

# Benefits of All-remote

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## Highlight

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On this page, we're highlighting benefits of operating an all-remote company for employers, employees, and the world.

## All-Remote Advantage



Reimagining how one's day can be structured, and how that can easily vary from one 24-hour period to the next, is empowering. The freedom and flexibility that comes with all-remote enables employees to view work in an entirely new light.

Rather than forcing one to build their life about a predefined daily schedule that involves an unavoidable commute, all-remote shifts that responsibility back to the individual.

A number of studies from the likes of Forbes, Buffer, and TechRepublic show that driven individuals who place a high degree of value on autonomy and flexibility can experience new levels of joy and productivity in an all-remote environment.

## For Employees

1. You have more flexibility in your daily life (for kids, parents, friends, groceries, sports, deliveries).
2. No more time, stress, or money wasted on a commute (subway and bus fees, gas, car maintenance, tolls, etc.).
3. It's safer. With no commute, there's no risk of getting into an accident traveling to and from work.
4. Reduced interruption stress and increased productivity.
5. Ability to travel to other places without taking vacation (family, fun, etc.).
6. Freedom to relocate, be location independent, or even travel with other remote professionals.
7. Less exposure to germs from sick coworkers.
8. It can be easier to communicate with difficult colleagues remotely, reducing distractions from interpersonal drama or office politics.
9. You can set up and decorate your office or workspace in whatever way works best for you.
10. You can choose your working hours based on when you're most productive.
11. You have the opportunity to meet and work with people from many locations around the world, widening one's view of the world and creating opportunities to learn about new cultures.
12. Onboarding may be less stressful socially.
13. Eating at home is better (sometimes) and cheaper.
14. Taxes can be cheaper in some countries.
15. Work clothes are not required.

## For your organization

Limiting your company's recruiting pipeline to a certain geographic region, or sourcing employees who are able and willing to relocate, is a competitive disadvantage.

Not only does this create a less inclusive hiring process which reaches a less diverse set of candidates, it forces your organization to compete primarily on the basis of salary.

1. You're able to hire great people no matter where they live.
2. Employees are more productive with fewer distractions.
3. Increased savings on office costs and compensation (due to hiring in lower-cost regions).\
4. All-remote naturally attracts self-motivated people.
5. It's easier to quickly grow your company.
6. Employees are increasingly expecting remote work options from their employers.

7. Companies often experience lower employee turnover and higher morale with remote work.
8. You have fewer meetings and more focus on results and output of great work.
9. You don't have to pay to relocate someone to join your team.
10. With employees located all over the world working asynchronously, contributions can continue even when one time zone's working day is over.
11. There's also business continuity in the case of local disturbances or natural disasters (e.g. political or weather-related events).
12. Greater flexibility can mean greater diversity in your organization.