💼 How You Can Increase Your Salary by Following These Frameworks?
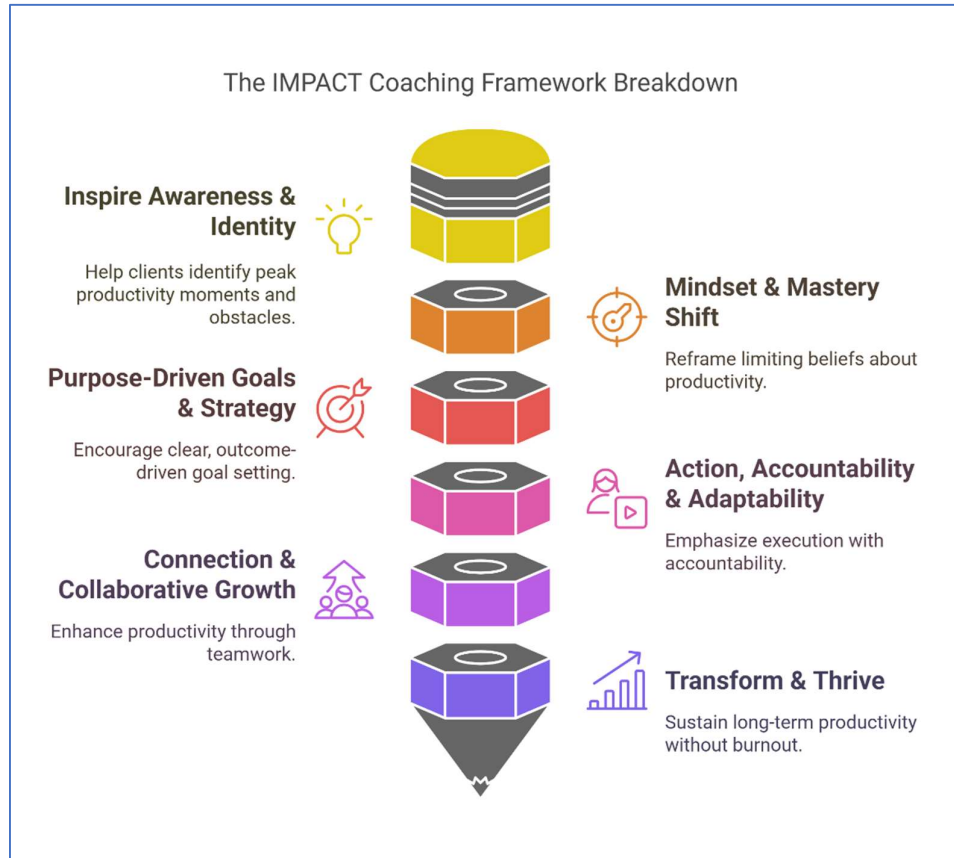

The IMPACT Coaching Framework Breakdown

Inspire Awareness & Identity
Help clients identify peak productivity moments and obstacles.

Mindset & Mastery Shift
Reframe limiting beliefs about productivity.

Purpose-Driven Goals & Strategy
Encourage clear, outcome-driven goal setting.

Action, Accountability & Adaptability
Emphasize execution with accountability.

Connection & Collaborative Growth
Enhance productivity through teamwork.

