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Researcher: There we go. Alright, so let's dive right in. So thank you again for participating in the conversation. And as you know, this is part of a larger study on how COVID-19 ss shifting worker, working parents experiences at work and at home. And my first set of questions focuses on changes that you've experienced at home.

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ID ASAP: Okay.

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Researcher: So to begin. What is the single biggest change you've experienced at home in the early stages of the pandemic after your area closed down?

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ID ASAP: Um, in the home? So I think, I think the biggest, the biggest change was… There's a couple, but I guess the biggest is my son used to be really active in sports and things like that, after school activities. And so a large part of our, our day was structured around his schedule. So when we got locked down a lot of those activities. I'm sorry, not a lot, all of those activities got cancelled and shut down. So there's that piece of structure basically disappeared. So we had a lot more free time, a lot more time to do things at work that didn't really feel as productive or whatever. So that was one thing. The other thing about lack of structure was also when it came to school and things like that. So at that point, a lot of it became distance learning and there weren't specific time slots for him to engage in different things. So a lot of his studies and academics became really unstructured also. So adjusting to that took a lot of time and, you know, so that was one of the big impacts. That was probably the biggest impact.

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Researcher: So how, how did this involve changing the way that you split up tasks at home? That sounds like a pretty big disruption.

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ID ASAP: Um, yeah, I mean, so normally I'd be the one who would pick him up and drive him to and from the different activities. So when that kind of went away I was able to do more stuff at the house, you know, like help with cooking and some of the other chores and stuff around the house. So that's one way it kind of changed. Um, let's see. Yeah, I think that was, that was primarily… I mean, you know, we… that was primarily it. I mean, so we kind of had like a routine. I was responsible more for, you know, making sure he was getting to his appointments and doing his activities and my wife was more responsible for, you know, doing stuff around the house. And that kind of change. So now we're a little bit more even on like household chores and stuff now.

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Researcher: How did you decide to make these changes? Was there was a conversation that you had or maybe it was a process that you went through?

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ID ASAP: It wasn't really something that we decided on. It was just, um, you know, I had a little bit more free time so I decided to start, you know, trying to cook or do other things to fill my time and so that's kind of how it just evolved, I guess.

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Researcher: And so since the early stages, which sounds like a [???] what you just described. What's the single biggest change you've experienced at home as restrictions have changed? So I imagine restrictions might be changing or have changed over the course of this thing.

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ID ASAP: Yeah, it has. I mean, there's been a lot more loosening up now. Um, so that's that. Both of my wife and I are considered essential categories. So we're exempt from some of the stay at home orders, meaning like we can go the office and stuff and work. My wife chose to continue working in the office. And then I am usually at the house, so that cut that… so some of that stuff just kind of naturally happened, since she was out of the house and I was at the home more. There's more things I could do in the house or there was more, there were more things I was able to do at the house so…

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Researcher: Similar to the last

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ID ASAP: Oh yeah, yeah, yeah, yeah, yeah. So, um, so things have… I mean, so at the beginning that's kind of what happened. Currently, other things are kind of a little bit lighter. Um, we have started to re-engage in some of the social activities and things. Like so some of his sports have started, um um…you know, will be allowed. That said, it got shut back down again this week. But so that's one of the things. So it's changed a little bit, but more or less the roles have kind of continued as a hybrid between before COVID and at the beginning of the COVID. So since he's able to participate in the sports again, you know, I've been taking him out. But because I'm working at home I'm still doing housework and things like that, too.

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Researcher: So I related to the question I asked before… as things have evolved have there been explicit conversations about how people split tasks up at home.

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ID ASAP: No, no, no, we haven't had explicit discussions about it.

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Researcher: Right. So I want to talk now about changes at work. We sort of touched on work a little bit so far, but can you describe your job and the most significant way it's changed since the pandemic began?

