matter
 - Cost Savings? Revenue Earned? # of ees hired, # of ees retained, and what's the ROI?
- Does this request improve the team/department's brand?
- Does this request improve the brand of your direct leader?
- Celebrate Your Value-Share Your Shine

1/2 PAGER WORKSHEET (1ST HALF)

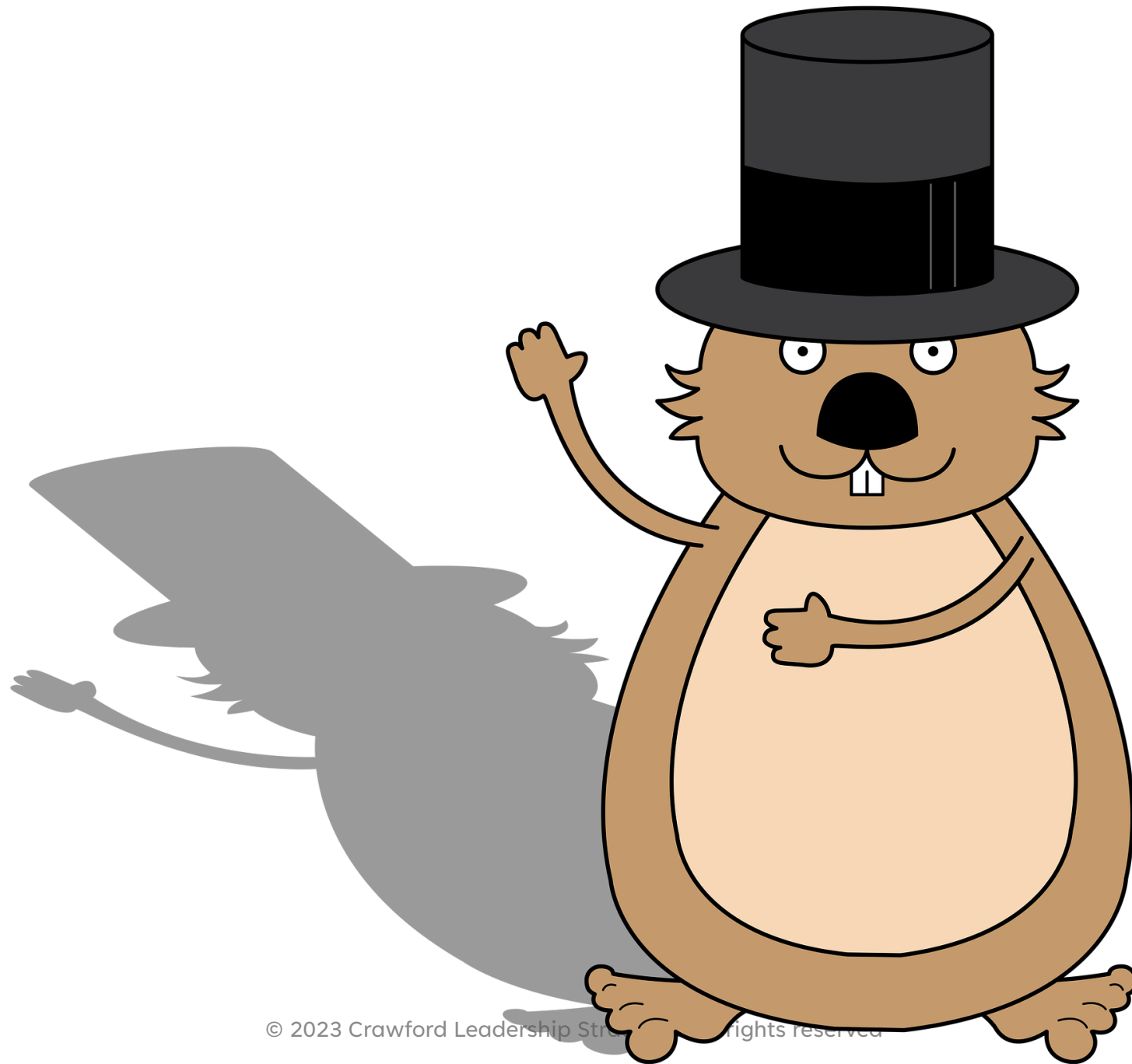
What I'm doing now in my HR Admin Role

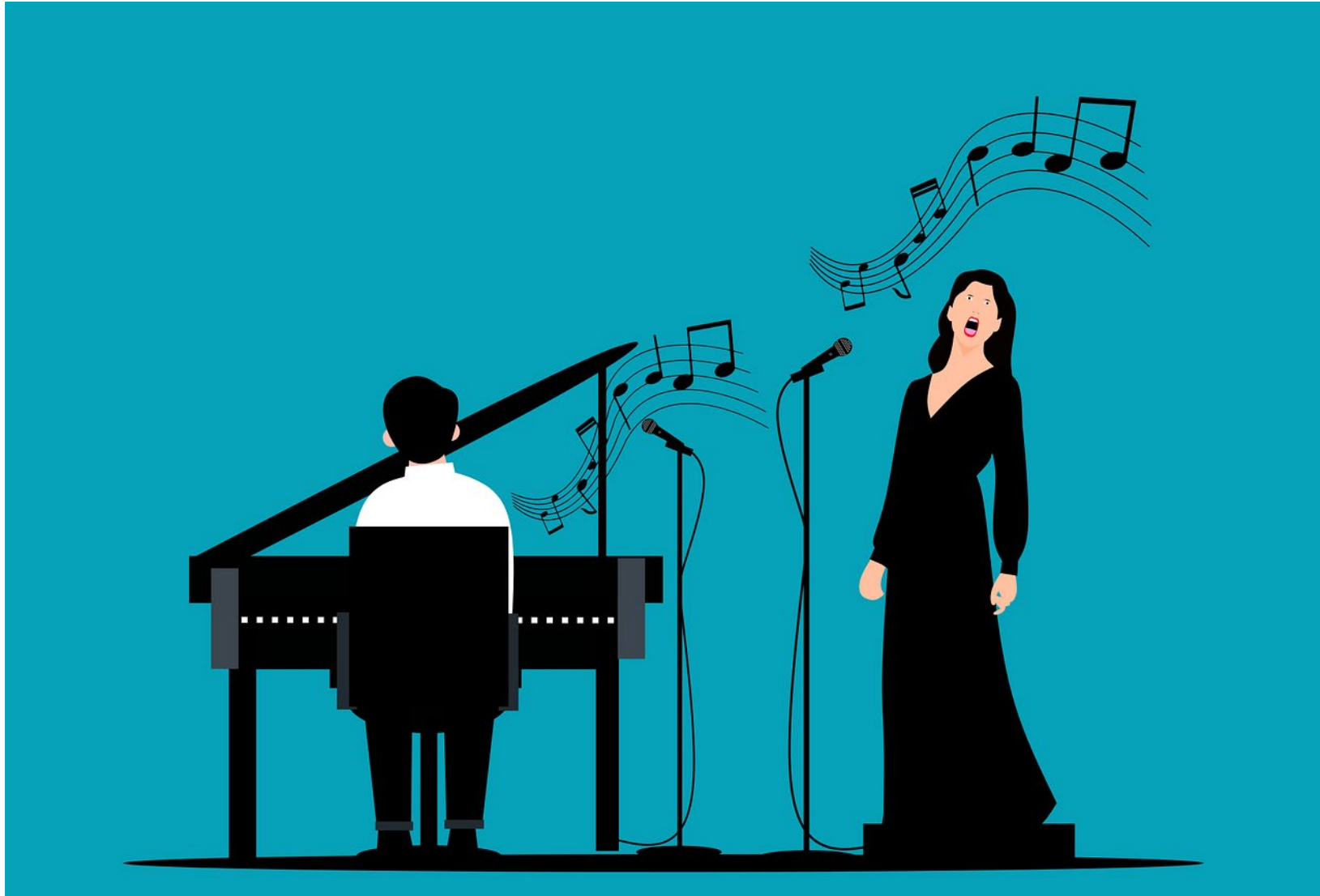
- Maintained the up keep of all incoming and outgoing employee verifications, unemployment worksheets, and termination letters to agencies.
- Facilitated all new hire orientation to on boarding employees, and administered safety and health test to appropriate departments.
- Responsible for reporting and analysis of EEO-1 and Vets 100 Compliance Reporting.
- Running and compiling all diversity demographic information for entire 40K employee workforce and sending to CEO and Compliance Team for review.

