

Pros & Cons of Distributed Teams

Add your name & a bulleted list of pros and/or cons below!

Pros

[Bryan Beal](#) 🎧 [@bryanrbeal](#)

Pros:

- Easier to recruit working parents who need flexibility
- Downward pressure on home prices and traffic
- Other towns and schools benefit from new residents with high incomes and tax revenue
- Also benefit from having people with perhaps new skills not common there
- Entire globe becomes your recruiting territory, not one city
- Access to the best talent in hard to find roles, since those people are unlikely to relocate for anything less than massive pay increase
- Diversity improves because you're recruiting outside one bubble

[Janine Sickmeyer](#) [@myfriendjanine](#)

Pros (for employees):

- flexible schedule
- work from anyway
- no commute

Pros (for employer):

- only pay for time actually working (if contract)
- no overhead / rent
- more productive

[Connor Montgomery](#) [@Connor](#)

Pros:

- forces you to focus on more/better documentation up front. Long term this is a HUGE win.
- larger candidate pool

[Ada Nguyen](#) [@adanguyenx](#)

Pro: meetings are more thoughtful and intentional

[Andreas Klinger](#) [@andreasklinger](#)

Pro co-located: Shared snack corner

[Ben Werdmuller](#) [@benwerd](#)

Pros:

More diverse team potential

More easily reach customers outside of tech hubs

Team isn't subject to stress of rents in SF / NYC

Team works across timezones

Forces team process to be well-documented & efficient, improving hiring scalability

Everyone optimizes own workspace

[JWJepsen @JWJepsen](#)

Pros: "Absence doth sharpen love, presence strengthens it" Thomas Overby / "Distance sometimes endears friendship, and absence sweetens it." James Howell

[David Sherry 🧠 ⚡ @_brandswell](#)

"Pros" - Better individual identity/relationship with the business. Recognize more quirks/individual uniqueness of every person working together.

[Rachel the Editor @DidYouWriteThat](#)

Pros: Every office can has a dog

Cons

[Janine Sickmeyer @myfriendjanine](#)

Cons:

- can't do random lunches & 1:1s
- harder to connect on a meaningful level

[Connor Montgomery @Connor](#)

Cons:

- can feel lonely if no video mtgs incorporated
- takes longer to gel with teammates, know their strengths/weaknesses

[Ada Nguyen @adanguyenx](#)

Con: harder to get to know co-workers through off-topic convos in the hallway

[patrick perini @pcperini](#)

Cons: Slack convos take 200x as long as face-to-face (calls @ like 5x)

[Andreas Klinger @andreasklinger](#)

Con co-located: Needs agreements on shared snack corner

[Ben Werdmuller @benwerd](#)

Cons:

More prone to miscommunication

Most communication is unspoken social cues, typically lost

Have to work hard to fight isolation

Need to pay to bring team together at least 2X a year to improve team cohesion

Harder to enforce some norms

[JWJepsen @JWJepsen](#)

Cons: "Absence is to love what wind is to fire; it extinguishes the small, it inflames the great." -

Roger de Bussy-Rabutin

[David Sherry 🧠 ⚡ @_brandswell](#)

Cons - need to communicate in relationships to stay consistent/grounded/connected.

[Rachel the Editor @DidYouWriteThat](#)

Cons: No "office dog"