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ID ASAP: Um, yeah. So I'm a manager of… I have 2 direct reports and 27 people underneath my umbrella. Um, we're responsible for like operating our infrastructure and also delivering on the products or the services that our customers have purchased, like our sales people have sold. So those are the primary roles that we have, responsibilities that we have. Since I've been working at home… actually our company was one of the earliest to kind of like shut things down and send everybody home. So the whole company as a whole, everybody's working from home more or less. So we're see… what happened… we saw a lot of teleconferencing. Like before I would maybe have about four hours of meetings on my calendar. Now I'm like at six hours or eight. Some days, it's like, it feels like eight hours of meetings. Yeah, so all of a sudden that kind of happened because you know the hallway conversations, and yeah, the things where people might have just walked over to your office and asked you questions. People now think you need to have a meeting instead. We're seeing a lot more IM. So IMing and voice chat with, you know, my my direct reports as well as like the folks under our umbrella. So that that's happened a lot more. Work itself, it seems… one of the things… it's, it seems like there's a lot more projects that have happened now and I'm not sure if that's a reality or if it's just the way it feels. But it seems like a lot more people have like different initiatives going on that they need support or assistance on. Um, and that that seems to be happening like across the whole enterprise. So we're getting calls from different regions, we’re getting calls from different markets, things like that. So, work in that sense seems to have gotten really picked up. It feels a little bit busier but it doesn't feel as… it doesn't feel as if we're just… we’re as productive. Or we're getting as much done. It just seems like there's a lot of thrashing about.

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Researcher: And what is the nature of the services that you provide? So you mentioned that you operate infrastructure and deliver services. What, what specifically?

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ID ASAP: We’re a telecommunications provider. So, um, and my my part of the business is specifically a business to business. So we take care of, of the, we sell on the commercial side versus the other half of the business that sells on the residential side. So when the lockdown orders happened we saw a fall off on our commercial side in terms of our normal, you know, our normal volume and orders that we're delivering on. But then on the residential side, we saw a big uptick on that side. But we usually don't worry about the residential side.

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Researcher: I see. Is that the type of thing that has amped up the amount of work that you've experienced.

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ID ASAP: Yeah, so on the commercial side we haven't seen that much, but then it seems like all these people are throwing projects now thinking, oh, they don't have that much stuff to do. And then now we're seeing like a lot of projects and people trying to find fill in work and stuff when we already had like a full agenda of stuff to take care of already

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Researcher: What is fill in work?

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ID ASAP: Fill in work is… so there's a lot, you know, with a large organization, it's sort of like let's say housekeeping or things that are on the lower priority that everybody knows should be done, but in terms of priorities it's really not as immediate. So what we're starting to see is a lot of… some of this housekeeping stuff getting brought up higher priority. We're also seeing a lot more advanced planning. So people planning for projects like for 2021, 2022. People already starting to engage in that back in May when typically we normally start that type of work around August. So that's kinda… yeah, that's kinda like the fill in work and I don't know. Yeah, yeah.

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Researcher: I see. Why do you think people are focusing on that?

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ID ASAP: Um, well, I think some of it is because our normal sales production is down or volume is down. So, so they're not getting that level, that that amount of work or those types of inquiries coming in. So they're, they're looking at their priority list and and looking at what's lower down on their priority list and pulling that forward. I think some of the planning getting pulled forward also is a result of us changing our 2020 plans. So we know our 2020 plans in terms of like capital expenditures got impacted and so they… we had to change your priorities there. And now that's impacting our capital, you know, our long term plan for 21 and 22. So it's just become a natural offshoot of that contingency planning that we did in 2020.

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Researcher: I see. So think back to everything that's changed at home that we talked about, before we started talking about work. You know, so you talked about kind of your role shifting in the household. How or to what extent has these changes affected your work or your job?

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ID ASAP: Um, I think to some extent, it has… so at at the office at work, I would often get walk-ins into my office or folks asking for for stuff. A lot of that stuff has shifted to IM but now my kid will come in and ask me questions because I'm there at the house. So initially, there were a lot more interruptions but then we kind of set up some kind of ground rules or expectations that when my office door is closed, that usually means I'm in a meeting or a conference call. So, you know, don't just barge in. You know, and then if it can wait, it can wait. So that that that's one of the things that had changed in terms of like work. So instead of being interrupted by co-workers I was getting interrupted by my, my son. The way that you know we would have lunch with my co-workers, you know, we’d all get, have lunch and have stuff together or go out to find someplace to eat. Now that's a little bit changed. I do that more with my son now. So I'll prepare, prepare lunch for us. We might take a longer lunch and you know maybe watch something on YouTube or talk or whatever happens to be that day. So that's, that's kind of how it's changed. Also our company, culturally we didn't like working at home, or it wasn't supported by upper management. So that so that's been a change too, you know. A lot of folks have have shifted their start times now. So normally, people would start at like eight now we're starting at… I'm seeing a lot of my employees starting at like six in the morning instead and getting off getting off earlier. Because you know, they would have woken up that early anyway. Got ready for work, drove in, and stuff. Instead, they're just waking up this rolling in logging onto the computer, you know, having breakfast in front of the computer, that kind of thing. And so that that's kind of changed too.

