5de9d2136c07810fe2f6fafd

WEBVTT

00:00:03.090 --> 00:00:26.340

Researcher: Great. So thanks again for participating in this interview. It's part of a larger study on how COVID-19 is shifting working parents experiences at work and home. My first set of questions focuses on changes you've experienced at home. What is the single biggest change you experienced at home in the early stages, after your area closed down.

00:00:28.470 --> 00:01:18.330

5de9d2136c07810fe2f6fafd: I’d say it's the amount of work that I have to do now. I can easily work from home before COVID hit and since it has, I find myself at my desk, more so than I have in the past. To follow up with that. We also have my little one running around constantly. Now we pulled him out of daycare and because of that now his mother and I have to jointly deal with him at the same time. He's almost two years old at this point. So there's very little he can do for just himself. And it's like having a second job on top of your first job where I'm working crazy hours.

00:01:19.290 --> 00:01:31.020

Researcher: Mm hmm. Did those changes require you to change how you split up tasks at home between you and your partner?

00:01:33.030 --> 00:01:47.250

5de9d2136c07810fe2f6fafd: Yes. I still feel prone to taking on more of those tasks. But yes, there has been a shift in what she does versus what I do.

00:01:49.170 --> 00:01:50.460

Researcher: Could you tell me more about that.

00:01:51.750 --> 00:03:06.180

5de9d2136c07810fe2f6fafd: Sure. So I used to cook all the dinners every night. And since and so she's a teacher and she would work late and so I would be able to get home sooner than she, I’d pick up the little guy from daycare. I’d cook dinner and she'd be ready to go. Now that the summer is in its current state, as well as with COVID she has actually decided not to go back to work. So with that, she doesn't have as much on her plate and she's planning on helping out more so. So with dinners, as I mentioned, I would cook 100% maybe, maybe 95% and now it's split more like 60% me 40% her, which is a nice change of pace. Other things like doing household chores doing the laundry, catbox. Those have been more so split amongst the two of us as well. Simply because we need to help each other at this point. Other tasks like taking care of the house or paying bills that still fits solely on my shoulders.

00:03:06.660 --> 00:03:11.910

Researcher: Mm hmm. How did you decide to make those changes you described?

00:03:14.220 --> 00:03:18.270

5de9d2136c07810fe2f6fafd: It just kind of fell into place. We really didn't talk about it just kind of happened.

00:03:22.620 --> 00:03:41.460

Researcher: Great. So you've already talked a little bit about how your home life has changed. I'm going to now move on to how work has changed. Could you please describe your job and the most significant way it's changed since the pandemic began?

00:03:43.230 --> 00:04:23.880

5de9d2136c07810fe2f6fafd: The most significant way it has changed is, as I mentioned earlier, the amount of hours I have to put in. So I'm a data analyst so usually I would drive into work, sit at my desk, and crunch numbers all day and when 5 or 5:30 hit I’d say “ok that's it, time to go home and spend the time with the family”. Now that I'm working from home it's more of a I work and I live and I breathe at home slash work. I'm always at work so if somebody has an issue I have to get on my laptop and fix it. There doesn't seem to be that boundary of being able to split home and work these days.

00:04:24.270 --> 00:04:28.560

Mm hmm. Could you tell me a little bit more about your job function?

00:04:29.760 --> 00:04:49.440

5de9d2136c07810fe2f6fafd: Sure. So as a data analyst, what I do is I take data from either Excel files, ERPs, access databases. I compile all these together and I present these findings, I create findings off of these data points and present them to the executive leadership team of my company.

00:04:50.280 --> 00:05:12.870

Researcher: Mm hmm. Great. So now I'm going to ask you a little bit about home and work, both of which you've talked about and more about their interaction. So think about everything that's changed at home that we just talked about which of these changes has had the biggest effect on your job? And could you describe those effects on your job.

00:05:16.230 --> 00:05:18.060

5de9d2136c07810fe2f6fafd: I apologize. Can you ask the question again?