Transform & Thrive
Sustain long-term productivity without burnout.
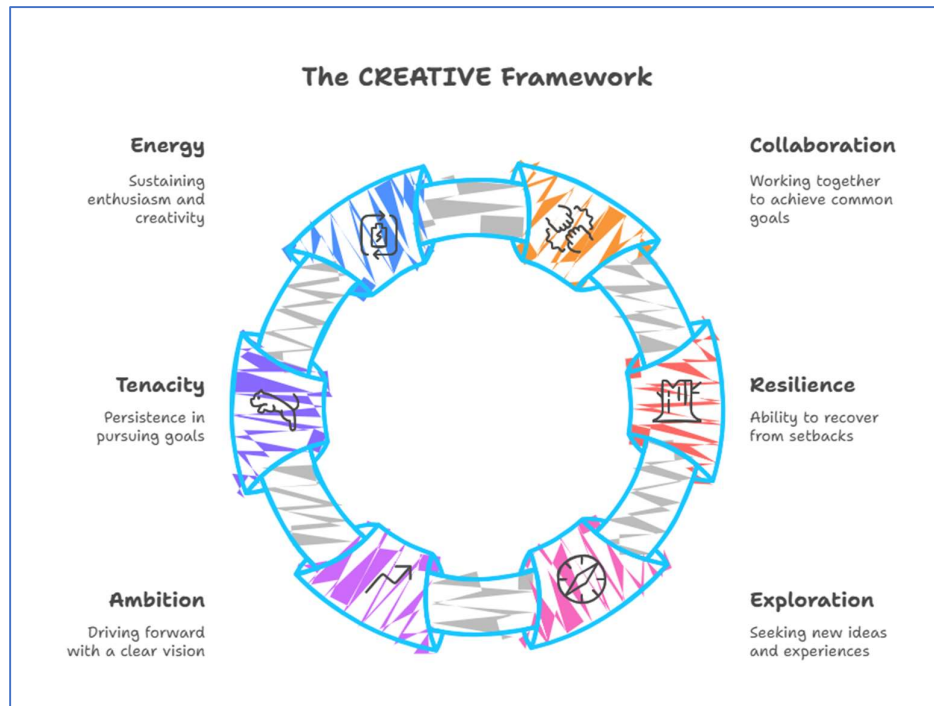
1. IMPACT Framework — Master Your Inner Leadership

✅ How it increases salary:

- You become more self-aware, purpose-driven, and growth-focused.

- Leaders promote and pay more to people who show ownership, resilience, and clarity.

- You position yourself as someone who doesn't just "do tasks" but drives outcomes.

🧠 **Example**: You lead initiatives with vision → Your manager sees you as promotion-ready → You negotiate a higher raise.

The CREATIVE Framework

Energy
Sustaining enthusiasm and creativity

Collaboration
Working together to achieve common goals

Tenacity
Persistence in pursuing goals

Resilience
Ability to recover from setbacks

Ambition
Driving forward with a clear vision

Exploration
Seeking new ideas and experiences

2. CREATE Framework — Become an Innovation Powerhouse

✅ How it increases salary:

- You solve complex, valuable problems others avoid.

- You bring fresh ideas, collaborate deeply, and experiment smartly.

- Companies pay more for people who unlock new value, not just maintain old systems.

🧠 **Example**: You innovate a new customer feature → It drives new revenue → You are rewarded with bonuses, salary hikes, or a leadership role.

7E LEADERSHIP FRAMEWORK

Ethics
Envisioning
Endurance
Excellence
Encouragement
Enablement
Effectiveness

3. 7E Leadership Framework — Lead with Ethics and Excellence

✅ How it increases salary:

- You become a trusted leader who delivers results without compromising ethics.

- Promotions and big salary jump go to leaders with endurance, excellence, and ethics — not short-term performers.