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Researcher: Mm hmm.

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ID ASAP: You know…

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Researcher: And so you've talked a little bit about teleconferencing now and it sounds like your company has sort of shifted culturally in terms of working at home, but are there other ways that…other ways that technology has changed and how it's used for work now?

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ID ASAP: Yeah, so earlier this year we had rolled out Microsoft Teams. Or actually not this year. It's been out in the company for about a year and adoption has been really bad, people didn't want to use it. But because of, because of this everyone working from home now, it's like, almost everybody now is on teams. Almost all of our projects, all of our things are now on teams, when before a lot of folks were trying to avoid it in like email, you know, put things on the shared drives or whatever. So that's one one way the technologies kind of changed. Our meetings, our meeting styles have changed a little bit too. A lot of our meetings have always been like about business, you know. Now there's intentionality to have fun in the meetings. Um, so like we'll spend like 10 minutes or 15 minutes doing like a slideshow of people's hobbies or, you know their talents. You know, just dumb stuff like that, you know. So that that's that's also been, that's kind of new. You know people sharing youtube videos or whatever it happens to be that day, whoever's in charge. But so that's that's changed. Um I'm trying to… on the phones we don't really get that much, like our desk phones and things like that, a lot of that those voice, the voice communications have shifted to either IMs or doing stuff over like you know teams or Skype, like audio chats that way, but that that's also been a little bit of a change. More people are video conferencing too. Like actually turning on their cameras. That culturally, we never… a lot of people did not feel comfortable doing that you know, so I'm starting to see, you know, a lot of people do the camera thing now.

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Researcher: What do you think's changing to make people more comfortable?

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ID ASAP: I think one is they're being forced to do it. Whether, you know, to participate this way. I think the other thing too is a lot of folks miss the interaction at the office. Um, so the social aspect. And I think that's also why people are willing to use the cameras and stuff now. So…

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Researcher: So what what from your experience has been the most helpful step, you've touched on different things that have changed within the company, but the most helpful step that your employer has taken to adjust to the changing nature of work?

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ID ASAP: Um, from a… there's been a lot of communications from the company, from the senior leadership all the way down. So in fact, it might be to the point of over communication. But they made sure that everybody knew why we were doing what we were doing, kept people abreast of you know what their view was on the situation and how the company was trying to deal with it. And I think I think that was probably the most useful thing that the company actually did was making sure that people didn't feel lost or didn't really know what was going on. The other thing, too, is very early on they allowed employees to like take some of the equipment home with them, like take their monitors take, you know, take your computing supplies and stuff. And made sure that like we had IT folks that were available to help people hook things up if they needed help. And so we were able to do that all before the lockdown happened. Um, so that was, that was another good thing that they did. Um, so yeah, just making sure everybody had you know what they needed to transition over and not feel lost and know that, you know, that senior leadership was actually trying to keep an eye on things and make sure everybody can make the transition.

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Researcher: And so you said that your company was recognized and started responding very early on. About when was that?

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ID ASAP: Um, it was early March so it was, I think it was right before… hold on, there was a tournament in Cleveland. So I think it was like the second week of March, or the first week of March. I think we, we, um, it was... so at the time I think it was Alameda County up in [???] California I think initiated their first lockdown. I think they're the first town to do the lockdown. And our headquarters is actually like in the southeast. When they saw that Alameda County issued a lock down, for some reason they already started talking and and I think we got kicked out of the office, like the week after that in anticipation of something happening. And then not only that but they actually… so we got sent home earlier than the official lockdown. And then the rest of the company followed, I think, about two weeks after that. So it was like early, it was like second week of March I think was when we started.