00:05:18.150 --> 00:05:35.820

Researcher: Yeah, of course. So I am asking about all the things that have changed at home. So you described some of the household chores rearranging, your child being at home. I’m wondering which of those changes you described, if any, has had the biggest effect on your work.

00:05:37.530 --> 00:06:38.250

5de9d2136c07810fe2f6fafd: Oh, definitely be the little guy running around. With my wife having to take care of him the majority of time since again, I mentioned she was a teacher, she's no longer working, and it's the summer, so she can entertain him for most of the day. However, there are sessions where she just needs a break. She needs to sit down, she needs to just take a breather. And with that, I usually have to have the little guy on my lap and watching either the old classic Rafi music that I used to listen to, or there's a station on YouTube called simple songs and it allows us to just listen to things like “Down by the Bay” or the ABCs and because of that my work is impacted. It's not necessarily him dragging me away from my PC, but I'm not as focused. I'm giving it maybe 20% of my usual 100%.

00:06:38.640 --> 00:06:53.280

Researcher: Mm hmm. Great. So you've described a little bit about your job so more specifically, could you tell me, to what extent technology is involved in your work?

00:06:54.090 --> 00:07:22.680

5de9d2136c07810fe2f6fafd: Oh yeah, I'd say 100%. It’s everything I do so I'm not moving boxes, I'm not creating tangible items, I’m literally coding in Python in sequel, encoding languages to create what I need to. I need an internet connection. I need a computer, I need a mouse and a keyboard. So technology is 100% of my job.

00:07:23.490 --> 00:07:30.270

Researcher: Mm hmm. What's the main way the use of technology in your work has changed since the pandemic?

00:07:31.380 --> 00:07:39.510

5de9d2136c07810fe2f6fafd: Ha ha. Zoom. Zoom was not a thing we would even consider but as soon as the pandemic hit everybody needed a zoom account.

00:07:40.080 --> 00:07:53.910

Researcher: Mm hmm. Great, thank you. What's been the most helpful step your employer has taken to adjust to the changing nature of work in this pandemic?

00:07:56.430 --> 00:08:58.740

5de9d2136c07810fe2f6fafd: I'd say that's probably maybe not so much the high up company, but my manager has told us that if we need to take a step away, if we aren't feeling 100% of what we're used to doing that's acceptable. He wants us to continue pushing as hard as we can, but he understands that there are real life scenarios, real life issues that we need to deal with now. Whether that be a kid running around, or taking care of loved one, or insert anything here. If there's a real-life issue, especially with COVID being a real thing, then we need to deal with that, rather than work. Obviously we need to get back to our work and accomplish it, but taking a mental break or taking just a break to deal with all of those things in life is acceptable.

00:08:59.370 --> 00:09:09.270

Researcher: Mm hmm. I'm going to ask you the inverse question now. What's your employer done that's been less helpful to adjust?

00:09:10.860 --> 00:09:53.490

5de9d2136c07810fe2f6fafd: less helpful. I mean, it’s the amount of hours at this point. As I've already mentioned. Even just the amount of tasks that are coming in constantly. I mean I'll get requests at 4:50 PM, 10 minutes before I'm supposed to sign off, or even 8pm when I'm putting my kid down or heck, I've had calls at 11pm where they say “hey we need this by tomorrow morning. I apologize, but you need to get this to us.” That's probably the most inconvenient thing. And again, because we're working from home: “Yeah, why can't you just do, why can't you just work all the time?”

00:09:53.850 --> 00:10:07.950

Researcher: Hmm. So it sounds like it's because the boundary has dissolved that the work has increased. Is there any, is there any other factors going into that?

00:10:09.090 --> 00:11:05.160

5de9d2136c07810fe2f6fafd: Um, well I mean with COVID there's a lot, at least on my side, there's a lot of people asking questions. How is it impacting the sales of the company? How are the accounts receivable? How are the accounts payable of our company? And because my company I work for is privately owned, we constantly have our owners coming to us and saying, “what's the deal? How are we performing today? How are we performing today?” And so I try to automate a majority of these requests however there's always going to be that area that they're interested in that I just haven't covered yet. So, and often it's, it's not very often, where it's a request, where, “oh, we need this a month from now”, it's usually either next day, or this week, or this hour.