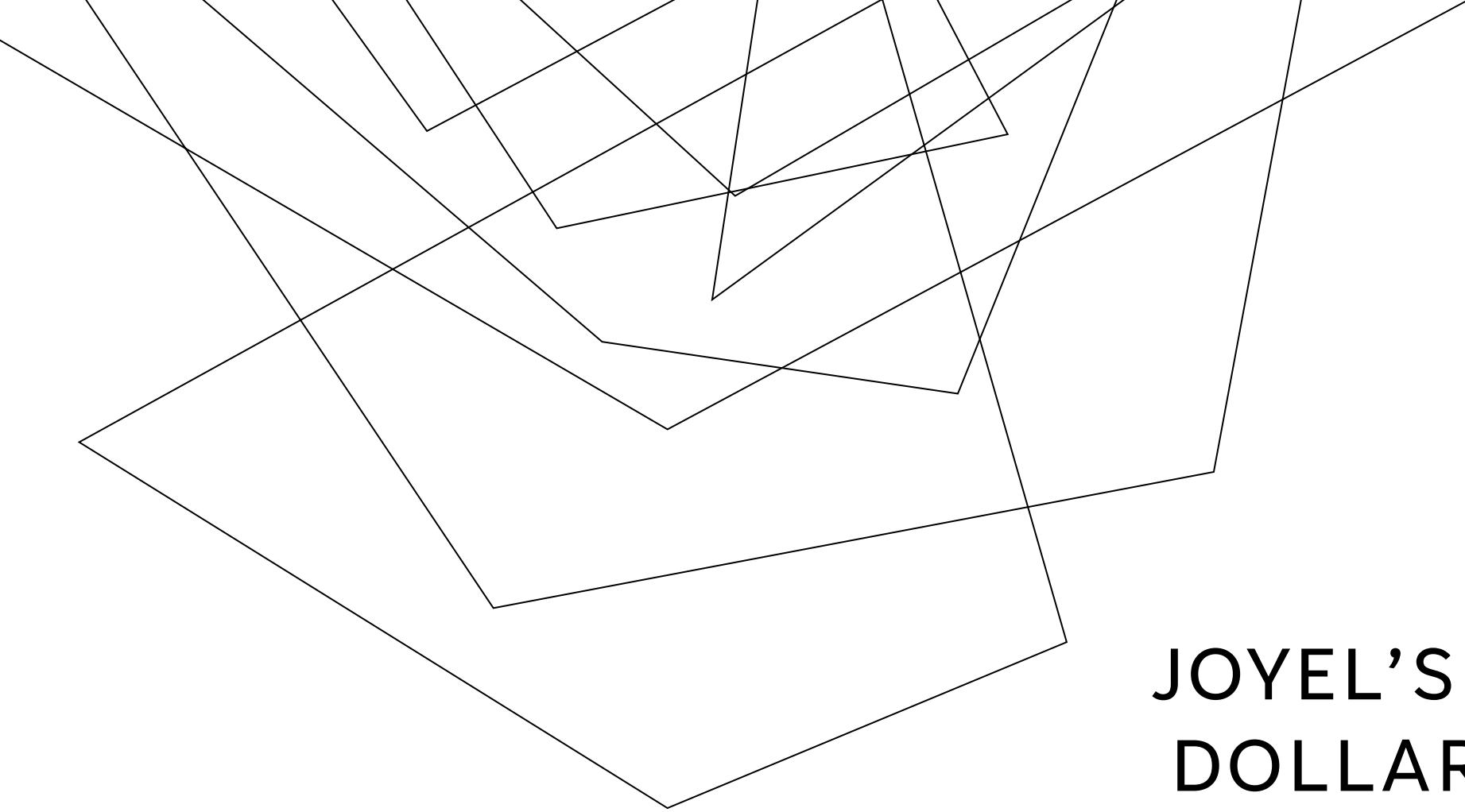
1/2 PAGER WORKSHEET (2ND HALF)

What the business is asking me to do in addition to my job:

- Manage all filing of federal and state required reports for compliance purposes, investigating and responding to EEOC Charges of discrimination.
- Create accurate and timely reports to analyze and convey company diversity workforce data.
- Assist with the development and facilitation of Affirmative Action, EEO, and Investigations training programs (webinar, instructor-led and video) nationally to HR employees within the staffing organization.
- Facilitate New Hire, Interviewing and Workplace environment/culture compliance training.
- Create content development, editing, and maintenance of the Corporate Culture and Diversity Website applications for the national self-service intranet website called About You.







JOYEL'S MILLION DOLLAR ADVICE

Always approach every
interaction with the intention
of collaboration and support.

