

This is a rough transcription of The Femails podcast. This transcription is for **Season 5 Episode 9 Episode**. It originally aired on April 14, 2020. There may be errors in this transcription, but we hope that it provides helpful insight into the conversation. If you have any questions or need clarification, please email editorial@careercontessa.com

So You Want a Remote Job? Start Here

The following podcast is a [Dear Media](#) production.

Lauren McGoodwin: Hi there. I'm more on the good one. A teammate, Aaliyah kamma lava. Welcome to the females, a podcast from career Contessa that delivers helpful, actionable career tips and advice for women so you can be more fulfilled, healthy, and successful at work. Today we're discussing the ins and outs of a remote job, like what's the difference between a remote job and the ones that allow you to work from home?

Aliya Kamalova: How do you know if remote work is a good fit for you and what you need to launch a remote job search with Perva Dan, Donna, the head of talent acquisition for gold book, a company that is currently hiring for remote roles and stick around for dear career contests that are listening to advice segment where we answer your career questions starting with our advice for a reader.

Lauren McGoodwin: Who accepted a new job right before the coronavirus outbreak, and now her start date has been indefinitely delayed. Plus we also [00:01:00] share some helpful resources you won't want to miss. And now this is the female. There are tons of advantages of being a remote employee. In fact, a two year study by Stanford university found an impressive increase in work productivity for remote workers.

They also found that people who worked remotely were 50% less likely to leave for another company. Which is a major win for the employers. Remote work also saves money for both employees. Remote workers save on average \$7,000 a year, cause that would have gone toward a commuting food and clothing. These benefits.

Plus the fact that many employees being full time remote workers almost overnight do the credit buyer's outrage have left many people also interested in pursuing a permanent remote job search, whether that's today or in the future. And I know Aaliyah, we were actually just talking about how much we feel like now that we're working or about, we're like, we are saving money and we feel like.

Aliya Kamalova: Not just like the time and the commute. It's also, yeah. I feel like overall in the [00:02:00] past couple of years, there's already been this heightened interest for work from home or remote days or feel like it started with like flex scheduling and now it's kind of expanded into remote. But now I think more than ever, people.

Whether they had the idea to already work at a remote job or company. It's even more solidified now because those jobs are still remote and still working. And I think for a lot of companies it's peaked a lot of interests with productivity or saving money, as you mentioned. It's just a whole different landscape now.

Yeah, I, I, it's interesting cause like we've always had to work from home day at career Contessa and that was. Largely and do due to the fact that like I had the longest commute, and so I really wanted one day where I could save that time. But also I, Oh, you know, I've never called it like a perk. I always call it a productivity tool.

Lauren McGoodwin: And I think sometimes like your phrasing around that stuff is important too, for employers. I think the reason why so many employers were. I guess sort of against remote or didn't want that flexibility [00:03:00] is, I understand like there's definitely times when people like take advantage of the system. Yeah.

It's interesting because I feel like we hear a lot of the positivities around this, which you and I have personally experienced. I do think there are times where like employers just want people FaceTime cause that's what they prefer. And it is sort of nice that like this is all getting flipped on its head a little bit.

I do think that part of the reason why people would say no to even like flexible work schedules was because that's not what their boss wanted. You know, it takes a lot of trust I think for managers and communication from both employees and employers. To make it successful because I think remote work is also glamorized a bit prior to all this Corona virus stuff.

Aliya Kamalova: I feel like I constantly saw random ads or whatever. If people like, Oh, I'm on the beach working like, this is how I made, like whatever, and I'm just completely wowed or whatever. It's like, I dunno. It's, it seems scammy where it's like, Oh, you can work wherever, and it's like, no. Like most of the time I'm at home, I'm [00:04:00] like.

I know making sure I have internet connection still and like, I don't know, like you're having a glamorous work from home situation. Email us please. It's like there's definitely things you can do to make your work situation comfortable at home and like setting up a home office. And I think that's super important.

But I don't know. I think there's a lot of difficulties that people don't talk about cause it just sounds fun and cool that you're working wherever you want. Um, but it's like. Yeah. But you still have to be super like stable internet, whatever. Like there's so much, like I'm usually working with like a few monitors.

Yeah. Couldn't like take this to a cute little, yeah, you're not going to Follies. I also think what is actually starting to come out or was coming out before all this and I think. I guess everything's a little different because we're not just working from home or working from home with like, you know, a pandemic out there.

