

# Working in Tech: Remote vs. Hybrid vs. Onsite

## **Speaker 1** 00:03

Over the last few episodes, we talked a lot about the flexibility breaking the tech brings. For some, it allows more time with family, for others is salt and outdoors. But the flexibility about where and how you work might have additional benefits and challenges that surprise you. Although big cities once boasted the rise of tech companies, the ability to work from anywhere, change the game. So we are breaking the tech do you need to live in one of these tech hubs, which option brings more perks, remote work, or on site, and our salary is still the same? Hi, my name is Beau Newsom, you're listening to tech star. In this show, we explored reality changing careers and getting into tech. And in this episode, we will talk to Daniel Odegaard, a senior recruiter at TripleTen He'll tell us a tech rotation pack their bags or sit tight or maybe a little bit about. In your experience, what companies in the IT space prefer to hire remote workers and which tend to offer more like office based positions.

## **Speaker 2** 01:10

Sure, so we've seen a huge shift in that over the past really about five to six years, you know, pre pandemic, what you mostly saw in terms of remote workforce tended to be smaller consulting companies or companies that couldn't afford to have office space for work, you know, then obviously, during the pandemic, everybody went remote. It didn't really matter what you did in the business world, you went remote, except for in a few very specific circumstances, you know, with that, and then coming out of that, you know, you've seen a lot of major companies, you know, put the return to Office mandates in but where we see a lot of opportunity for remote workers now is for small to mid sized companies. If you're a giant company like a Salesforce or Microsoft, you're gonna have your office space, whether or not you actually have people coming in or not, because you can use it for all kinds for all kinds of different things. But if you're looking at, you know, small to midsize companies, and I'm going to define mid size here, well, there's a lot of definitions for this, but I'm gonna define mid size here as if you have 100 to 500 employees, you're at 100 to 500 employees, you're at a tipping point where yes, you probably still need some kind of office somewhere, depending on depending on what exactly do you have to do software delivery, if you have a tie into an actual physical product, you probably still have some need for an office somewhere. But But what you don't want to have is space for three or 400 people to work out of that office space and only have 100. And so we've seen a huge, huge shifts in the commercial real estate space, actually, where a lot of these mid sized companies have very aggressively downsize their office presence and but really shifted most of their workforce unless there's a huge need for those folks to come and be on site. They're not going to have them on site. And so they really, they really streamline that. So there's tremendous opportunity for smaller companies that really don't want to invest in a commercial real estate footprint for their office unless they really need to. And that midsize level company as well. I think that's where we're seeing a lot of the opportunities right now for remote workers.

## **Speaker 1** 03:15

Okay, awesome. That's a great breakdown. I know we are I guess society, in whole, we all know about the gender pay gap is there such thing as a location gap? When I say like two coders, they both had like, same level of experience. One is primarily in office and one is remote, or any of those two, like gonna get paid more than other depending on where they work at.

**Speaker 2** 03:34

There's not a neat answer to this, because there are some companies that have a location based compensation philosophy, meaning that let's say, Well, if you and I are doing the same job, and you're based in San Francisco, and I'm based in the old say, Albuquerque, New Mexico, for example, because of a cost of living differences from where you are versus where I am, you know, you would get paid significantly more because cost of living California is crazy. We're not saying New Mexico can't have some expenses, but it's very different. Yeah, but you have other you have other kinds of comp philosophies within organisations that that I think you're seeing more come to the forefront. And that's where it's more of an objective value based on the work being produced or work being done. And you see this more now with remote companies where they're assigning a value to the amount of work or productivity they expect out of a particular role at a particular level within the organisation. And they adjust their salary or pay bands to fit that. So in that sense, it opens up some flexibility for them because, you know, they can in some ways they can have greater cost control on some of those things because they can just come out of their job posts. You can say, hey, we're hiring for this position. You know, this is whether it's in remote or with Office, this is what we paid, this is what it is and there can be a lot of transparency there you know for good or for ill whether or not it's actually market competitive for weather based data. And really, that can also vary quite a lot, even within your large companies, your fortune five hundreds to your small to midsize companies to your, to your startups as well. And some of that could even be tied back to how the company that they're applying to is funding. Because if you think about that, if they have a lot of VC money, and they're rich in money with that, they may not necessarily care for the next three years, you know who they're paying who they're paying, why? Because they got money to burn, they may not care. However, if it's more of a bootstrap startup, every dollar matters. And so and so they may even be more willing to hire someone who's remote, but then they might also pay a little less with that, because that's just what they're able to offer. So there's there's a full spectrum on this whole issue of pay gaps and pay transparency, that is a really difficult one to solve a really difficult one for job seekers to navigate.