HOW DO YOU SHOW YOUR ASK AND DRIVE YOUR CAREER?

Prepare



```
graph TD; Prepare[Prepare] --> Present[Present]; Present --> Observe[Observe]; Observe --> Close[Close];
```

Present

Observe

Close



TRACKING YOUR ACCOMPLISHMENTS

- Align them with what the Team, Your Manager and organization expect from you
- Track daily, weekly, monthly, quarterly
- Track things that are above and beyond what you were hired to do
- Keep it real! Track the wins, challenges and lessons learned (EQ Booster & Also great content for DIG Folder!)



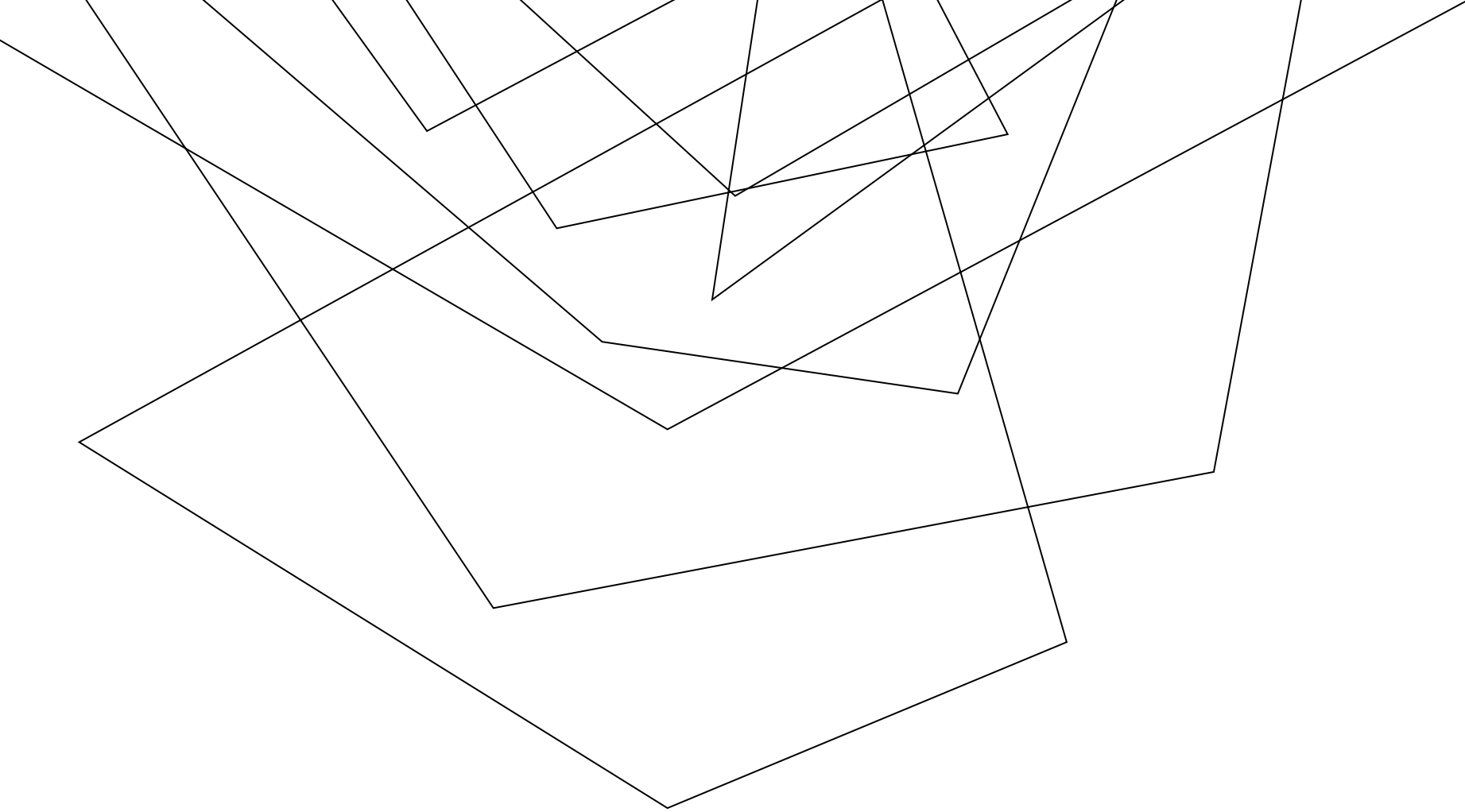


WHAT IF YOU GET
A NO?