00:11:05.730 --> 00:11:21.330

Researcher: Mm hmm. That makes sense. Thank you. My next question is about your colleagues. Could you estimate how many hours you spend interacting with people you work with now on a weekly basis?

00:11:22.260 --> 00:11:23.580

5de9d2136c07810fe2f6fafd: Can you define interaction?

00:11:25.860 --> 00:11:34.380

Researcher: It’s up to you how you think about it. It's not just in person, it doesn't have to be in person, depending on what you find most important.

00:11:34.980 --> 00:11:53.280

5de9d2136c07810fe2f6fafd: Um, I'd say if all things remained the same. This guy recently came on. I recently got an intern. If he were not included I would say my interaction with my colleagues has significantly diminished.

00:11:53.670 --> 00:11:54.180

Researcher: Mm hmm.

00:11:55.530 --> 00:12:20.880

5de9d2136c07810fe2f6fafd: Let's say in an average day I might have interactions over the phone, over Skype, and in person probably within I'll say between three and four hours each day. Now with the current situation, I'd say it's probably about two hours. Yeah, probably about two hours in total.

00:12:21.660 --> 00:12:30.810

Researcher: Mm hmm. Mm hmm. Great, thank you. What's been the biggest challenge you faced in responding to new work demands?

00:12:33.870 --> 00:13:39.060

5de9d2136c07810fe2f6fafd: I'm probably better explaining to people what they actually need now that people are not so much limited, well they're limited in being able to see each other, and so because of that people will often call me with questions about their, their views that I've created rather than being able to sit down next to me and say, “Oh, what's this, what's that, what's this?” And because of that it's an interesting dynamic. The average age of the employees at my job is probably around 55 so it's an older majority than younger. With that they don't fully understand how technology works. They're used to pen and paper or even Excel and not so much the database it’s not so much the application I created for them so, I don't know if that answered your question or not but it's, it's more difficult to deal with them these days.

00:13:39.390 --> 00:13:50.490

Researcher: Mm hmm. There's no right or wrong answer, we just want to hear whatever your answer is. So how do you respond to those challenges?

00:13:52.290 --> 00:14:12.720

5de9d2136c07810fe2f6fafd: Very meticulously and slowly. You have to use small words and usually now that we have zoom or even Skype, I have to take control of their PC and show them exactly what they need to do. Then there's that aha moment where they can move forward with what I've originally told them.

00:14:15.420 --> 00:14:26.700

Researcher: Right. So you describe this challenge at work. Have any of those changes, whether or not it's the one you just described created any challenges at home.

00:14:28.800 --> 00:15:22.140

5de9d2136c07810fe2f6fafd: I'm a more angry individual these days.My temper doesn't stay at bay is often. Usually I would have a 20 minute car ride between my home and my work where I would be able to just vent my frustrations or turn on some rock music, just, I don't know, be myself for a little while. And with that, since I don't have anymore, there has been a time or two where I've just put my foot down and said, “I need to be left alone” with the kid running around. I have an open office so he'll be running around and I'll have to sternly tell my wife, “you need to take him outside right now”. So I'd say that's the biggest detriment. The little guy hasn't seen me this angry in the past, and I absolutely hate it, but it’s who I am.

00:15:25.050 --> 00:15:29.580

Researcher: And what, if anything, did you do to respond to those challenges?

00:15:30.990 --> 00:15:31.860

5de9d2136c07810fe2f6fafd: Challenges at home?

00:15:33.450 --> 00:15:38.250

Researcher: Yes, the challenges that your job has created at home.

00:15:38.490 --> 00:15:55.230

5de9d2136c07810fe2f6fafd: Gotcha. As funny as it sounds I've tried meditation at night. Trying to just cool my gears realizing that it is just a job and that my family comes first. That's about all I've done.

00:16:00.240 --> 00:16:25.350

Researcher: Great. Thank you. For those changes that you described at home early in the pandemic when your wife stopped working, when the chores shifted. Has there been any change as the pandemic has progressed?

