

‘Always on’ Expectations in the workplace

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Yes, workers should be ‘always on’

Main points:

- More flexibility can lead to more productivity and creativity
- Increases preparedness/extends deadlines
- Allows you to be more reactive during emergencies/urgent moments
- Can reach people who may work in different time zones/different shifts

Increase in productivity and creativity

- Technology (smartphones) has made it very easy to communicate and coordinate with others, as well as work alone
- People are more productive/creative in certain hours of the day (such as night owls). Being ‘always on’ means that they can be a stronger worker if they have flashes of productivity or creativity on off-hours.
- This also balances out the times that you aren’t productive during actual work hours

Increase in preparedness/extends deadlines

- Even just reading an email or text from your boss or co-worker can often give you context for what you may need to prioritize when you DO get into work.
- Work that does not get done during set hours can be finished up/refined off-hours, which lowers the amount of stress in trying to make sure everything gets done before you clock out.

More reactive in emergencies/urgent moments

- During times of emergencies, it is helpful to be flexible enough to respond appropriately.
 - in some cases, these emergencies demand your immediate attention or else they may not be fixable.
- Even if you aren't resolving the problem entirely, it can be a major help to defuse worries/have a plan of what to do next

Can reach a wider range of workers (time zones/shifts)

- Companies that span different countries/time zones benefit from workers being ‘always-on’
- Allows for easier collaboration between workers if they work “off-hours”
- Can allow for workers to travel to different countries (either for work reasons, family reasons, or even vacation), while still contributing to the company

References

<https://www.wikijob.co.uk/jobs-and-careers/employment/always-on-work-culture>

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