**Speaker 1** 05:57

Off of remote for a second, what are the benefits to working in office full time?

**Speaker 2** 06:03

It depends on the person's seniority is where I think is where you really see the benefits really matches a traditional bell curve. So if you think about people who aren't like the entry level to their career, and I'm gonna define entry level well as zero to three years of experience into their, into their chosen career, that's how we'll define this. For those people in that early career stage, there can be a lot of value to being in the office face to face because you Because oftentimes, you can build relationships with your more experienced peers or mid level employees, you can get more face to face time with your manager can be a lot easier if I'm, you know, if I'm sitting in my office here in Rochester, Minnesota, but our corporate office, for example, were to be in New York, for example, I can't just swing by my

managers office and say, hey, hey, I got an issue. Can we talk about this, if you're in office, you can do that. And so there's a lot of interpersonal things that that you can some degree, I'll use the word mentorship. But I think that words really overused a lot, there's a lot of interpersonal things that you can't really replicate in a full remote work environment, that's really valuable for an entry level employee. However, the more experienced you go, you could argue there's less and less value to that, because as you have more experience and know how to handle your day to day job, and they have less need for those kinds of unscheduled interactions with those things. So used to get more into the middle part of your career, where you're a lot more experienced, you know what you're doing it, there's still value in being able to come by an office once a week, for example, in a hybrid work situation to still build those relationships with people. There's, there's some interesting research out there in terms of that's more social psychology based well, and I apologise, I don't have a reference off the top of my head. But there's some interesting social psychology research coming out that where it talks about the value of face to face relationships, in terms of building trust is formed much quicker and face to face environments, and how that cascades throughout your working relationships throughout the organisation. So there still continues to be value there. Even in a hybrid work situation where it's worth once a week, at the other end of the spectrum, if you're a leader of team members, or an executive, a lot of those folks still tend to still find a lot of value in working in office versus full remote because for some of the same reasons with the relationship building side, and I think that's really what's at the heart for a lot of these larger organisations with these returned to Office mandates is that they have a fear that their senior leadership is not going to be able to manage the day to day work near as well, in a continued full remote environment early in your career, especially there is value to be you know, being in office, if there's if there's some opportunity to that where that starts to fall apart is if you don't have a dedicated workspace and that company has an office environment. With this change in shrinking of real estate footprints that I mentioned earlier. What a lot of companies aren't going to is essentially big work room areas where they'll have you know, a couple of 100 workspaces set up and no one has an assigned workspace you just come in whatever day you come in, that you're working in, you describe a workspace, plug your plug your work laptop in and away you go, you know, with that kind of setup, you see a lot of those benefits that I mentioned, disappear. Because one day you might be sitting next to somebody in marketing, the next step might be might be somebody in customer service, and the next day, it might be something else. And so if you have to hunt around and look for people that you really, for people that you work with, then you registered. Those diminish benefits that I've talked about talked about earlier. So it's there really isn't a perfect solution. I think for someone, especially in the early career stage, there's value to being an office and there's certainly value to being able to work in a quiet space that you can control you know, in your own house and your own space and to some degree Well it really depends just how an individual As a person, there are some people who are good or who are always going to do their best work, if they're in a quiet dark space with their music on and jamming, and nobody, and they don't talk to anybody for 72 hours.

**Speaker 1** 10:12

Definitely.

**Speaker 2** 10:13

There's people like that out there. And then there's other folks on the other end of the spectrum where ironically, they're at their most productive when they can talk to when they could talk to 40 people

before lunch. Yeah, it's somehow some way that they're still super productive, but they need that social interaction, because that's what drives their their personality, their giftings. And however, however you want to put that comes back, it comes back to what kind of person that you are, what kind of environments that you thrive?

**Speaker 1 10:43**

On the flip side, is there a point where remote work can I like somebody's career can like stagnate and like it's a glass ceiling for remote work, like they're less likely to get promoted, if they like had like, let's say three remote jobs, they worked remote, they've never been in office for that specific company that they worked for.