00:16:28.410 --> 00:16:51.510

5de9d2136c07810fe2f6fafd: Ummmm not really. I mean, as soon as a hit, we kind of went into overdrive and started doing exactly what we're doing now. I haven't really experienced any major change. Maybe besides me doing the cat box 100% of the time. But that's because we're trying to get pregnant right now so there's that.

00:16:52.200 --> 00:17:31.410

Researcher: Mm hmm. Great, thank you. So now I'm going to ask you about your relationships inside and outside of your household work related, personal. The first few questions are going to ask you to do a thought experiment. Think about how things are right now versus what they would have been like if there were no pandemic. So the first question for that is what social activities are you and your family members not participating in now that would have been important to you if this were a normal year?

00:17:33.270 --> 00:18:08.940

5de9d2136c07810fe2f6fafd: Everything… birthdays, going to the beach, going out to dinner. Simple as that. Going to the grocery store. My son loved going to the grocery store, the colors the smells. And it's just not a thing anymore. I go to the grocery store masked up by myself and it's usually an hour and a half of a trip collecting two weeks worth of food so we don't have to go back in. Friends, seeing family members. You name it. We're locked up right now.

00:18:12.840 --> 00:18:24.420

Researcher: Mm hmm So think about a period within this pandemic in which you are most restricted in your activities. Who did you talk with whether in person, by phone, or online?

00:18:26.970 --> 00:18:42.150

5de9d2136c07810fe2f6fafd: Mostly parents, of course, my wife, and let's say a couple close friends. I mean, besides that I've posted on Reddit, a few times, seeing how others are doing. And that's just an echo chamber.

00:18:44.460 --> 00:18:49.200

Researcher: How is that different from who you would have talked with in a normal time?

00:18:51.000 --> 00:18:54.870

5de9d2136c07810fe2f6fafd: not different at all, actually. I don't have a lot of friends.

00:18:57.600 --> 00:19:05.190

Researcher: So those sound like mostly personal relationships. Have your relationships with your colleagues been affected?

00:19:07.230 --> 00:19:22.020

5de9d2136c07810fe2f6fafd: Not really, other than us enjoying going out to lunch every Friday and just chatting up and just having fun before the weekend starts. The relations between me and my colleagues has remained the same.

00:19:25.260 --> 00:19:32.580

Researcher: What's the most significant way in which your relationships with people living in your household have changed, if they've changed at all?

00:19:35.850 --> 00:20:04.200

5de9d2136c07810fe2f6fafd: We spend most of our time in the house at this point. Of course, will travel around outside the house on our lawn, for example. But we stay within our property 95% of the time. Yeah, we'll get in the car and we'll just drive to get out. But the people who are in the house remain myself, my wife, and my child. And that's about it. Don't do much these days.

00:20:04.560 --> 00:20:08.130

Researcher: Mm hmm. How do you think that's affected your relationships with each other?

00:20:10.200 --> 00:21:18.030

5de9d2136c07810fe2f6fafd: I think it's actually been a positive, it has had a positive impact on the relation between my wife and the kid, as well as me and the child. So, I'll just call him Desmond. So Desmond, we would send him off to daycare and I'd see him, maybe three hours total each day. Now we're seeing each other the entire day before he goes down for a nap so about 11 hours or so. So that's fantastic. He actually knows who I am more and same with my wife. She was only seeing him for about three hours each day. So he's getting that personal mom and dad time, which I think is great. As for the relationship between my wife and I, yeah, pretty much the same. I've heard other reports and other points of research where they say that there's more domestic abuse now than ever in the households and that's just that's never been a thing for us and still isn't.