But I actually think that this is going to shine a light on the fact that when people do work from home, any weird stereotype that you thought where they weren't working or they were just spending their

days, you know, exercising and going to the [00:05:00] beach and doing whatever, people are going to realize, Oh no, like they really do get.

A lot more done. Maybe they might even work longer hours. So I think the flip side of this, that for all the money you save, but for employees, and if any of you are feeling this way, it's really important to, like, we had an episode already about this and put some structure in place so that you don't blur the lines of like now there's just no work, no home, no life.

It's just all one thing. That was the thing for me too. Cause, I mean, we had our work from home one day a week, which still, I found myself just working so much later just because I'm just like, you know, on my computer and just kind of doing random, like, Oh, I found this thing. Yeah. It's like you're not super urgent.

But I'm like, Oh, Oh, let me just go ahead and do this. Like whatever. And I'm like, Oh my God, what time is it? Cause you're just sitting in place. And like that's when I, I was like, all right. I can't keep doing this. Like totally, yeah. I have to put my computer and another room because I'll just be doing something while I'm watching a show, but it's like you're still doing [00:06:00] something.

I find, I find that to actually be one of the hardest things is. I mean just with technology in general is you have to like really train yourself to not just take it up because it's convenient and it's there. Look, I totally get why remote work is really appealing to people and obviously with a lot of people who have been laid off, a lot of people are thinking about, Hey, I want to work remotely now.

Like I want to do that. So we wanted to help answer your question, but also. We want him to go to the source and talk to somebody who actually does hire remote employees. I think you guys are going to find this episode really helpful. And today we're going to be discussing specifically number one, what's, what's really the difference between all these terms, like work from home, virtual companies that you actually know what to apply to.

And then we'll also talk about. Or tips for Lanny a remote job and provide even shares some major nos for getting the job and those remote interviews. I think you guys are gonna really like it. We get some juicy, juicy. I know. We told her don't get us the good stuff. All right, so let's get into it. [00:07:00] We wanted to start by clarifying a few different terms that are used a lot to describe roles such as working from home remote work and working for a virtual company.

To help us. We've invited Perva, Dan, Donna, the head of talent acquisitions for Goldberg, a San Francisco based company that has remote employees and is currently hiring remote employees. They provide a welcome to the females. Thank you so much for inviting me. Can you start by describing the difference between working from home.

Purva Dandona: Remote work and working for a virtual company. So when you think about those different working environments, they're all very, very different. Even though they made sense, might sound the same and might be, is interchangeably, but work from home means when you work for a company, but you actually have essentially the chance to work from home for certain days of the week.

For example, some companies might let you work from home once a week or twice a week. Um, and it's usually determined by the company as well as. By the individual employee. As for working remotely, that means working full time outside of the company. [00:08:00] Your company's headquarters might be one part of the country or one part of the world, and you would be based out of another part of the country or another part of the world and virtual company is when your company is completely remote, meaning that they don't have a physical headquarters and all your teammates work together virtually.

What about for virtual company versus working remote? I think it's good that people kind of have the clarity around those, but so for working remote, that means that, I mean, I know your company has remote employees, so this could be also like you are part of a remote team, even though the local headquarters, or you could be the one solo remote employee, even though there's a physical headquarters right.

Correct. Do you find that one of these is like a much more popular option, I guess, between working remotely and virtual companies? I mean, you guys have always had remote roles. This is not just the Corona virus, right? Correct. Correct. I think the most popular is working remotely where for most companies there is a fiscal headquarters or even a small [00:09:00] office space, or sometimes even a Weaveworks space, but the most popular I've seen is more working remotely as opposed to a company being a virtual company.

Yeah. Do you think this is all gonna change after this? Do you think we're all going to be, just forget these physical location you're gonna have to like define what regular. I think everyday, you know, it's changing. You know, the interesting to see once we emerge from this sensitive time, what the workplace will look like.

I think now that companies are working almost fully. Remotely that it might change a lot of things for what, what traditional work looks like, as well as where people do traditional work. Yeah. The way I remember it is that, remember it like this, so many years ago, it was like a month ago, but it always felt, so one of our employees at career Contessa Kayleen, she's been really open about the fact that she used to be a remote employee for a company that had a physical location, and she always felt kind of.

Left out because it's hard. Like you just, you do have a little bit [00:10:00] of a disadvantage when you don't have FaceTime in the collaboration and virtual companies a lot different. It's like an even playing field for everybody. So it's, it's really fascinating because in the past it always felt weird to sort of be that outsider of being like the one lonely remote employee.