NO

=

Next Opportunity



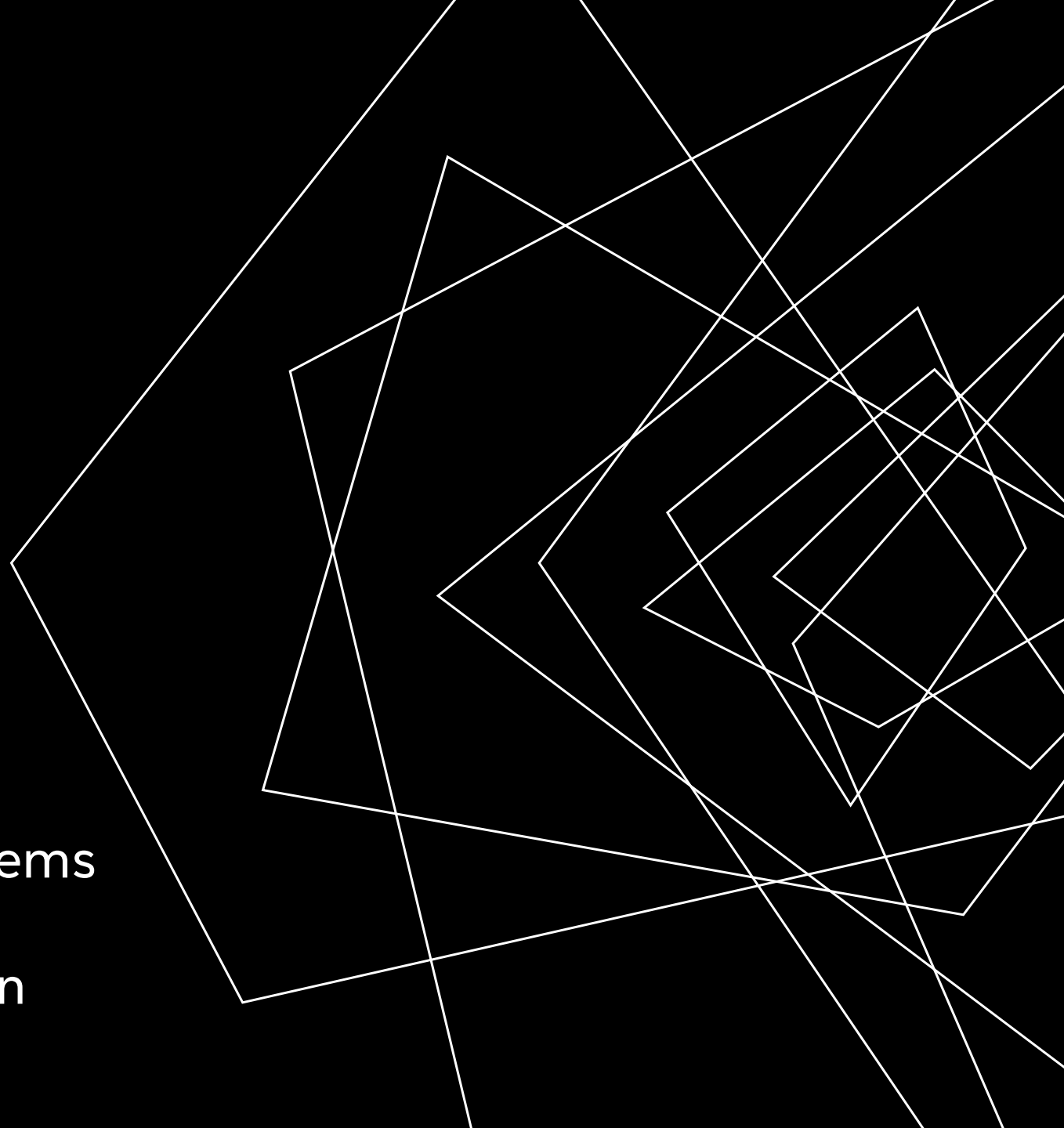
SPEAKING UP

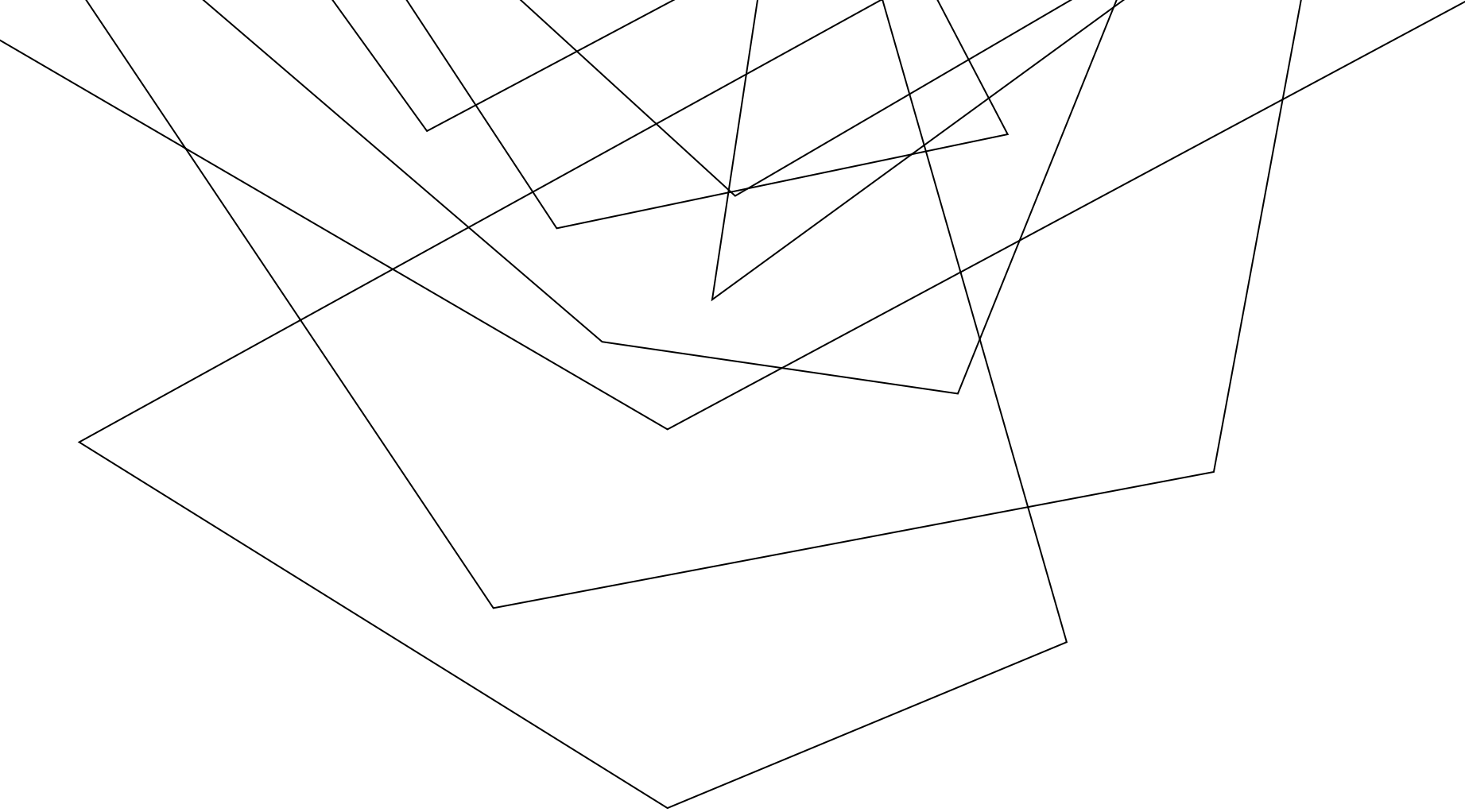
**HELPS STRENGTHEN YOUR
VOICE**



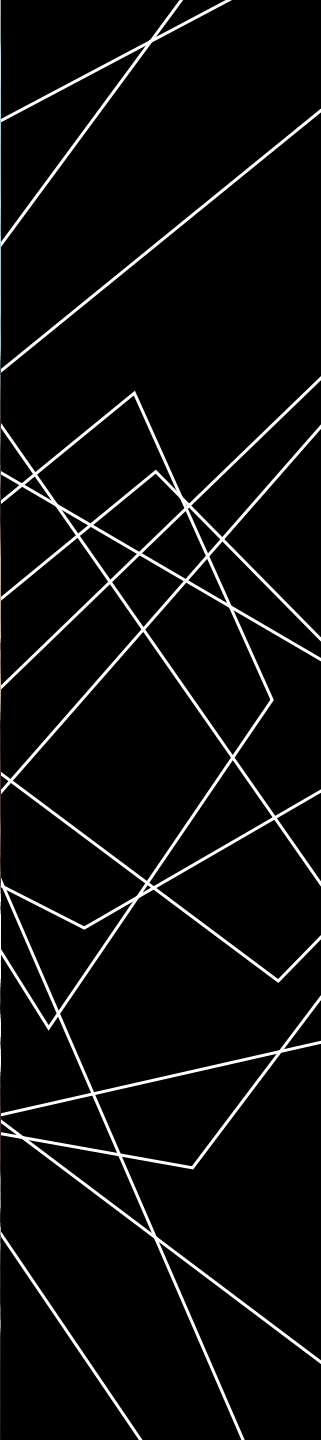
TIPS FOR FIXING YOUR FACE (GIVING FEEDBACK)

- Be Specific
- Describe the Impact
- Own Your Feelings
- Serve Solutions not problems
- Stop! Collaborate & Listen



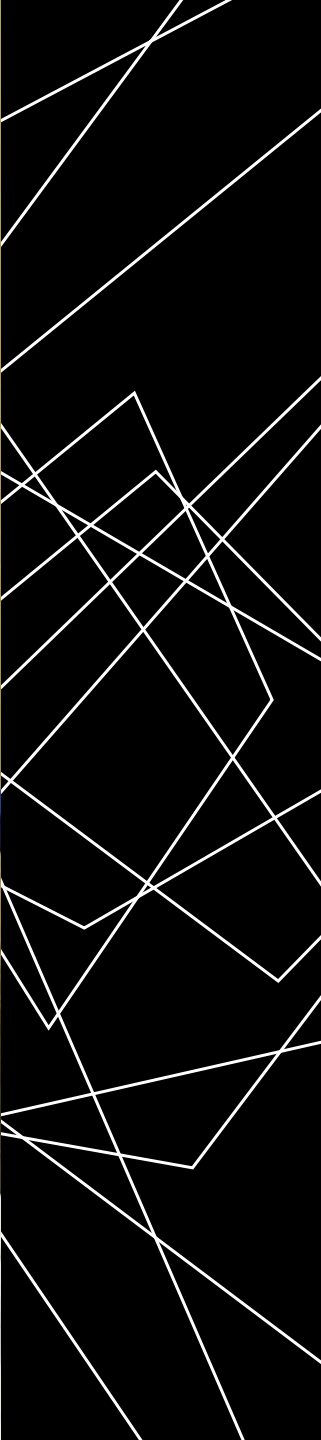


**ASKING FOR HELP
IS A SIGN OF STRENGTH**





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**YOU TEACH PEOPLE
HOW YOU WANT TO
BE TREATED**

There's no law stating
you must answer an
email, text, or notification