00:21:21.150 --> 00:21:26.760

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

00:21:28.980 --> 00:21:41.910

5de9d2136c07810fe2f6fafd: That's a good question. I learned that she had never seen Hamilton. There's not much. I mean, we were pretty open with each other already

00:21:42.090 --> 00:22:39.510

Researcher: Mm hmm. I have a tragic story where I moved to New York and entered the Hamilton lottery and I got called within four days, which I apparently is so unheard of and I missed it, because I was out for lunch at work that day, it was tragic. So I've also never seen it. Great. So I'm going to start to wrap up our conversation with some final questions and then some demographic questions. So for some people this has been a time of change far beyond COVID. In some families and workplaces it sparked conversations around race, class, education, health, friendship politics. The list could go on and on. With all this going on, is there anything else you want to share with us about your relationships or activities at work and at home during this period?

00:22:41.340 --> 00:23:00.030

5de9d2136c07810fe2f6fafd: There's not much to talk about in terms of at work. It's just a matter of actually doing what we're used to doing and not much else. At home just trying to keep away from the boredom, trying to keep ourselves active enough as well as entertained so that we don't go stir crazy.

00:23:00.450 --> 00:23:16.440

Mm hmm. Great. So, this next question is about our interview today, is there anything that I should have asked that I didn't ask, given the topics we're talking about?

00:23:18.450 --> 00:24:13.080

5de9d2136c07810fe2f6fafd: Let's see. I mean, I don't know how in depth you want to go. I think it'd be interesting to see what people's opinions are of their current work situation. In terms of are they looking for a new job because of where they are now because of the whole COVID situation or are they staying put. If they are staying put is it because of factors outside of their ability to change, like let's say I can't, I'm sure that I won't be able to find another job but I'm not happy with the current job. Would I want, do I want to be able to switch or things along those those lines. I think that's what really comes to mind at the time.

00:24:14.160 --> 00:24:15.930

Researcher: Has that been the case for you?

00:24:16.890 --> 00:24:49.200

5de9d2136c07810fe2f6fafd: It's cropped up a few times in my mind that I would love to make a jump, either in position or work somewhere else. The I bust my hump for hopefully a promotion or a bonus or something. Then we COVID being a thing that hasn’t happened. In fact, we actually, our yearly raises or the cost of living adjustments were actually put on hold because of COVID.

00:24:49.470 --> 00:25:06.000

Researcher: Great. So before the demographics this is my last question. What is the most positive thing that has come out of this time for you and your family?

00:25:07.830 --> 00:25:55.740

5de9d2136c07810fe2f6fafd: As I mentioned, being able to spend more time with my son but in terms of positivity just knowing that we are in a good situation and a lot of people are not, especially with everything that's been going on with COVID, with the Black Lives Matter movement, politics. There's a lot of unhappy and disgruntled people out there. And I guess I'm more thankful than ever to know that I live in an area that is relatively normal. We are in a good situation both monetarily and mentally and physically.

00:25:58.950 --> 00:26:04.740

Researcher: Great, thank you. So before closing the interview. I'm going to ask you for some basic demographic questions. Could you tell me your age?

00:26:08.070 --> 00:26:09.000

5de9d2136c07810fe2f6fafd: 33 years old.

00:26:09.660 --> 00:26:16.470

Researcher: And your gender?

5de9d2136c07810fe2f6fafd: male

Researcher: and your partner's gender?

5de9d2136c07810fe2f6fafd: female

Researcher: and your race?

00:26:17.670 --> 00:26:19.950

5de9d2136c07810fe2f6fafd: I am Asian but I look more white

00:26:21.510 --> 00:26:24.240

Researcher: Okay, and your partner's race?

5de9d2136c07810fe2f6fafd: white

00:26:25.980 --> 00:26:28.410

Researcher: And the ages of children, you have at home. Child.

00:26:31.200 --> 00:26:33.210

5de9d2136c07810fe2f6fafd: The nearest year is two years old.

00:26:34.470 --> 00:26:37.860

Researcher: Okay. Great. Thank you so much. We really appreciate you sharing all of this with our research team. We're so grateful that you've taken the time to talk with us. We're going to follow up with this interview with a list of resources that you saw from the launch pad survey that are available to you and your family. We look forward to talking to you again in six months, and we hope all is well with you and your family in the meantime. Thank you so much again.

5de9d2136c07810fe2f6fafd: Thank you.

00:27:01.770 --> 00:27:03.030

Researcher: All right, bye bye