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Researcher: And in terms of the communications that you were mentioning before, what did you find particularly helpful about how things were being communicated or was there a particular message or thing that sticks in your mind that that was helpful for you that your company does …

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ID ASAP: I don't know if there was any one particular message, but it was always the tones of the message. The tones of the message were, they were always positive. The health and well-being of the employee was always like, first and foremost in the message as the reason why we were doing what we were doing. And they also set expectation that this is what we're trying to do now, but things may change, but this is what we're doing now. So we've we've actually reset our return date I think three times now based on, you know, based on how conditions change. So I think originally there was discussion that we would return sometime in the summer and that… now that's been… it got pushed to the fall, and now it’s January. But it's always been, you know, based on how the conditions have changed and it's always been about making sure that the employees were safe. Taking care of the business, it seemed like it was a priority, but it seemed like it was secondary to the to the concerns about making sure the employees were safe.

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Researcher: So now I want to ask the inverse of that, are other things that your company has done that have been less helpful or that you feel like there's been a gap in the response?

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ID ASAP: Um, there's the one thing that has been a challenge has been the reality that a lot of folks don't have the room or the space to work at home. So the fact that we've reset dates three times has been a bit of a problem in the fact that, you know, we get kicked out in March, you think you're going to be able to come back in the summer. It's okay, I’m going to work off the dining room table or something, that's fine. Then it gets reset to September and you're like, okay, well, maybe this isn't the greatest work conditions, I'm not feeling so great, you know, and then now it's January, and you're like oh okay, that's completely different. Maybe you need to look… you know, maybe this folding chair isn't the greatest thing for my back and, you know, you know, maybe I need to find that… you know, maybe I should have changed that closet into an office, you know, that kind of thing. So that, that's the one thing that hasn't been as helpful. Um, I think you know, that feedback has actually gone back to the HR and stuff and they're starting… they're trying to figure out what we can do. Like we have a consultant for ergonomics that folks… and we now have a process where people can get consulted and things like that. You know, they'll come out to your home office or to your home and evaluate things, you know, or they'll do it over video and then make recommendations. So that's so that, so that was initially something that wasn't really that that helpful but for the most part, it seems to be okay. I mean, now we're, we've recognized that and we're addressing it. Um, yeah, and I think I think that's really it. I mean, we've had a lot of regular meetings. A lot of people talking and communicating and stuff. There really, there isn't really anything I could I could fault the company for doing right now.

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Researcher: Yeah, and there doesn't need to be just more kind of trying to understand a sense of, you know what, what types of helpful responses exist and what things you know could could be better just across the board. So, what do you think has been the biggest challenges for you personally that you faced in responding to the new work demands?

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ID ASAP: Um, I think really the biggest challenge has been like the schooling thing with my son. Um, you know, really monitoring is actually taking these classes and doing stuff. And so it's like I'm splitting between my work responsibilities and the school responsibilities. So, that, I think that's probably been the biggest challenge. Um, yeah, I think that's, that's probably it.

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Researcher: Yeah. And you mentioned that you sort of laid some ground rules to try to mitigate that type of challenge and like what was the process that you went through for that or if you've done other things that you found effective?

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ID ASAP: Um, well, at least the interruptions that that was actually pretty easy and that's been effective. I think the harder part has really been the structure of the day and, you know, making sure that there's enough… that he's keeping on that structure, that schedule that we set. You know that that's that's been the bigger bigger challenge, you know, making… you know, I don't I don't feel like I have to watch my employees as much because I know they're getting through… they're getting done what they're supposed to be getting done. You know there's accountabilities and stuff there that are pretty immediately. We know if things aren't being followed through on. But with with the school and stuff like that, I feel like that one I have to keep a closer eye on, you know, yeah

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Researcher: I see. So it's sort of monitoring as you were saying before,

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ID ASAP: Yeah.

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Researcher: Is there any way that that challenge at work or sorry, challenge at home has affected the work that you're doing?

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ID ASAP: Um, I don't think… I don't think so. You know, I think I'm able to compartmentalize the two pretty well. Um, yeah, so I think, I don't think it has really, I do know though, like instead of me walking up from my desk in walking down the hall and talking to co workers, which would have, you know, been my downtime or my my walk the floor time. Instead I'm walking to the, to the other room and checking if he's getting his work done, you know, that kind of thing. So, I don't, So I don't think it like took from one or the other. Yeah.

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Researcher: And so that's actually a great segue into my next set of questions. So now I'm gonna ask you about your relationships. So, inside and outside of your household, work related and personal. And so in the first few questions I'm going to ask you to do a thought experiment which is sort of thinking about how things are now versus what they would have been like if there were no pandemic. And, and so if you can think about the period in which you have been most restricted in your activities outside of the home, this pandemic it seems like it's kind of… as you talked about even work getting, you know, coming back to the office date changing, its kind of protracted in a way that is very uncertain but. And so when you can think to the time you're most restricted in your activities outside the home. Who did you talk with in person by phone or online?