**Speaker 2 10:59**

There's some research that shows that the people who are in the office every single day get noticed by superiors more often get noticed by executives more often, just simply because they're their face is just around the office more, they get noticed more. And there can be some evidence that those people get promoted, you know, sooner, you know, sooner or faster. That was especially true in older working models, you know, pre COVID With that, but however, I think it comes back to what size of company you're working in today. And how does the internal culture of that company work now, because for example, you have a lot of your startups, especially ones that are that are incredibly fast growing, where they're remote first organisations, and they take a very, it's a very binary is this person achieving and producing X percent over their next peer, and if so, yes, we don't really care what they're based on, and we can print up and promote that person, or they may take more of an approach of, hey, this person's a good performer, but maybe they're not the top performer, however, we can tell that they have the interpersonal skills to be successful, leading a large team where someone who's amazing as an individual contributor might really struggle as a team, what I would challenge with this notion is to really think about if someone's, you know, frustrated with their current situation, and that they've seen peers get promoted, even though you can show empirically that you do as good or better work than they do, I would start to think about, okay, maybe the best outcome for me is to go to another organisation where I can have new challenges, meet new people to take on new professional responsibilities, you know, and all those things. And some, and that'll just happen as at certain points in your career, there doesn't have to be anything that's nefarious, or something like that, within that company's culture. If you and I will earn a team of 10 people, and there's one manager of that team, well, unless that manager moves on, you know, all nine of us can work as hard as we want. Unless they create space for another manager, none of us are going to get promoted, where some of this I think this feeling comes into place of am I not getting promoted? Because I'm working remote or other things. I think there's more personal things, usually behind that for people situation, rather than just hey, do I just need to be at the office more to get noticed to get promoted? Maybe there could be something to that, I would argue the answers, probably not as complicated or maybe as nefarious, as someone might be thinking with those things. But again, comes back to company culture comes back to how they operate, you know, comes back to relationships and relational equity that you built within the organisation. If somebody else is investing a lot of time and building relationships parallel and upwards across the organisation, you know, and you're not, there could be some answers to that there too. So it's usually the answer to that will, I think is usually found in self reflection in with those things, and whether or not Hey, have I have, I maximised all that I can in this role at this organisation? If I have,

well then for my own career growth goals, I probably need to start I probably need to start looking for the next step in the organisation or have a pretty candid conversation with you know, with my manager, and what we're seeing, especially with Gen Z, a Gary Vaynerchuk talks about this and a lot of his videos were for Gen Z people that can be so incredibly conflict averse, that they would rather just go find a new job rather than have a conversation with their manager to see how they can grow and develop in their career. There is a real aspect of the old of the old expression, the squeaky wheel gets the grease now you don't want to squeak all the time. But if you'd never ask if you're not proactive in those things, that's where it's really easy to feel like you stagnate in a company and where it feels like hey, why aren't I getting promoted? You know, that's that's really easy for that feeling to set in. I think for a lot of people.

**Speaker 1 14:49**

Give us a quick update on what cities in the United States are considered like tech hubs.

**Speaker 2 14:55**

Ignoring the obvious ones like your like your Austin, Texas, your St. Francis This goes your Seattle, Washington's are seeing a lot of interest in growth and kind of your next tear down of city. So I'm going to ignore Chicago, I'm going to ignore New York. And those those large metropolitan areas in thinking about hearken back to our earlier conversation of cost control for companies and where a lot of startups are, are flocking to are these mid size college towns where there's a relatively where it's a relatively cheap cost of living, but a pretty educated workforce in the areas around them. So let's say there's one of the really popular ones right now that I thought was interesting when I was researching this was Fayetteville, Arkansas, which is though it's the it's the capital of Arkansas, there is a huge college town. But you also have the presence of several of a couple of fortune 500 Companies such as WalMart, for example, is based nearby there there most people wouldn't think about Walmart in the context of a tech company. But if you think about e commerce and all the things that they have to be involved with there, that naturally creates a lot of tech jobs, again, cheap cost of living, they're cheap cost of real estate, if they want to have an office there, and they can grow and develop out from there. And they can obviously hire remote from there. So let's let's, let's think about that example. And spread that out a little bit more, you got places like St. Paul, Minnesota, which tends to be a little bit more education mix of education base. But if think about again, and think about the St. Paul Minneapolis area, you actually think they have I think it's 12, either fortune 500, or similarly large companies that are headquartered in the area that are massive companies that again, they may not necessarily be tech companies, although some of them are that they create a lot of tech jobs with that. But again, you have lots of lots of international colleges, the University of Minnesota huge education system, you've also got places like Baltimore, Maryland, for example, with the with some of the some of the combinator have some combinator startup resources that are centred around Johns Hopkins University, for example. So again, huge International College System draws people from all over the world, what happens when you draw people from all over the world who are super bright and sharp, you get lots of startup people, lots of entrepreneurial, lots of entrepreneurial driven people. So you would think about those places across the country where relatively cheap cost of living relatively cheap cost of office space, lots of colleges, and that creates places and opportunities where startups can grow and succeed and have a much longer time horizon, because their costs are a lot less, versus maybe if they're 100%, based out of the San Francisco area, or 100%, based out of Seattle, or Los Angeles or Austin, they have a much, much