Do you guys at goal book have a way to kind of make sure those. Employees to feel part of the team, even though they're not physically there? Oh yes. We have a lot of activities. I'm actually, they've been really ramped up given everything, but one thing that we do is, you know, half of our company is remote, so out of a team of 48.

23 of us were kind of the headquarters and the rest of us are all over the country, including, we have a teammate in Hawaii as well. And one thing that we used to do at our headquarters is that we used to split up the teams once a month and go out for lunch. And our remote team was like, that's great.

You do that. What about us? And which makes complete sense. So now we have something called a universal pod lunch. On the last Friday of every month, we actually split up the teams, be it in person or [00:11:00] virtual, and everyone gets to enjoy lunch together. So it's usually a pod of three or four and from different teams.

And it's just a chance to get to know other folks from, you know, different teams and get to know each other on a personal basis. Granted, it's, you're sitting in front of your computer, you're whoring door dash, but it's a way to really connect with your teammates are anywhere in the country. And so we've implemented something like that, and that's really helped to foster and deepen those relationships.

Even now, whether you work for virtual or remote company, I think people are getting very creative with how they're socializing via FaceTime or zoom or whatever. So I wouldn't be surprised if after this there's going to be a lot more company bonding ideas that are like. Great. After all this. And I think maybe with gold book, we were a little bit ahead of the curve with that.

Again, given half of our team is remote, so we already started implementing these things. And now with the new situation, you know, we've tried to do more things because even though headquarters team is now working remotely, um, and so [00:12:00] we've also implemented things like Jane night, little coffee chats where it's a similar thing to a pod Lynch probably instead of have coffee together.

So we are finding new ways to really connect. In this new, in this new world, essentially. Yeah. Well, I know that after this quick break, we're going to go over, you've got four tips for people looking to land a remote jobs, and now I feel like they just got better with people, uh, actually putting in the effort.

So let's listen as click add, and then we'll get to your test.

With everything that's happening in the world right now. I've been taking a really close look at my subscriptions. I'm sure you guys are too. One of the subscriptions that I really love, and it's definitely saying on my yes list is caused box because box is a quarterly, four times per year subscription box curated by women for women, and it's filled with all sorts of amazing products and brands that are ethical, sustainable, and have a positive mission to give [00:13:00] back and make the world better.

This means supporting female owned companies, which have never needed our support more than right now. Every cause box is a limited edition and it comes with six to eight full-size products. You can get everything from skincare and jewelry to homewares and assessors. The last four boxes sold out within days, which I believe is because you get over \$250 worth of products for only 50 bucks.

So it seems kind of obvious why people go for it. I recently got a sample box and one of my favorite things that came in, it was this organic scarf from this company called bloom and give, which as you guys probably aren't shocked, and now also using to cover my mouth while I walk because. You have to do that now.

They also had a travel wallet, which came in this great Teraza print that I'm really looking forward to using in the future when we get to travel again, as well as the duffle bag from this company called a

known supply. They're actually the brand that we teamed up with a couple of years ago to [00:14:00] make an equal payday shirt.

And we teamed up with them because everything they do is certified by fair trade USA for their apparel production and they ensure fair and safe working conditions. So those are just some of the brands that come in cause box, which we fully support each cause. Box also comes with an exclusive magazine that tells a story and mission behind each product in the box.

And I'll be honest, you guys, with everything that's happening, it's definitely the sunshine in your day to like sit down and go through all the products and play with them and read about it in the magazine. So when it arrives on your front door, yes, they totally ship to you for free. It will feel like you got, like I said, this like surprise or a bundle of gifts.

I've noticed that gifting this to yourself is great, but I've really noticed that giftedness to an amazing woman or a special woman in your life will actually make you feel so much better. Um, I actually recently sent it to my friend who is a working mom. She's. Pregnant. She has a toddler and she's working right now.

And I think we can all agree that she deserves a trophy as well for everything that's happening. So I'm really excited for [00:15:00] her to get that cause I know she's going to love it. And the best part of all of this, of course, is that we are giving our females listeners an exclusive discount. All you have to do is go to [www dot coz box](http://www.dotcozbox.com).

Dot com slash emails and use the code, females, F, E M, a, I L S to get your first box for 30% off. As in, you can get your first box worth over \$250 for less than \$39 and free shipping. So it doesn't really get better than that. Go check out cause box. So that's C a, U S E. B O X right now, and I can tell you firsthand that you're going to love it.

All right? Now let's get back to the show.

