





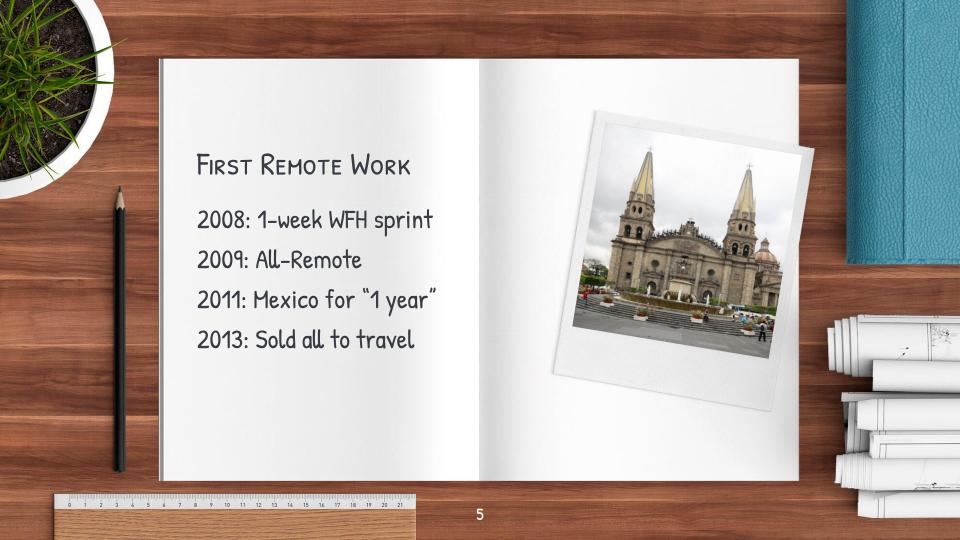
## Нешо!