longer runway, there was there was a period of time over the last couple of last really about three or four years where there were a lot of startups who would start out one of these smaller cities, you know, get a working prototype, get some early clients, and then they would go put a temporary office up in in the Bay Area, while they did their big fundraising rounds are trying to do their big fundraising rounds. And then they turn around and left their money went back to where they were actually based out of the in one of these in one of these smaller markets. And so to try to extend that runway with their cash flow, you know, with those things and so to work in tech or work for tech startups, you really don't have to be based in a specific in a specific market in order to really have those really to have those opportunities. If you're trying to work at one of the big tech organisations like a Salesforce or Microsoft or, you know, meta or alphabet or one of those ones, for example, well, those companies have their own unique culture and their own economies of scale. And so with what they want, and so you kind of have to play their game, oftentimes, when you first join them in terms of you know, if they if they want you to move to Seattle, because they want you to work in office, well, that may be what you have to do. If you want that experience of working with them that you know that that may or may not be your situation but you have a little bit less leverage in your job search and looking at these things with the larger the company is.

**Speaker 1 19:10**

Does it make sense to move to like, I guess the smaller tech hubs like Fayetteville or Ann Arbour, if you're just starting out like early in career,

**Speaker 2 19:18**

It might I would tell people to do it if that particular area fits your lifestyle and what you'd like to do if I'm gonna be miserable living in a place like you know, Tempe Arizona for example, you know, where it's where it's close to 100 degrees most of the year we will Yes, there might there might be some job opportunities there and some additional things and maybe that would be worth it. I would argue that that could be the case or it could be not don't move someplace just for the sake of moving someplace there. The last thing you want to do is move someplace you know relocate someplace then find a job and then realise you know four months in that's your that's your absolutely hate the environment and the area in the situation just because it doesn't jive with you personally, well, then you're going to have a compounding effect of stressed out of learning and developing and growing in your early career for your for your new job, and you hate the area that you live in. So that's probably 90% of your waking hours, you somewhat active, or stressed or someone actively, which is not a recipe for producing good work. And it's not a recipe for growing and developing as an individual.

**Speaker 1 20:27**

How likely is it for someone to find a job outside of like these huge and smaller, I guess mid sized tech hubs early in career.

**Speaker 2 20:38**

Last year, the Wall Street Journal came out with an article where for jobs that were advertised as full remote was only about I think was like 15, or 20% of the total job market were advertised as full remote jobs. Yet those jobs received over half of all job applications, which should blow everybody's mind. So the earlier you are in your career, the less track record you have to pull on to be able to show in your resume and in the interviews that you will not that you're not only a good candidate for the fit, good