Tip one, make sure remote work is for you. Do your research. Can you elaborate on that, Provo, in order for you to really understand what remote work is, it's really important to understand what remote work entails. One way to [00:16:00] really think about it is to think about the pros and the cons of working remotely and the pros and cons change for each person, but some of the pros might be working remotely.

You would have the chance to spend more time with your family because you won't be commuting as much. But a con might be that there might not be as much social interaction or you know, those water cooler talks as much because you won't be physically with your coworkers. And you know, some of that training, that onboarding that sometimes happens in person might be the onus might be on you to really start training yourself.

So, you know, a lot of this when you're thinking about the pros and cons is to really be realistic about, you know, what are some of the great perks of working remotely, but also keeping to my account, taking

into account. What are some of the cons that might come up? Also, when you're thinking about remote work, you need to think about the technology.

A lot of things, especially when working remotely won't have access to a printer or a scanner or reliable internet. So those are some things that you might want to think about and make sure that you're comfortable with all of those elements. [00:17:00] Since you might have to technically be your own person sometimes and making sure you're comfortable with that.

Something that's really critical is to really make sure you have. Good communication skills. One way to think about it is, you know, if you're working remotely, you might have to be overly communicative, be it, you know, sometimes in meetings where if you're sitting altogether and a meeting in person, most people can pick up on body cues and see if someone wants to say something.

But now that you know. Working remotely, there'll be those chances where you're working over zoom. So you might have to be more vocal and, and advocate more for yourself on what your needs are. Aware of making a point at a meeting or things like that. So being really comfortable with that and knowing that, you know, you might have to really speak up for yourself and also, you know, making sure that you're able to.

You know, get access to those conversations. Like I mentioned, like those water cooler conversations, conversations that generally happen in person. Being proactive and finding out about those conversations and making sure that you're included. So it really takes a lot of, you know, understanding of your own [00:18:00] communication style and what you're comfortable with and, and really assessing that to see if remote work is, is for you.

And we did a webinar a couple of weeks weeks back about how to run an engaging online presentation. I wanted, the tips I gave is to create a virtual water cooler. So like we're big fans of using Slack at current Contessa because I feel like Slack enables you to have. Kind of those like not formal conversations that maybe you were having an email.

It can be sort of one offs and you can have channels and they don't always have to be serious. It can be, you know, like at a water cooler you might talk about like your weekend or something like that. So I think it's good to have that kind of technology in place. I was curious too, for remote work. Are there specific traits or personality types that do better in remote work than others?

Think so. Cause he shouldn't want people to think personality wise and be think introvert, introvert versus extrovert. I think it's more about just having that. It's not so much in having a personality type that's more understanding the [00:19:00] mindset and being comfortable with knowing, regardless of if you're more introverted or extroverted or, but knowing how to really take the steps to make sure that you're communicating effectively in the best way possible for yourself.

Yeah, I think communication is super, super important and probably day to day, but I definitely think in remote work, it's, we shared a tip today on today's podcast, which is about creating value and influence at work, and she said one of her friends. Favorite things that people do is they send an email to their

boss at the beginning of the week, at the end of the week, kind of saying like, here's what I'm working on at the beginning of the weekend.

At the end of the week, here's what I finish and what I'm going to do next week. And it's just sort of that, again, like no need to respond, but I like, I'm over communicating, which sounds like you're agreeing with. Yeah. We had a work from home day at career Contessa, so the transition into being remote now wasn't super challenging.

We kind of had that infrastructure in place already, but I was thinking, I was like, it probably is so tough if you just start out fully remote, because [00:20:00] now it's like we've already had the in office like banter or inside jokes and whatever are random. Things come with being in the office where now easily carries over to Slack or whatever.

And so it's really interesting to think about that social aspect because I think it is such a huge part of your day to day. It's like you're at work every day. Yeah. I would say also. Maybe something you, uh, one person could do is to like talk to someone that has a remote job and, um, just share their experiences.

I think a lot of things come to your mind that you don't even realize that remote job. So it'd be probably beneficial to have some informational interviews as well. Agreed 100%. So tip number two you mentioned is look for a role or a company that motivates you and, and to really get in that mindset. So what did you mean specifically about that?

So it's kind of a building upon, you know, tip number one. Um, you know, once you kind of go over your pros and cons and really think about your communication style, it's more getting [00:21:00] into the mindset of that remote role. I love that suggestion of doing informational interviews and really getting a sense of, okay, what does remote work look like?

