

Julián Pérez • Jun 2020

 Tokyo Skytree as seen from Bunkyo City Hall (2016)

# Remoting for Humans

(According to my own experience)

# Agenda

27 slides • ~45 min.

1. Analyze



PDF with these slides

2. Prepare

3. Hunt

4. Work

5. Thrive

Summary

AMA

# About me

[julianperez.me](http://julianperez.me)

- BE-CS Univalle (2009)
- Python, Web apps, APIs, Start-ups
- 3 yr. at local enterprises, then quit and tried my 1st start-up (2012)
- 2 yr. as remote freelancer + remote employee of a digital agency
- 6 yr. as remote employee of 4 US start-ups (since 2014)
- 1 around-the-world travel, 2 cats, 3 beers today
- Currently as Software Engineer for Gorgias



My website

# Analyze

## 1. Analyze

# Pros and cons of working remotely

- Decide *everything* –where, when, how many hr.
- No more commute or traffic, dress code, rigid times
- Organize your time freely and find your most productive self
- Loneliness –we all feel it, eventually
- You may lose some perks
- Struggle for a non-interrupted environment

## 1. Analyze

# Is it right for me then?

- It *is*... if the pros > cons
- It *is*... if you plan how to conquer the challenges
- It *is*... if you're willing to invest and prepare
- It *is not*... if you're happy with your current situation
- It *is not*... if you prefer face-to-face interactions
- It *is not*... if your job is not suitable –you can still give it a try anyway

# Prepare

## 2. Prepare

# Physically -(home) office setup

- Fast, reliable Internet –use your mobile phone as back-up
- The best chair + desk you can afford
- Solid headphones + mic –get a back-up as well
- As much light and ventilation as possible
- External devices to help your body and be more productive
- Notebook + pen or a whiteboard can be useful
- Change everything until you feel comfortable

## 2. Prepare

### Technically –skillset

- Setup your local env with proper apps, frameworks, libraries
- Learn in-depth about your future tech stack –e.g. do tutorials, read official docs
- Allocate time to improve your CS skills
- Solve algorithm challenges on a regular basis
- Automate things
- Stay up to date with relevant sources –websites, blogs, books

## 2. Prepare

# Mentally –mindset

- It will get lonely –don’t let it drag you down
- You will need discipline –no boss ‘checking you out’
- You will need to optimize your time better –prioritize things
- You will need to be more proactive
- Get better at splitting your personal / work time
- Uncertainty –prepare for that in all fronts

## 2. Prepare

# Legalities

- Get advice on local regulations and check your tax implications
- A US or EU bank account will make things easier –get one if you can
- If working for a US company, have your W8BEN form ready
- Let your employer know that your payment includes healthcare and taxes –if not enough, charge more

# Hunt

### 3. Hunt

## Preparing a CV

- One-page is best –fight the urge to add more
- Recommended sections:  
summary, experiences, education, OSS, talks, achievements
- Summary:  
personal statement about yourself, highlight skills (present), your experience (past) and your interests (future)
- Elaborate in interviews
- Keep it always up to date



My CV

### 3. Hunt

## Searching for opportunities

- Keep a list of remote jobs websites:  
[angel.co/jobs](https://angel.co/jobs)  
[remoteok.io](https://remoteok.io)  
[weworkremotely.com](https://www.weworkremotely.com)
- Discover new sources and check them weekly
- Keep a list of remote-friendly companies
- Your LinkedIn network is important, referrals help a lot.  
Keep it clean, add relevant people –e.g. founders, CTOs, heads of HR
- Do internships, if you can afford them –it can get you a future job

### 3. Hunt

## Applying

- Update your CV and websites –LinkedIn, GitHub, personal
- Research companies and take notes:  
product, business model, team, key people, industry, competitors
- Personalize your cover letter, always
- Write follow-up messages
- Track companies you apply for, check references –Glassdoor, OSS, tweets
- Repeat until you have interviews

### 3. Hunt

## Interviewing

- Polish your CS skills, do mock interviews if possible
- Prepare answers for potential Qs, prepare your own Qs to them
- More research:  
interview steps, people involved, company's values, status
- Don't panic: you will get better –one interview at a time
- Again, write follow-up messages
- Repeat until you have offers

### 3. Hunt

## About offers

- Only written offers count.  
Get everything written down –salary, equity, vacations, perks
- Try to align all offers' timing as possible
- Analyze your goals and decide
- If asked, don't hide offers and negotiate –get your ‘wins’ written down
- Send a ‘Thank you’ note to other processes –don’t burn bridges

# Work

#### 4. Work

## A day in the life

- Imagine you're in a regular office –wake up early, bathe, dress properly
- You will have a schedule –probably a relaxed one, but still
- Find *your* working hours and enforce them
- Create a routine and stick to it
- Communicate as much as possible
- If you feel stuck, it's OK to take breaks and try again later

#### 4. Work

## Finding momentum

- You are more productive on some parts of the day –seize them!
- Those times are for the mentally-heavy activities –concentrate
- Let the other times for emails, messaging and websites
- Split your tasks as much as possible to score several wins a day
- Avoid interruptions
- Turn off as much notifications as possible

# Thrive

## 5. Thrive

# Motivation

- Top-performance everyday is impossible
- You're gonna have bad days –accept it and manage them
- Find things you enjoy the most at your current role and pursue them
- *Boring* things are also inevitable –tackle them fast and move on.
- If you stop enjoying, identify what needs to change and *do it*

## 5. Thrive

# Work-life balance

- Allocate time for non-work-related activities you enjoy
- Remember to enforce your working hours.  
With yourself and with your partner, family and friends.
- Go outside when possible
- Take vacations and travel
- Stay in touch with you loved ones –hopefully in person
- Don't disconnect from the world

## 5. Thrive

### Improve yourself

- Invest in tools that make you more productive and healthy
- Your physical *you* matters –exercise, go to the doctor, eat and sleep well
- Your mental *you* matters –meditate, read books, detox, find peace
- Your emotional *you* matters –your relationships with yourself and the world
- Learn, learn and keep learning –e.g. Elixir, Portuguese, dance lessons
- Don't get stuck in your comfort zone

# Wrapping up

# Summary

- Working remotely is not for everybody
- Not as easy as it looks –requires preparation
- Getting a job is an exhausting, time-consuming task –plan accordingly
- Find your momentum, one day at a time
- Stay motivated, value your time, invest in yourself

# AMA



Last chance to get the PDF!



Or to see my website

Thanks!

Feel free to ping me afterwards:  
jcpmmx @ Gmail.