🧠 **Example**: You demonstrate consistent, ethical leadership over 1 year → You are considered for senior positions → Salary bands grow significantly.
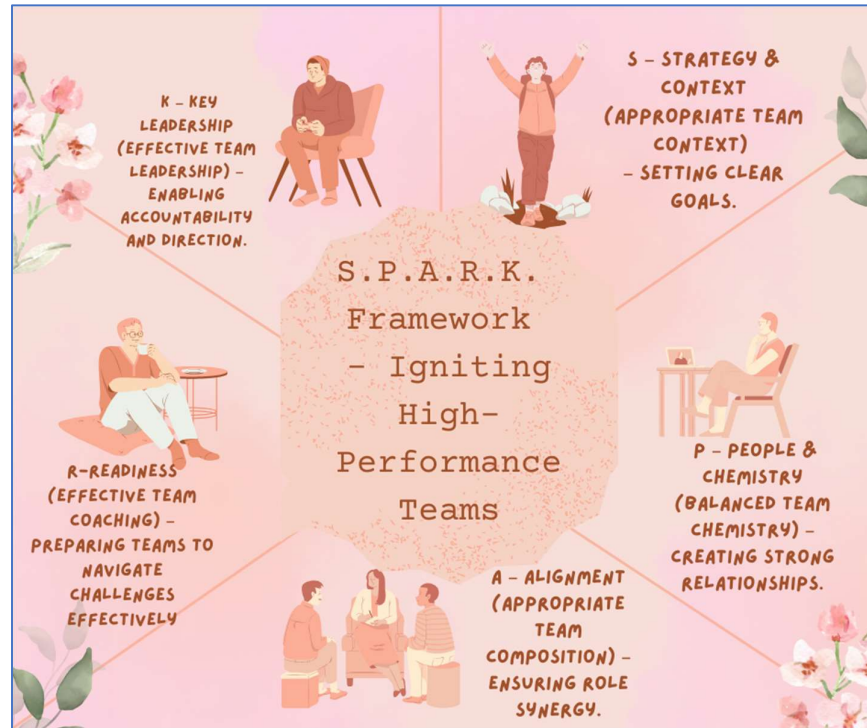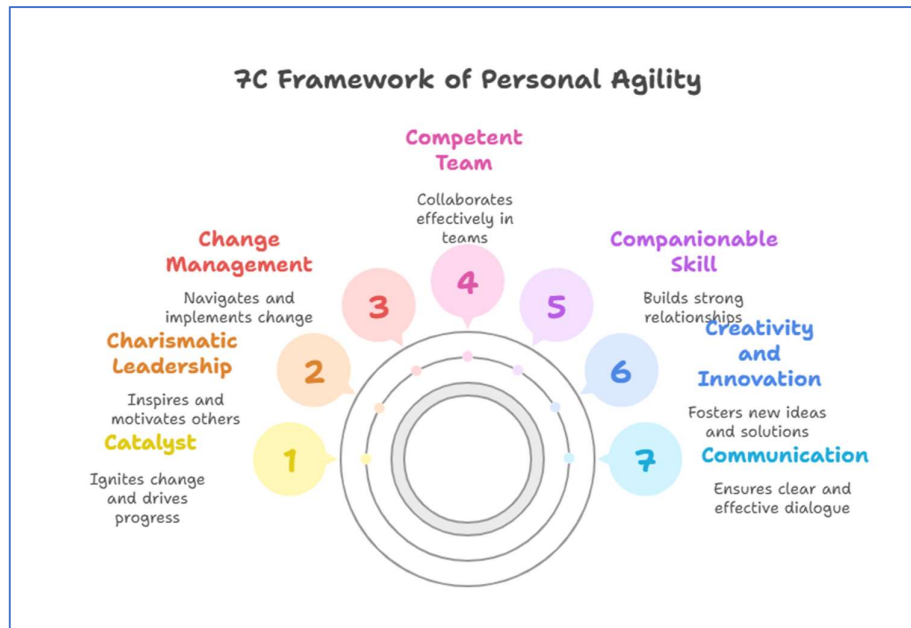

4. SPARK Framework — Build and Lead High-Performance Teams

✅ How it increases salary:

- You lead teams to greater trust, chemistry, and results.

- Organizations pay more for those who lead teams, not just individuals.

- High-performing teams make leaders highly visible to top executives.

🧠 **Example**: You coach your team to break project delivery records → You become a team lead or manager → Big salary leap.

7C Framework of Personal Agility

Competent Team — Collaborates effectively in teams

Change Management — Navigates and implements change

Companionable Skill — Builds strong relationships

Charismatic Leadership — Inspires and motivates others

Creativity and Innovation — Fosters new ideas and solutions

Catalyst — Ignites change and drives progress

Communication — Ensures clear and effective dialogue

5. 7C Personal Agility Framework — Adapt Fast, Grow Faster

✅ How it increases salary:

- You master skills like Communication, Creativity, Critical Thinking, and Collaboration.

- These are high-demand skills in every industry — they attract higher-paying roles.

🧠 **Example**: You showcase creativity and critical thinking in cross-functional projects → Executives see your strategic value → You are fast-tracked for promotions and raises.