How does this work into my life and what I'm looking for, not only in a work setting, but also for my career? And really getting some mindset of understanding that and, and really seeing what it means for yourself. Even if it's something where, you know, setting, you know, start setting up that workspace for yourself or looking into various technology or just this, getting more comfortable with using things like Slack and those sorts of things.

Just really getting to the mindset of really understanding what remote work of not only remote work, what remote work is, but also understanding it for you and making sure that it aligns with what you. In your own career journey? Yeah. Not just because we're going through a pandemic, but because this is something you are looking for long term.

Do you think too, I mean everybody, for people who have maybe gone remote right now for, because of coronavirus, if they want to [00:22:00] stick to like if they're like, look, this is actually a really good fit for me. I'm way more focused. I really appreciate, I dunno, not having a commute and. Being able to connect with people over Slack video, like for someone who's maybe had this experience for the first time and now they're recognizing like, Hey, remote is really, it was a really good fit for me.

Whether they're still employed or not, I mean, is there a way to make your current role remote? Like do have any tips? If somebody was like, Hey, I want to see. This is such a unique time for work. And I think now that, you know, a lot of like traditional companies might be personal, reluctant about remote work, but now that we, you know, given everything, um, a lot of us are working remotely, I think a lot more companies would be open to that.

And it's more about establishing that relationship, you know, with your boss, but also making those. So making sure those points are clear. Like for example, since I don't have to commute, I get to spend more time with my family or how it again, it that personal connection. I think after, you know, things settle down, [00:23:00] I think a lot, I have a feeling a lot more employers are going to be much more open to remote work cause they're also experiencing it for themselves.

And they would also see the benefits of it. I'm sure if you frame yourself of how you benefit the company, like why your remote work would benefit the company, it'll be a lot easier to have that conversation. Then you're just like, I'm more free to do whatever. It's like making it just about yourself.

Like, okay, I don't have to drive and just see how, like, I dunno proof facts, like fried backs of how it helps your productivity and, um, can help your team too. Yeah. Yeah. Okay. Tip number three, understand what employers are looking for in their remote workforce and position yourself accordingly in your cover letter and resume.

It's kind of similar to what I was just mentioning, but this is more about when an applicants applying to a company, correct? Correct. So, you know, one thing is, you know, working remotely, you really need to consider and position yourself showcasing the skill sets that you have [00:24:00] for employers to see how.

Your skill sets and your perspectives and your experiences can really help the company. Well, we, you know, you wanted to obviously, um, show off your, your skill sets. You also want to show off that, you know, self-motivated, that you are organized, you have good time management skills, you know, you're open to working remotely and have everything set up on your end so you can really jump right in and really start contributing to the company and what their goals are.

So I think those are the things that, you know. And that you feel there are things that you can highlight, be it in your cover letter, be it in. If there's ways to frame that within your resume or even on your LinkedIn profile, it would really show that the employers that you really put a lot of thought into that and really have taken the steps not only on Gill sets, but also outside of that to really make sure that you're ready for remote work for someone who doesn't currently.

Have a remote jobs or like they've never had a remote job, but now they're [00:25:00] applying for remote jobs. Should they put on their resume something like be able to show the employer that you've got a good setup at home to do remote work. Is there any key, or like when you've looked at resumes of people who.

We're applying for remote positions, but had never been remote before. W what were maybe just some of the hesitations you had or anything like that? Think about like what the recruiters are thinking. Yeah, I

think it's more, yeah, it's looking like we're looking on a resume. It's thinking about, okay, I've got 10 time management skills.

I'm able to motivate teams, or I'm able to really able to step up to the plate. It's more of those things because even for someone who hasn't worked remotely but they're able to show and. Their organizational skills or their motivational skills or even how they've been able to maybe support team that is remote or even though they were working out of their headquarters.

There are ways to do that. I think with just few words. And one thing I always emphasize to candidates is even if a company doesn't ask for a cover [00:26:00] letter or we supply one cause, that's where you can really tell your story and really shift about. You know, ways that you know, even if it may not come up in your experiences, you've done something along those lines.

Like I mentioned, like supporting a team remotely, even though you were working out of the office or showing ways that you've been able to manage your time and the how that would relate to what the job is asking for and what will help the company as well. and I know we didn't mention it, but just like places where people should look for these roles.

I mean, you mentioned that, um, at goal book you guys have half your team is in a physical office and half of your team is remote. So I would, I would assume also step one is like apply for jobs that. Have remote in the description or in the middle because they're going to tell you that, right? Like, yeah.