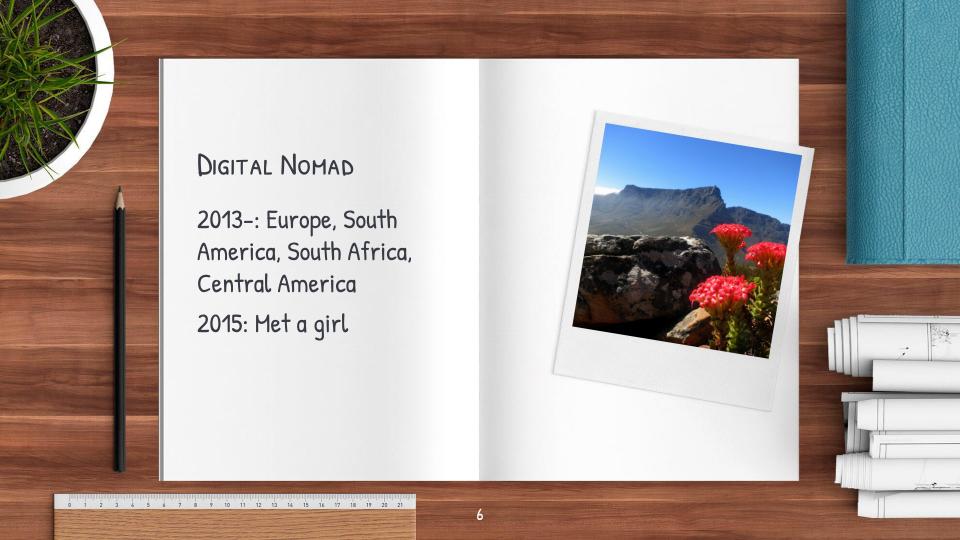
## I am Jonathan Hall

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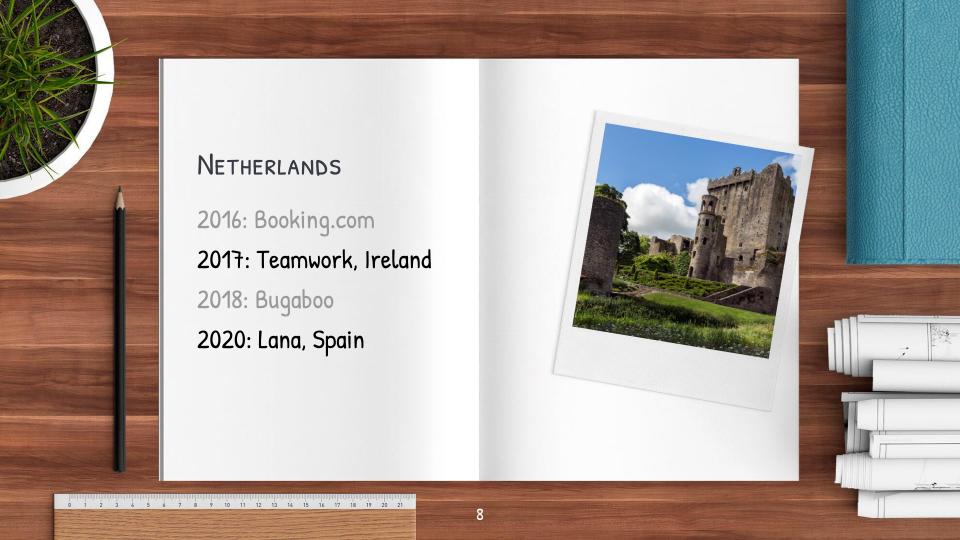














## 9 YEARS

3 companies, 4 continents, 10 countries









# NOT ALL SUNSHINE AND RAINBOWS





#### CHALLENGES OF REMOTE WORK

#### Less social interaction

Probably the most common objection I hear.

#### Difficult to focus

Many people feel they have difficulty focusing on work when they are at home.

#### Difficult to collaborate

In-person collaboration obviously suffers.

#### Time zone challenges

Working across time zones is a challenge, remote or otherwise.

#### Not for everyone

Many people less experienced in the workforce have more challenges with remote work.

#### Slower growth

There is some evidence to suggest that remote-only and remote-first companies grow more slowly.





#### ADVANTAGES OF REMOTE WORK

#### Better focus

Fewer interruptions from colleagues, meetings.

Different time zones can actually enhance this benefit!

#### Travel opportunities

Obvious benefit for digital nomads, but also great to take an extended working holiday.

#### Greater comfort

The perfect personalized work environment. Or sofa. Or patio.

#### Save time, money

No commute time/expense.

Eat cheaper and better (or worse) at home.

#### Better social time\*

I choose who to spend my social energy on, rather than radom colleagues.

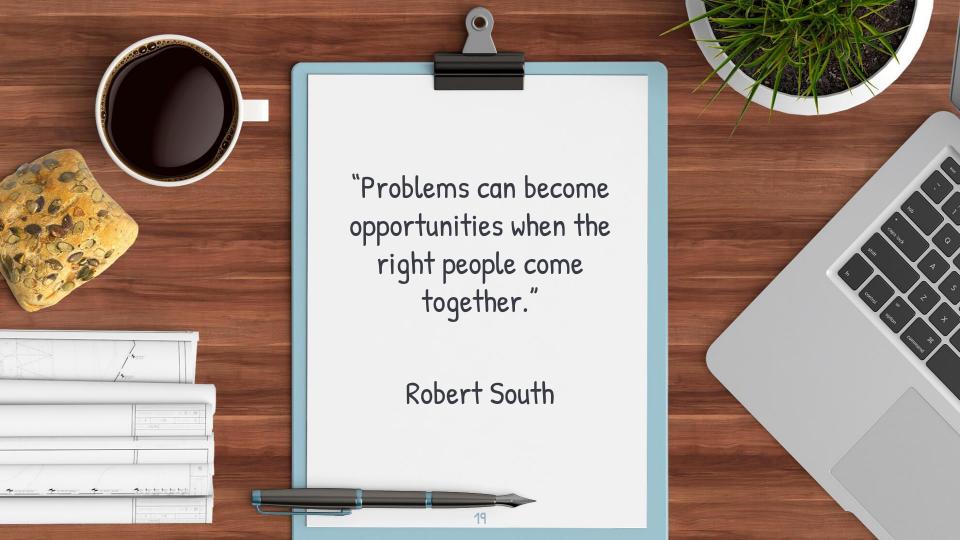
\*Maybe not during COVID-19.