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ID ASAP: So, when the, when we were really locked down here being an essential worker I was still allowed to come into the office. So I know for the first couple of weeks, I would go in the office and check on things and see who was there and actually use that status as an excuse to get out the house and go around. So those face to face communications were with my co workers and, you know, who happened to be in the same mindset, you know, just looking for an excuse to get out the house. But most of the conversations in those cases, when I’d run into them, have been more like, “hey how you doing, what's going on”. It wasn't as work related as it probably would have been in, you know, had it been normal. Um, and then the other face to face communications have really been with you know my family members here in the household. I did notice though that like with my friends, we, we actually increased the amount of… most of my friends are [???]. Most of them like live away from us. So that actually went up. So um reaching out to each other and stuff seemed to increase more. Um, I guess there was like a void in our social schedules or something so we were able to fill it that way. Same with like my relatives and stuff like that, my cousins and stuff. We're relatively close but we never really interacted that much, you know, but then we started setting like a regular schedule for us to meet. And then we set up a [road] like channel, a signal for us all to chat with each other and so that that that's that's come about I think because of the the quarantine and all that other stuff. Had we not done that I don't think, you know, I don't think we would have been talking as much. Let's see. Um, yeah, I think, yeah, I think that's pretty much that.

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Researcher: Yeah, so, no that's great. I mean, there's no there's no right or wrong answer to any of these questions. So, with the conversations, I just wanna make sure I captured this correctly, so I'm understanding this correctly. So it sounds like across the board, or with the work relationships, it sounds like you maybe… you said you're not talking as much about work and that persisted, or was that just when you were going into the office at the beginning?

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ID ASAP: Um when we do the face to face conversations definitely it doesn't seem to be as much about work anymore. Um, when we are at our desks and doing things through IM and stuff that still seems to be the same. Um you know the amount of work conversation that we're having there versus not work conversation seems to be about the same. But the other thing that that we started doing, which was kind of odd, I think it's kind of odd. We started a book club and we meet at like 8pm on a Wednesday night which is, you know, something we probably would not have done prior to, you know, prior to the quarantine and stuff so…

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Researcher: And this is with your co workers?

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ID ASAP: Yeah it's just with the co workers, which is another weird thing. But yeah.

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Researcher: So is it, is it people at your level, or the people you supervise?

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ID ASAP: Um, it's more, well, I guess the current book that we're reading is related to… it's how to be an anti-racist so this book club came about because of all the BLM stuff that's going on. So most of the people who are participating have been people, like leaders, people leaders. Some of them are direct reports, some of them are my supervisor, and some of our like our admin staff, so yeah. That’s one of those weird things.

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Researcher: It's super interesting. So when you're talking about face to face conversation, I just want to clarify, you mean face to face as in in person not video chat?

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ID ASAP: Yes, in person not video chat.

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Researcher: Ok. And then most of the time you are communicating about work things when you talk through IM or video chat.

ID ASAP: That's correct. Okay.

Researcher: Are there certain social activities that you're not participating in now that would have been important to you if this were a normal year?

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ID ASAP: Um, well, with my kids, like sports and things like that. It seems like the sports are a pretext for the social meetings and interactions between all the parents. Um, but yeah. So that's one thing that hasn't happened. We, we also travel quite a bit because of that sport. So all that stuff is, you know, gone out the window. You know during the summer we'd be taking more vacations and going to different conventions. All of those have been canceled. So that, that's another thing like every July there's a convention in San Diego. That that was a big thing that we would do every year. And actually we have some other friends that would fly in from Minnesota and stuff for that same convention and so that that didn't happen this year. The other thing, too, is like we go to, you know, go to church and things like that every week and that's all gone also.

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Researcher: So when you were talking about friends that you feel like you've had more contact with, were they people that you would do these kinds of activities with or are they other friends from other parts of your life?

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ID ASAP: Other friends from other parts of my life. Yeah.

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Researcher: And so for the people who you would do these activities with, are you in contact with them at all?

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ID ASAP: Um, not sporadic… kind of sporadically. I mean, you know, not as often as my other friends.