The Cycle of Product Management Excellence
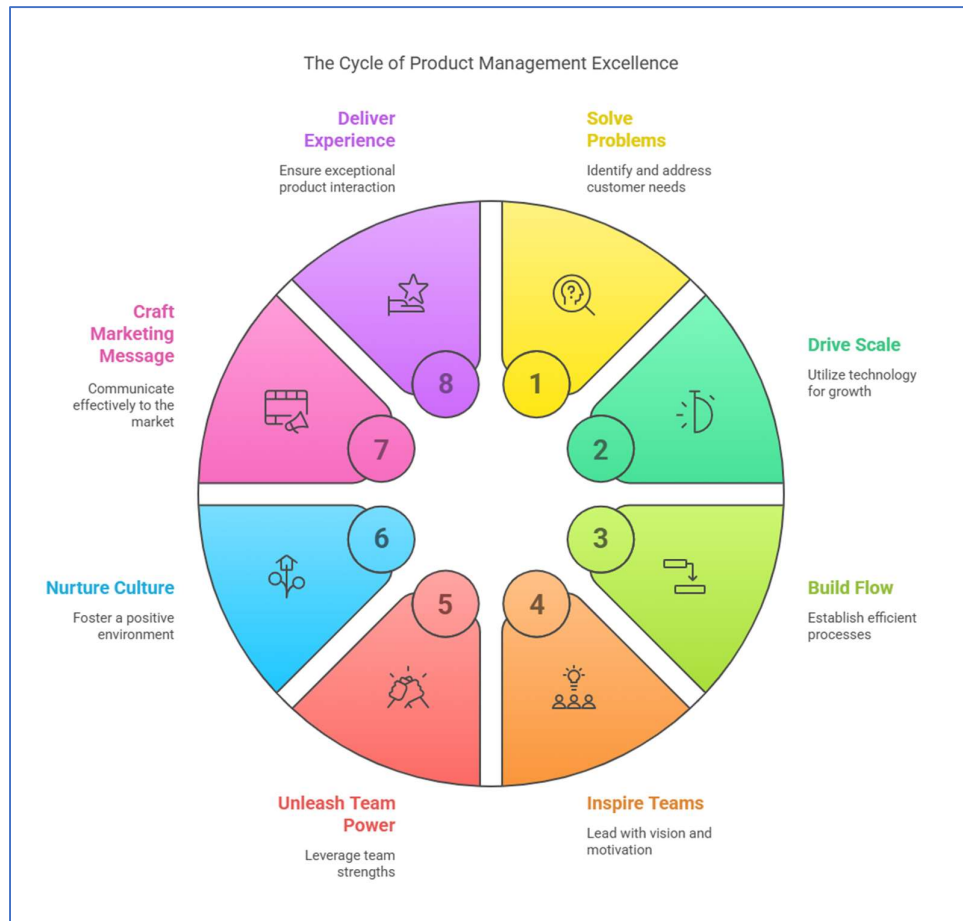
6. 8 Pillars of Product Management — Deliver Customer and Business Value

✅ How it increases salary:

- You understand customer needs deeply and execute solutions fast.

- Product thinkers earn more because they drive business growth directly.

Salaries rise dramatically when you can tie your work to customer happiness and revenue gains.

🧠 **Example**: You improve a product based on customer feedback → It increases retention rates → Company rewards you with a higher bonus and salary revision.

🏆 **Summary**:
✅ These frameworks make you:

- A strategic thinker (not just a task doer)

- A leader (not just a manager)

- An innovator (not just an executor)

- A value creator (not just a worker)

And people who lead, innovate, and create value always get paid more.

☑ Salary Growth Action Plan (6 Months Framework-Based Strategy)

Month 1–2: Master Self-Leadership (IMPACT Framework)
✅ **Focus: Build Inner Strength and Clarity**

- Define your Personal Vision, Purpose, and Values clearly.

- Practice daily mindset strengthening: reflection, gratitude, reframing setbacks.

- Start leading yourself before asking for leadership roles.

🎯 Goal: Be seen as a self-motivated, purpose-driven professional (the foundation for promotions and raises).

