The Trials and
Tribulations of Fully
Remote Teams

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My Story

I worked at home for four years for a software company several states away.

Why?

- Did not want geographical restrictions on my job search.
- I am more comfortable in my home.
- My wife also works full-time, we have kids, and I needed more flexibility.

What Did People Say?



Now you never have to leave your house!

Oh man, I'd totally spend the day doing my laundry.

The First Few Months

Isolation Guilt

Paranoia Imposter Syndrome Work-Life Balance

Confusion





Old Challenges

Paranoia

Work-Life Balance

Guilt

Imposter Syndrome

Effective communication over

IM (no mannerisms, facial

Confusion

New Challenges

Dedicating full attention to meetings

Isolation

expressions, sarcasm detection)

Time Zones

Survey Says...

> **Distractions** No Collaboration **Disconnect From Company Culture Time Zones Low Quality Communication Platform Missing Small Talk** Work Life Balance
> Lack Of Connection **Being Forgotten Team Rapport**

It's Not All

No Geographical	Work With Your	Extremely Casual
Restrictions	Pets	Dress Code
Safe And Sound	Get That Extra 15	Work With
At Home	Minutes Of	Different
	Sleep	Personalities
Healthy, Cheap	Work On The	Feet Up In Recliner
Lunches	Road	(With Laptop)
Less Wear And	Control	Lunch Naps!!
Tear On Vehicles	Thermostat	

Survey Says...

No Headphones For Music Freedom To Step Away Without Judgement **No Commute Amenities Of Home Open Schedule Long Working Vacations Work Anywhere Work In Pajamas Fewer Distraction** Dog **Better Coffee** Control Over Work Environment



Have your own dedicated workspace where you will not be interrupted and where you can close your door at the end of the day.

Have a shut down ritual to help you transition back to "after work" time.

- Shut down your machine
- Walk around the block
- Dress down

Do you really need your company's email or IM on your phone?



Be structured about your work schedule. Don't unintentionally get into a place where near the end of the day you have to finish your 8 hours.

Splurge on nice office furniture





Upgrade your internet plan and home networking gear



Make your office space yours



Look for opportunities to be included.



Commit frequently



Exercise



Have a separate workstation for personal use.

Lay down the law with your family/roommates.

- Explicitly request their buy in
- Set limits and limitations

That Dog Problem...



Don't beat yourself up

- Your dog will bark
- Your internet will go down
- Your PC will blue screen
- You will take TV breaks
- You will miss calls
- Your router will die

Beware of depression

- Isolation
- Lack of belonging
- Lack of purpose
- Withdrawal from social events



If one person is remote, everybody is remote.

If you don't feel this way, your remote employees are feeling left out.

Buy everybody nice headsets and webcams. Give easy access to your meeting software.

Have an onboarding plan in place.

Have a "mentor" in place to establish rapport with remote employees.

Don't stop at "open door policy" - actively seek to engage.

Communication must be deliberate!

Looks for excuses to get the team together in person to bond (include team leads/managers).

- In office visits
- Holiday parties
- Retreats
- Conferences
- Everybody visit a co-worker's location

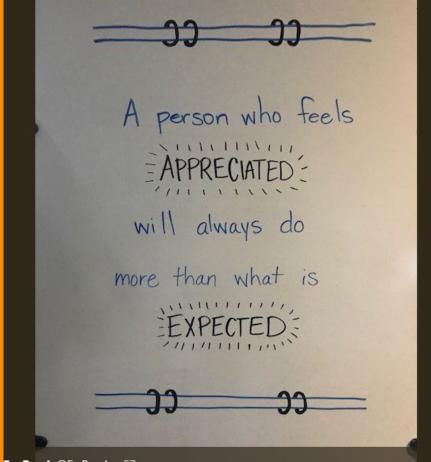
Have remote alternatives to local-only perks (food, fun days, gym memberships).

Establish and respect "quiet hours" for your remote devs.



Make Your Remote Workers Feel They Belong

Or They Will Feel Like Contractors With Benefits



Far Reach @FarReach · 57s

Take some time today to show gratitude.

Tools Of The Remote **Trade**











Do Your Homework!



hanselman.com

The Google

- 1) Define your career goals.
- 2) Decide on how often you'd like to work from the office.
- 3) Research a potential employer: Are they remote-friendly or remote-first?

Job Sites:

careers.stackoverflow.com weworkremotely.com remoteok.io workingnomads.co

Vermont will pay you \$10,000 to move there and work remotely

Remote workers: the state of Vermont wants you.

Starting in 2019, Vermont will pay people who move there and work remotely for an out-of-state employer \$10,000 over two years to cover relocation expenses, coworking memberships, computers, internet, and other work-related expenses. Gov. Phil Scott signed the bill into law on Wednesday (May 30).

https://work.qz.com/1289727/vermont-will-pay-you-10000-to-move-there-and-work-remotely/

Hey, I Might Want To Hire Remote Employees!

Your candidate pool is not restricted by geography.

...but make sure you hire somebody that is compatible with the remote lifestyle.

Hey, I Might Want To Hire Remote Employees!

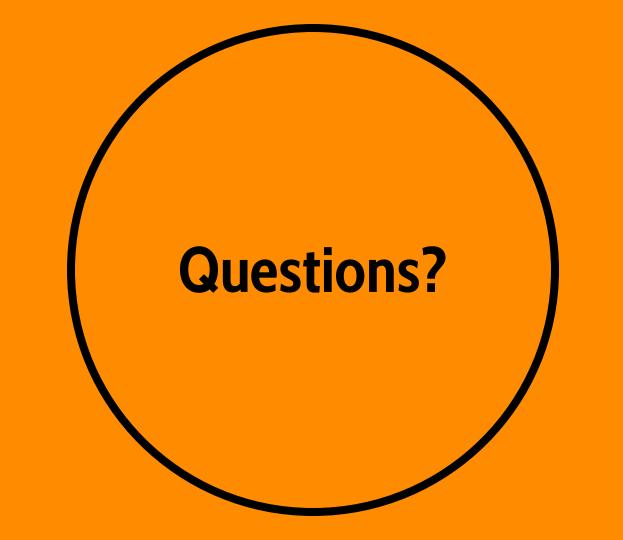


Follow

Why we omitted "presence" from both Basecamp the product and Basecamp the company. m.signalvnoise.com/the-presence-

p ...

As a general rule, nobody at Basecamp really knows where anyone else is at any given moment. Are they working? Dunno. Are they taking a break? Dunno. Are they at lunch? Dunno. Are they picking up their kid from school? Dunno. Don't care.



Thanks!

Any questions?

You can find me at @colemike on Twitter



- My remote coworkers and ex-coworkers
- Participants in survey
- Keith Dahlby for the survey retweet
- Presentation template by <u>SlidesCarnival</u>
- Photographs by <u>Unsplash</u>