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Researcher: So now I want you to think a little bit about your relationships within your household and how, how have your relationships with people in your household changed if at all?

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ID ASAP: Um, I think the relationship with my son has been a little bit more difficult now. Just because now that I'm watching and having to direct certain things, I think that that's been a bit of a, you know, I think that's that's kind of changed the dynamic in our relationship. Um, let's see the… between my wife and myself, I don't think that's really changed that much. Um, I think it's, it's, it seems to be the same. Um, but yeah, that's basically us… just the three of us in the household.

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Researcher: Have you learned anything about your partner and the relationship you have with each other that you didn't know before?

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ID ASAP: Um not really, um, I think, I don't think, I don't think we have. Um, I think she's more appreciative of me, you know, doing some cooking and stuff like that and she’ll jump at any chance for me to do that. But other than that, no, not really. I mean, that seems to be, you know, the same as before. Yeah, that's it.

00:36:52.320 --> 00:36:58.800

Researcher: So can you estimate how many hours do you spend interacting with the people you work with now on a weekly basis?

00:37:00.540 --> 00:37:01.200

ID ASAP: Um, I guess it probably be about 30 hours a week maybe.

00:37:12.960 --> 00:37:13.230

Researcher: Okay. This is like a meetings and …

00:37:15.090 --> 00:37:17.370

ID ASAP: Meetings and yeah, IMs and things like that. It's probably about 30 hours.

00:37:22.590 --> 00:37:29.820

Researcher: And what about… can you estimate or compare how much time you spent interacting with people at work before the pandemic?

00:37:36.990 --> 00:37:38.520

ID ASAP: Good question. Um, I want to say it was more hours. Um, but I think there are a lot more smaller interactions. So like right now we'll, we'll do like a lot of long meetings versus before you know you might see somebody have a chat with them for like five or 10 minutes and then… so it might be you're interacting with more people with a shorter bits of time versus now it's like these longer meetings with a fewer number of people. So it's probably, probably, maybe it's probably about the same amount of time interacting in total with coworkers, but it was like the frequency and the length was a lot of different.

00:38:31.770 --> 00:38:42.870

Researcher: And you also just mentioned that you think you have longer meetings with fewer people. Like are there people who who you can think of that you just have no contact with now that you did before, can you just describe them to me if that's the case?

00:38:43.290 --> 00:38:54.510

ID ASAP: Yeah, that's, that's fine. Um, so in some of my boundary partners. So like I said, part of our job is fulfilling the orders and things that our sales people have. You know, um, so prior when I was working in the office, you would go and check on your… if you'd walk…we call it walking the floor and just checking on [boats?] and seeing if they needed anything. A lot of those interactions aren't happening anymore. So, um, you know, we don't get the heads up about stuff that's coming up, or we don't have the interactions with them on like some of the pre-sales stuff. So, so, though, so like my boundary partners are my internal customers I don't, I don't get to interface with as much. And then the other people, some of our, our internal suppliers, I guess… those folks, we don't really talk to as much either. Because a lot of those interactions, like for example, the people who build our infrastructure and install our infrastructure, a lot of, a lot of that interaction was kind of serendipitous, like you just walk in the hallway, see them and, you know, see what's going on. So now we don't really know who's working on some of our projects. It just kind of gets sent over into this, you know, the into the intake system and, you know, you just find out that it's been done or completed and things like that.

00:40:18.390 --> 00:40:20.400

Researcher: Do you know who does it or it's just sort of you get a confirmation?

00:40:23.100 --> 00:40:26.070

ID ASAP: You have to dig through it in order to find out who's actually working it. Versus before you're like, oh, I'm working on something, I sent it over and your coworker would say oh yeah, you know, that's being worked on by Troy, or that's being worked on by Jill, you know, that kind of thing. Now you have to kind of dig through the system to figure out who got assigned to and stuff like that.

00:40:53.400 --> 00:40:56.940

Researcher: And so in my last set of questions I’m broadening things a little bit. So for for some people, this has been a time of change like far beyond COVID. In some families and even some workplaces people are having conversations, as you described, about race, about class, about education, health, friendship, politics, I feel like the list could go on and on. And with all of this going on I just wanted to hear any reflections you have, if there's anything else you want to share with with us about your relationships at work and home during this period, in light of everything kind of going on in the world.

