

7 Signs You Could Be Under-Earning



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Are you Under-Earning?



You might be under earning – *earning less than you're worth* – even if you make over six figures!

How do you know if you are under-earning? There are several signs of under-earning, some common and some not so common.

Barbara Stanny defines an [Under-Earner](#) as “someone who makes less than she needs or desires despite efforts to do otherwise.”

Red Alert! Before you read further, I want you to stop. Even if you already recognize yourself here, be kind to yourself. **Do not label yourself** as an “under-earner”. Focus instead on the signs of under-earning behaviours. Because you can shift and even swap them out for **more self-affirming behaviours** that will move you closer to earning your true worth.

I collected quite a list of the signs of under-earning behaviour from what I hear from my clients, in my speaking engagements and through informal surveys. In my upcoming free webinar, “E.A.R.N. Your Worth: Amplify Your Ask and Get Your Dream Career”, I’m also going to share some tips that will **empower you to overcome** these signs of under-earning.

Empowerment begins with Awareness. Awareness of both your strengths and blind spots – where you may not be experiencing the results you could.

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Let's begin raising that awareness today. Notice which of these signs show up in your life. You might be surprised!

You KNOW you are worth more than you are being paid.

You're just not sure how to prove that. You find it difficult to articulate what your worth is exactly, and are baffled how others seem to do it.

Your strengths, talents or genius are your "best kept secret"

You often hear others say, "I didn't know you could do that!" or, "I didn't know you were an expert in that!"

You keep getting passed over for promotions or business opportunities.

You see others getting ahead who are less qualified than you.

You are not working in your "Genius Zone" 80% of the time.

Most of the time you do work that you could delegate or stop doing altogether. You could be leveraging your time doing what you are really good at, that comes easy for you, and has the biggest impact.

You sit on the outside ring at important meetings and gravitate to the social crowd rather than the influencer crowd.

It's easier to sit at the back and socialize with your peers, than to put yourself "out there", sit in the hot seat at the Big Table. You shy away from standing out.

You stay in your "comfort zone" and don't take any risks.

You've been hurt or penalized before, and you don't want to experience that again.

Each of these signs of under-earning is a symptom of...

#1 Sign of Under-Earning...

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You are not Shining Your Light.



Rather than getting help (coaching, mentoring, training) to boost your capacity to handle difficult of situations that challenge you (having a difficult conversation, standing up for yourself, asking or negotiating for something), you hang back where it's comfortable and stay small.

By being the **Shrinking Violet** rather than risking being cut down as a **Tall Poppy**, you are also shrinking from opportunities for others to SEE you, to see what you are capable of, to see your Genius.

If you are waiting for them to notice you...if you are playing small...well, how can they? Find a way to let them know what you are up to.

If you think this is bragging, and you don't want to "brag", then re-think. Re-frame it as "sharing". You're already good at sharing right? Share what you are doing, what you are capable of, what you have achieved. **HELP** them to notice **YOU**.

Shining your light is not about being alone in the spotlight (although that's okay too!). It's about allowing your true self, your authentic self, your one wild and precious* self to shine. It's about not dimming your own light.

Isn't it time?

It's time. Time to stop under-earning. Time to start doing something that you **CAN** do right now.

What is one step you could take this week that would shine your light, just a little bit more?

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NEXT STEP:

Join my free online training: [“E.A.R.N. Your Worth™: How To Amplify Your Ask and Get Your Dream Career”](#) where you'll learn exactly how to get more of what you want in your career and life. Yes, it can be done...

Attend this free webinar and you will learn:

- ✓The REAL costs of not negotiating in your career
- ✓How to amplify your ask so you maximize your opportunity to get more of what you crave and deserve
- ✓The key mindsets that will distill your anxiety about negotiating and claiming your worth
- ✓Practical strategies that you can do right now to stop under-earning, get noticed and start getting paid what you're worth!!

[Book Your Seat Here](#)

About Carrie Gallant J.D.



Carrie Gallant inspires and empowers women to think bigger, negotiate more powerfully and authentically, and to “Amplify Your Ask” so you can increase your influence, income, and intentions for your career.

A dynamic speaker, facilitator and pay equity advocate, Carrie brings her experience as an executive, former practicing lawyer and adjunct law professor to her work in helping clients master the art and science of negotiation, conflict resolution and Conversational Intelligence®.