candidate for for this particular position. But you can point to being else being able to point to and say, Hey, this is how I can be successful here. And this is how I can help you achieve your organisational objectives. So that becomes a correspondingly more difficult prospect for someone who's in an early career situation. But it's not impossible, because as I mentioned earlier, with a lot of your small to midsize companies, they're hiring for more and more remote workers all the time with that because their costs are because the whole their costs are much cheaper with that. So it's certainly not impossible. But how difficult it is, that's a difficult thing to be able to accurately measure. You know, with those things, it is harder, just it just in the base sense that more and more people apply for remote jobs. And so it becomes much harder to stand out from the 2000 other job applicants, you know, with those things, but that gets back to what I was what I was talking about earlier, do you have a tight understanding of what your why is and your job search, then moving to the tech industry. And that is everything that you're doing with your resume and how you interview flow from there, your main task in the early part of your job search it when you're applying to jobs is not actually to beat out the 2000 other applicants when I go out to hire for a job, whenever I remote jobs, I'm minimum going to get between 500 to 800 applications for that now I'm going to shrink that down to 100 applications just for easy math sake. But this so per 100 applications, I would expect and this whole just this is my anecdotal experience, what I see is that for per 100 applications, on paper, I'm probably going to have anywhere between six to 10 Strong fits for the position on paper. Now that's now I'm only going off of what those candidates are can present to me on paper where a lot of people make mistakes on this. And so the other for the other 90% of people that for those other 90 people will probably 70 of them are wildly unqualified for the job. It's people who have set up in some kind of auto application where anytime a job gets posted with the certain keywords, you're using a tool that automatically applies for them, which is not a good way to job search. But 70 of those 90, as I mentioned that are not good fits, at least by what's showing on paper are people who are wildly unqualified, or they're people who don't haven't really thought about how to communicate their experience on paper and don't really understand what a resume is. A resume is not simply a list of accomplishments and prior workplaces. A resume is a marketing document, it should be something designed to draw attention to the reader, it's something much more aligned with sales than it is a personal biography of what you've done. And so when I say six to 10 resumes on paper are viable, it's oftentimes it's more because those six to 10 people have put the time, effort and energy into really thinking critically about the resume and applying to be able to again, keeping on this theme of your resume being a marketing document been able to show Hey, yes, I've done X, Y and Z here's my prior workplaces. But here's also some clues and ideas of what I can come in and do and achieve at your organisation in this role and how I can help you achieve your objectives and goals for that manager that team in those kinds of things. And so when you when you get more in that vein, and that's how you that's the the use and over overuse term framework on these things that changes your strategy and how you apply to jobs that changes how you talk about your experience, how you interview. And so your odds go up dramatically versus you know, versus 90% of your competition with that.

**Speaker 1** 25:02

Aside from like, obviously like the opportunities network, what are the benefits and I guess the pros and cons of moving to a tech cup if you don't have to, it's

**Speaker 2** 25:10

What you make of it. There's no magic elixir of just moving to an area and things just happening to you because you're in that area. Yeah, there's there's no magic elixir to that. However, if you're an early career professionals I talked about earlier, zero to three years of experience in your particular field. And let's say you move to Raleigh, North Carolina, for example, or you move to the Research Triangle area between Duke and university, North Carolina, it's a huge medtech startup area, and they hold events and opportunities and things all the time for startup organisations for tech workers in tech get togethers and things like that. And so to some degree, yes, there's greater in person networking opportunities, you can meet more people, you know, just in the just in the daily context of what you do, but it's what you make up those opportunities and do go and find those things are great ways that a lot of people don't really talk about anymore, is to get involved with nonprofit organisations, you know, what people might you meet, if you serve on the board for your local animal shelter, for example, or something or something along those lines? Who are you looking through? Well, you're likely to meet other people who are yes, are extremely passionate about animals. But you're also likely to meet people from all kinds of walks of life, including tech in those places. So I'd think broadly in terms of thinking of not just things centred on tech, but also think broadly about Okay, where am I likely to meet other people from other walks of life, build networks, build relationships across different areas to develop more opportunities for yourself for yourself down the road, there's a video podcast that I like that's by Pablo Toray, he's ESPN and his show was called Pablo Toure finds out in one of his episodes, he talks about how jujitsu out in San Francisco is actually a huge networking opportunity because there's all these tech workers that are going out to learn various different forms of martial arts and they'll rub shoulders with people from all kinds of different tech companies that are that are all going out and learning martial arts well that's it doesn't necessarily have to be martial arts maybe if you were in the Atlanta area for example in adjacent field that does really brings lots of people there is people that music or movie production and land as a huge area for TV show development and things like that. So think broadly about these things beyond just what's you know, Tech Tech Tech you know centric and oriented think about okay where what other things are happening here where I can meet interesting people doing interesting things and there's almost always gonna be some tie in back to tech somewhere within like.

**Speaker 1** 27:46

The summit up like moving moving to like where the hottest thing is like where the next Tech hub might be or is it's not a month like there's plenty opportunities across United States that you can really find one pretty much wherever you live.

**Speaker 2** 27:59

It's it should fit your the other parts of your life and how you and what you're looking to do and achieve don't just move somewhere just because there's there's there's a hot thing because here's the scary thing. And we see this in tech all the time. What's hot today may not be hot six months from now.

**Speaker 1** 28:17

Do you have like anything any like final pieces or maybe like some final I guess some advice to maybe early tech or maybe it could be any any like any mid stage late stage people that work in in tech, any advice you would give to them being a recruiter?