00:41:35.040 --> 00:41:35.520

ID ASAP: Um I’m just thinking a lot of it has been, at least amongst my friends and stuff, a lot of the conversations have been really complaining. I'm not, I'm not sure complaining, venting about people who don't have the same world view, I guess about the way things should be dealt with. Um, so there's a lot of commiserating about that. It seems like um…

00:42:07.740 --> 00:42:08.640

Researcher: Can you tell me more about that?

00:42:09.120 --> 00:42:12.480

ID ASAP: Well, so pretty much most of most of us are strong believers in like the social distancing and wearing the mask and stuff. And so when we hear about news or or different things that are going on that are contrary to that, there's a lot of, you know, there's a lot of discussion about it. Especially like with… a lot of us have kids that are going to school and about how how we need to reopen the schools and things like that. So our local leadership has been in the news for proposing different things that, you know, go against what we think is the right thing to do. So that, that's one thing. The… I guess the other thing… oh actually, there is one weird thing that…um, so a lot of our parents are older and they're not very computer literate or not technology savvy. So, a lot of us, because the the scheduled teleconferencing has been working so well, we've been doing the same thing for our parents so that they can talk to like their brothers and sisters and their spread out throughout the world. So that's actually been something that's been… something that probably wouldn't have happened without the COVID situation and it also seems like their conversations have been a little bit different too. You know, being from a large family there's lots of, you know, fighting might not be the right word, but you know a lot of touchy nerves and stuff like that and, you know, sensitive things, sensitive things and topics and stuff. And it seems like they've been doing a better job of not touching on that kind of stuff or talking about, bringing up that kind of stuff. So that you know I don't know if it's, you know, because they're, they're still kind of novel, the novelty of doing this stuff with the teleconferencing or whatever but it, yeah, we were all surprised that it's been working so well. Let's see. Oh yeah. The other thing, too, is like doing dumb stuff with each other so with some of my cousins and family, like, well, we've been playing games during some of our meetings, like jack box and things like that. And I think one of the recent things is they're trying to find a TV show for us to watch together, binge watch together. So yeah, this is just stuff we probably wouldn't have done or even entertained before.

00:44:54.510 --> 00:44:57.180

Researcher: What do you think about now makes that something that you'd entertain?

00:44:58.350 --> 00:45:01.170

ID ASAP: It seems like we have more free time. That's one. And then the other thing, too, is I I think because we've been talking a lot more, we've been looking for ways to do more things together. So, you know, like we've always talked about, oh, yeah, we should go on a trip or do something together and everybody knew that was never going to happen. You know, because people's schedules are too busy or you know whatever but… It seems like now, you know, a lot of these like dumb things that people wouldn't consider we're actually doing now, because it seems like we have the time. But we've made it a priority to spend the time with each other so. Yeah, I think, I think that's probably, you know, but in terms of like the type of conversations and the things we've been doing, I think, it's not necessarily due to the quarantine and work from home and the stay at home orders. It's more… a lot of it has been triggered- well, maybe, maybe not- A lot of it's been triggered by other social events that are going on around us, like, you know, the whole… But I don't know if those social events would have happened had we not been quarantined.

Researcher: what do you mean?

ID ASAP: Like let's say all… the situation with Black Lives Matter, George Floyd, and stuff like that. I don't think a lot of that would have happened without the quarantine because I think people were watching the news. People were… their routines, their social routines, things were broken. And I think the other thing, too, is I think it also caused a lot of people to start thinking about each other and other people, not just themselves. Because, you know, the whole situation of wearing the mask, you know, trying to make sure other people weren't getting sick. I think that also bled into our concern for other people.

00:47:00.870 --> 00:47:01.770

Researcher: Super interesting

00:47:02.430 --> 00:47:12.420

ID ASAP: Yeah, but you know, um like I said, like we have a lot of my family, at least our age group have a certain political bed. Um and so seeing the response and stuff like that I think was another thing, you know. Had we not had the COVID situation, it affecting everybody, you know, I don't know if we would have had the same type of discussions or feelings if it was about tax policy or, you know, our activities with foreign affairs and stuff right, because [we all think about?] all that stuff differently. But this is a common thing that we're all experiencing so…

00:47:40.470 --> 00:47:46.350

Researcher: And when you say all, what relationships are you talking about? Is it family, is it friends, coworkers.