Month 3: Unlock Innovation Mindset (CREATE Framework)
✅ Focus: Bring New Ideas to Your Team

- Identify 1–2 small problems in your project or team.

- Apply creative brainstorming: Collaborate, Prototype, Experiment.

- Propose one creative solution (even a small one) and drive it.

🎯 Goal: Be noticed as someone who solves problems creatively — organizations pay problem-solvers more.

Month 4: Strengthen Leadership Presence (7E Framework)
✅ Focus: Build Your Leadership Muscles

- Practice Ethics: Always be transparent and dependable.

- Practice Endurance: Keep showing up strong during tough times.

- Practice Encouragement: Empower and motivate teammates daily.

🎯 Goal: Build a leadership reputation even without the formal title — leadership presence earns salary jumps.

Month 5: Boost Team Impact (SPARK Framework)
✅ Focus: Help Teams Perform Better

- Strengthen trust: Help your teammates succeed.

- Build chemistry: Connect with teammates personally.

- Show alignment: Understand and align to project goals better than anyone else.

🎯 Goal: Become a team enabler → Team success stories always reflect positively on you during salary appraisals!

Month 6: Display Personal Agility (7C + Product Thinking)
✅ Focus: Sharpen Your Career Growth Skills

- Improve your Communication: Speak clearly, write clearly.

- Use Critical Thinking: Suggest better ways to improve projects.

- Apply Customer Thinking: Always ask — "How does this create customer value?"

🎯 Goal: Position yourself as a smart, agile professional who contributes to customer value and business growth — your ultimate negotiation weapon!

💬 **At the End of 6 Months:**
Collect evidence of your impact (projects, feedback, success stories).

Prepare a solid case showing how you contributed to leadership, innovation, team success, and business growth.

Negotiate: Use your proof to confidently ask for a promotion or salary raise!

💥 Remember:
Salary growth is not about working harder. It's about becoming more valuable.

These frameworks systematically grow your value — and value attracts money.

📋 6-Month Salary Growth Checklist Template

✅ Month 1–2: Master Self-Leadership (IMPACT Framework)
☐ Define my Personal Vision and Purpose
☐ Write down 5 Core Values I live by
☐ Practice daily mindset reflection (15 min)
☐ Take ownership of one project/task fully
☐ Show resilience during challenges (journal examples)

✅ Month 3: Unlock Innovation Mindset (CREATE Framework)
☐ Identify 1–2 problems in my team/project
☐ Brainstorm and list 3 creative solutions
☐ Pitch one new idea to my manager or team
☐ Volunteer to lead a small innovation initiative
☐ Celebrate experiments even if they fail (learn fast!)

✅ Month 4: Strengthen Leadership Presence (7E Framework)
☐ Practice transparency and ethical decision-making

☐ Support 2–3 teammates during difficult tasks

☐ Speak up with vision in 2 meetings (even small ideas)

☐ Motivate 1 colleague daily with encouragement

☐ Write a personal leadership development goal

✅ Month 5: Boost Team Impact (SPARK Framework)

☐ Build trust: Offer help without being asked (at least once a week)

☐ Improve chemistry: Have meaningful 1:1s with teammates

☐ Understand team goals and align all my tasks to them

☐ Appreciate team successes publicly (emails, meetings)

☐ Resolve one small conflict or misunderstanding positively

✅ Month 6: Display Personal Agility (7C + 8 Pillars Thinking)

☐ Improve written and spoken communication (ask for feedback)

☐ Analyse 1 project critically and suggest improvements

☐ Think from the customer's perspective for every task

☐ Identify 1 skill gap and take 1 micro-course or training

☐ Document all contributions to team and customer success

🏆 End of 6 Months: Salary Raise Action Steps

☐ Collect success stories and project outcomes (quantified if possible)

☐ Request feedback from manager and 2 colleagues

☐ Prepare a "Value Report" (summary of contributions)

☐ Schedule a salary/promotion discussion confidently

☐ Share your vision for future contributions and ask clearly

✨ **Bonus Mindset Reminder:**

"I am not asking for more money — I am offering more value.

Growth is not a request; it's a result of the value I create."

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