### Higher quality communication

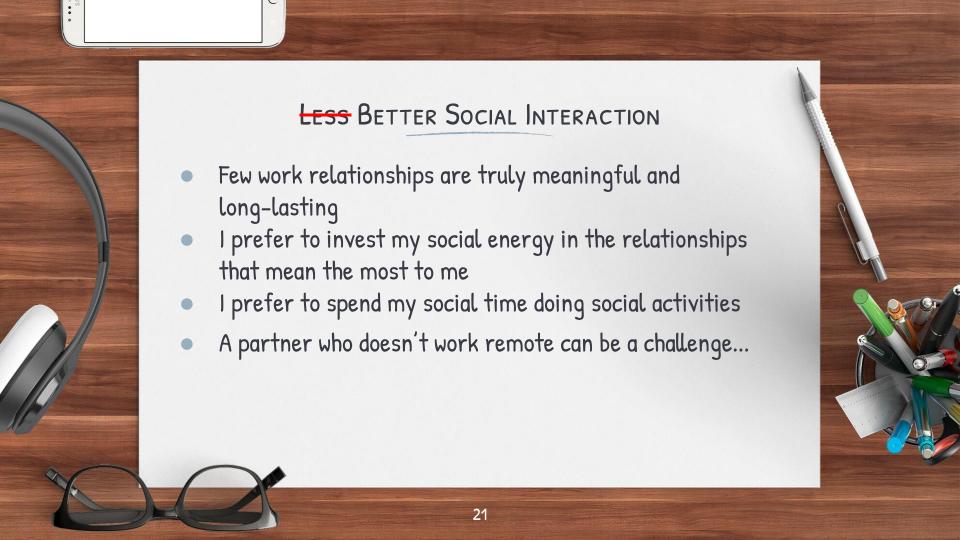
Perhaps counter-intuitive, but asynchronous communication is often better, and more conducive to collaboration.

















#### ADDITIONAL SOCIAL TIPS

- Work from a cafe
- Work from a coworking space
- Work from a friend/colleague's house
- Attend professional meetups, courses, conferences
- Attend non-professional meetups, courses
- Arrange more frequent, shorter social events





#### Focusing from home

- Know thyself
- Find/create a distraction-free work area
- Keep family/pets out of work space/time
- Close/silence distracting tools
- Change of scenery (cafe/coworking space)
- Focusing techniques (Pomodoro, etc)
- Books: <u>Deep Work</u>, <u>Indistractable</u>





#### REMOTE COLLABORATION

- Different tools (Zoom, Slack) isn't enough
- Remote collaboration requires a new approach
- May be slower, but can produce better results
- Increases WIP, but that's okay
- Encourages more self-discovery
- Batch your interruptions (and responses)
- Prefer asynchronous communication



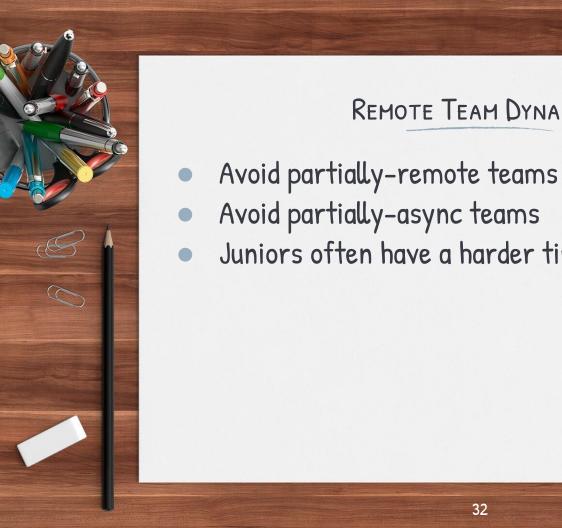
## Asynchronous Communication

- Documentation
- Issue Tracker
- Email
- Chat
- Video/Phone call
- Record the call!









#### REMOTE TEAM DYNAMICS

- Juniors often have a harder time with remote





0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21



#### REMOTE COMPANIES

- Bigger (geographic) talent pool
- Smaller (demographic) talent pool
- Remote-Only better than "Remote-Friendly"
- Remote companies grow more slowly
- Remote companies may be more resilient
- Salaries become tricky





#### WEIL-KNOWN FULLY REMOTE COMPANIES & ORGANIZATIONS



















# THANKS! Any questions?

Find me at @DevOpsHabits & http://jhall.io



https://jhall.io/wfh-wtf/