00:47:46.800 --> 00:47:49.590

ID ASAP: Um, so, family, for sure. Like my cousins and things like that. A lot of co workers that I didn't realize, or I wouldn't have thought would have, you know, felt certain, you know, lean certain ways, or be more supportive, or they would have been more supportive of the President. I was shocked or surprised to see how many of them were, you know, willing to voice their opinions on certain things. So with coworkers, but it's mainly been around like family and friends.

00:48:26.370 --> 00:48:34.950

Researcher: So um just a couple more questions. The next one is, what is the most positive thing that has come out of this time for you and your family?

00:48:36.210 --> 00:48:36.780

ID ASAP: Um, I think, let's see, um, for me, I think it's being able to have more time for myself. To to spend it on like hobbies and things, like I've been able to do more cooking, I've been doing more stuff around the house that before, you know my time of be sucked up with other things. As a family I think we were doing a lot more stuff around the house like home based meals instead of going out to eat. We're doing stuff in the backyard, you know, having dinner and stuff out in the backyard instead of going out. We've been doing projects around the house. I think… so, I think you know just spending more more time with each other. I think it's been one of the more positive things.

00:49:38.820 --> 00:49:50.910

Researcher: And so just another general reflection question is, as you're thinking about this period and the kinds of things that I've been asking in the course of this conversation around, you know, the activities that you're doing at home, changes at work, changes with relationships. Is there anything that I should have asked that I did not ask?

00:50:11.400 --> 00:50:12.150

ID ASAP: Um, I don't know, I don't, I don't really have… The only thing I could think of is maybe asking more about how the kids are perceiving it or how I think my, my son is perceiving the whole situation. But again, I haven't put much much thought about that right now, but I think it might be something that might be interesting.

00:50:40.290 --> 00:50:41.970

Researcher: Yeah, well, so I'm going to ask you now.

00:50:44.760 --> 00:50:46.050

ID ASAP: Great. I don't know. I don't know. I mean, I think for him he gets to spend, similar to me right, he gets to spend more time doing the things he likes to do, which is playing video games, pretty much. I don't know if he's been as affected not seeing his friends at sports because he does, he talks to them and stuff online instead. So a lot of that social stuff has shifted to the games and stuff but, you know, actually, that's a good question. I should probably ask him, how he thinks, you know, how things have changed, at least with the relationship between, you know, inside the house or in the family and stuff like that. And if he thinks… Yeah. Yeah, it's a good question I should ask.

00:51:37.380 --> 00:51:37.890

Researcher: Thank you. It’s a great question and I appreciate it. So the last very last question I'm going to ask for some basic demographic information. So what is your age?

ID ASAP: I'm 47.

Researcher: Okay, what is your gender?

00:51:53.580 --> 00:51:54.000

ID ASAP: Male

00:51:54.720 --> 00:51:57.000

Researcher: Okay, and what is your partner's gender?

00:51:57.990 --> 00:51:58.770

ID ASAP: She's female

00:52:01.020 --> 00:52:02.340

Researcher: What is your race?

00:52:03.420 --> 00:52:03.840

ID ASAP: Asian

00:52:04.470 --> 00:52:06.120

Researcher: What is your partner's race?

ID ASAP: Asian

Researcher: and what are the ages of or what is the age of your son?

00:52:12.180 --> 00:52:12.930

ID ASAP: He is 16

00:52:14.520 --> 00:52:19.380

Researcher: Fantastic. And so those are the questions I have, I just want to thank you for a really fascinating and thoughtful interview. If you have any questions for me, I'm happy to answer them and but those are the questions that I have for today. We are really excited about the study and following up so I hope it's okay if we do within six months to hear what the experience has been like at that point. So if you have any questions for me, feel free to ask. I'm happy to answer them.

00:52:44.100 --> 00:52:47.820

ID ASAP: No I enjoyed it. It was a nice talk. And I think it made me think about some some things that I haven't really, you know, spent some time thinking about. So thank you.

00:52:54.450 --> 00:53:00.750

Researcher: And I really, really appreciate it. It's great to talk and hope you have a wonderful afternoon.

00:53:01.440 --> 00:53:04.140

ID ASAP: Thank you, you too. All right. Good luck on your, your studies.

00:53:04.500 --> 00:53:04.980

Researcher: Thank you.

ID ASAP: Okay, bye.

Researcher: Yes. Thanks so much. Bye.