**Speaker 2** 28:29

I'm roughly 12 years into my recruiting career altogether, you know, plus or minus a couple of months. If I was to go back and start a brand new career track, here's a couple of things that I would do and really think about before I start doing those things. One, as I already mentioned, I'd really think long and hard about what's my why with changing careers or with changing careers or that kind of thing. Really understand that is it that I'm looking to make more money? Is that a career growth thing? Is it that I want to eventually lead a team or maybe I'm at a really large company and I want to work for a smaller company where my day to day work has greater impact really understand what your why is and then build your build your resume in your job search patterns and behaviours around those things. And then personally what my strategy would be and this is not this is not correct for everybody. My strategy would be to if I was going to change careers would be to try to work for a small to midsize organisation for a number of reasons. The biggest one being that at a small company, there's not a lot of other people. And so just by just by virtue of there not being a lot of people, there's much greater opportunity for me to learn and expand and grow my skill set much more quickly working on a variety of projects and things that have to happen in a small company environment than if I was at a midsize company even in a mid sized company. You start to see some stratification there or or or are siloed work there? Have you're working on a particular team towards a particular goal. And if you're working on with a lot of particulars in mind there that just by extension starts to narrow your focus on what you work on. Whereas in like a small company that's under 100 employees, there's a lot more room for you to spread out work on, well, maybe, you know, maybe if you're like a data analyst, for example, yes, you're analysing data, but maybe one day you can help out marketing with analyse it with analysing some things that they're doing, maybe next day, you're working with operations in a small company environment, much greater opportunity for me to grow professionally. And at a small company, they oftentimes have a lot less resources to attract to attract highly skilled workers. So that would be my strategy is identify my why, and then try to find small companies that fit my why that I can go in and learn and grow and have a big impact on and then you know, maybe three years down the road, make the jump to a little bit larger company, or maybe to another smaller organisation, but a couple of steps further up the the ladder in terms of responsibilities, that would be my approach. Now, it's also a little bit more risky, because with smaller companies, you typically have fewer resources. And so if things aren't going well, from a leadership perspective, there's there can be a greater opportunity for those companies to then go out of business. So this is not I don't want to say this is not without risk. Yeah, with that, if you're someone who's in a more typical early career situation where let's say, for example, you're in your early 20s, or maybe even early 30s, you're not married, you don't have kids, there's not a lot of things tying you down your 20 should be an area where you're growing and experimenting and trying and doing all kinds of different things to grow and develop in your current profession, you should have somewhat of a higher risk profile in your work in those kinds of areas in situations, but again, depends on your individual situation as a person with those things. So that would be my strategy. The allure with mid sized or larger organisations is that, hey, they're midsize or large, they have a lot more resources, there's more training available. And all of those things can be true. What the mistake is, is in thinking that there's more job security, there is not as we've seen over the last several years with the huge layoffs, there is not more job security. And I would argue there is actually less because at the drop of a hat whole departments of 1000s of people can be let go or reassigned or furloughed, or those kinds of things. And those companies can do that and take that financial hit in the short run. Because there there are these massive ecosystems. Whereas if I am what Seth Godin calls a linchpin employee at a small organisation, meaning that my work is at the centre of why my team, my department, or how

my manager is successful, there's a lot more job security in that. And if it's not necessarily job security, there's a lot of things I can point to, in my experience, if I gotta go find another job quickly, because we went out of business, well, I can point to a lot of things like, Hey, I was the centre of why my manager and my team was being successful. And here are the receipts for how I was able to do that, here are examples of how I might be able to do that for your team. So I would argue that to some degree you have, you may have more job security, if you're really good. And you're truly that linchpin of your team success, you might have more job security. So again, those are things that I would think about, well, from my perspective, if I was going to change careers, you know, with those things, I tried to give a couple of thoughts there about if you're an early career person versus someone who's more mid career, you know, who's who's been in the professional workforce for you know, in that that 10 to 20 year mark, your strategy might need to be a little different because you might have more responsibilities in terms of things that you're accountable for at home, you know, whether you know whether if you have a significant other, if you have kids, you have a mortgage, you know, there's other factors that start to come into play that might change your strategy and how you do some of these things, you know, with that, so it's think about your own personal situation and what and what should make sense but also for most people, I would encourage them to think laterally around their challenges things rather than trying to go straight on into something all the time trying to think think creatively and think around those things than just constantly bashing. Try to try to take on some of these challenges head on.

**Speaker 1** 34:27

So I hope that gave you some insight into how things are with remote work in it these days. Explore More correctives by visiting [tripleten.com/blog](https://tripleten.com/blog). This was a tech star podcast brought to you by libre / libo studio in partnership with TripleTen. Tune in for the last episode of the season next week.