as soon as it comes in.
React less, live more.

A person is seen from behind, typing on a silver laptop. The laptop screen displays a background of colorful, upward-pointing arrows in shades of purple, blue, green, yellow, and red. Overlaid on the screen is a black speech bubble with a white question mark icon at the end, containing the text "WHAT DOES IT COST?" in bold, black, uppercase letters. The person's hands are visible on the keyboard, and a ring is visible on the ring finger of the right hand. The laptop is on a wooden desk.

WHAT DOES IT COST?

SHOW YOUR ASK BY CREATING BOUNDARIES

- Take a pause for the cause
- If you can name it, you can tame it
- Identify your needs

SHOW YOUR ASK BY CREATING BOUNDARIES

- Go back to the basics
- Be gentle with yourself

**BUDGET, PROTECT, AND
INVEST YOUR TIME LIKE IT
WAS YOUR MONEY
-JOYEL CRAWFORD
#SHOWYOURASK**

Practicing

Practicing

Practicing

Practicing



**“NEVER
GET SO
BUSY
MAKING
A LIVING
THAT YOU
FORGET
TO MAKE
A LIFE.”**

Dolly Parton

SHOW YOUR ASK!



USING YOUR VOICE
TO ADVOCATE
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JOYEL CRAWFORD



TAKE A DEEP BREATH

QUESTIONS





KEEP BEING AMAZING!

Thank you!

JOYEL CRAWFORD

SPEAKER | AUTHOR | CONSULTANT