They're going to say, this is a remote position. Correct? Correct. Yeah, and just for people listening who are like, well, where are those places? I mean, you can type remote on LinkedIn and it will filter through any of the job postings that they have there. At [00:27:00] career Contessa, we always have remote jobs on our job board, which you can filter through location.

And then there's also this amazing site that we're a partner with. It's called FlexJobs. And you pay like, I think it's a pretty low monthly fee and they personally vet all of them too, to make sure like they really are remote. Aye. One thing I've noticed, and I don't know if you've seen this pervert too, but like sometimes employers are, you'll see these like scammy things where they'll say they're remote jobs, but they're, they're not.

Or like that's just not the truth. So sometimes I feel like, especially right now, sometimes having someone vet them for you is. Is good. I mean, just like how employers want people that like people now. Yeah. I've gotten a lot of questions from candidates like asking if this is, if we are a real company, I get that importance.

What a bold question to ask

are on that. On that note, is there something that has, that you've remembered from a resume or cover [00:28:00] letter that indicated to you, Oh, maybe you wouldn't be a great fit for remote work? I'm kind of on the opposite spectrum. Okay. Something where it's more around like the really focused on, on people like w w right now we're hiring for a customer support role, which is pretty much all remote.

And yet I see, I've been seeing resumes where I've engaged with customers personally. I have instructed them personally and like where it's like, I, I can tell maybe from that they have the potential to do that, uh, to work remotely. But I. It's hard to tell when everything is so interactive with other people.

That's where it's like speaking your resume and your application materials to really sure that for this role, for example, like you're able to engage with others. You could do it both in person as well as. Over email or over phone. So really highlighting that. What are some of the like biggest mistakes you've seen with remote interviews?

Like was [00:29:00] the biggest thing is we at go looking as Google hangout. The biggest thing is when, yeah, and usually I schedule interviews a week out and they don't test their Google hangout. And don't realize that it's a video call or don't know how to use it. And that it's that, and it's, it's more like I, I tend to be more forgiving because it's great if it happens to me.

But if that happens during an interview with a cofounder, I would feel bad, you know? But that's probably one of the biggest things I've seen is where. Where there is that chance to learn more about like, okay, how do I use Google hangout? Um, and maybe asking a friend or testing it with a friend or looking it up, but when it comes to interview day, they haven't done, it really takes time away from the interview.

Yeah. It's like a way to show that you're not that. Tech savvy for a role that's going to require you to be really tech savvy is not checking your tack. Yeah, correct. Yeah. And of course I've seen others where like they're in their [00:30:00] pajamas or no way. Yeah, exactly. Cause they don't know it's going to be on video.

I think it's just, well part of it might be that or part of it. I have actually never asked cause I've just been so distracting. But I think they are like, well I'm working remotely and this is a remote interview for a remote role. I should show how I work remotely. And another thing, it's a very subtle thing, but I've heard from other hiring managers, it's come up where it's, you're setting your backdrop like you know, for some folks that they have it set up.

Yeah. You know, really professionally, like against a white wall or there is like, you know, just like a very, like a clock or something. But for some I've seen where it's their messy room or like a very distracting painting or something. So really like, I think taking into account, like making sure that you know what the viewer is seeing.

Is also appropriate. Yeah. It's such a representation of what it would be like for them to work at your company too. Unfortunately, it is one of those things where it's like, I would almost argue that [00:31:00] maybe appearance means more in like a remote interview than an in person interview. Cause then personally of course you're going to be dressed and all that kind of stuff.

Okay. Well tip number four you said, which is be sure to take the time to explore opportunities. So explore like. Opportunities. Other companies or would you, yeah. Yeah. No explore. And I think I kind of,

the tip for that is more around now things that the workplace are changing so rapidly. I'm even just a month ago, all of us were probably sitting in offices not thinking that we'd be working remotely.

So things are changing that there would be a lot more opportunities for remote work. And especially as more companies are becoming more receptive to that, there would be more of those opportunities. So meaning that, you know, don't apply for a role. Oh, remote. Well, just because it says remote and you're like, Oh, this is great.

I don't have to try the really like now that more and more companies are open to it, there would be more of those opportunities that align with your skill sets that align with your interests and that would really push your career forward. Well, yeah. In any job you interview for right now is if you [00:32:00] started, they would have you start remote anyways.

Yeah. It depends. It depends. Like I know for us, we were waiting for shelter and place to be lifted before anyone starts, but yeah, we're doing all everything. Up until that point virtually. So you guys are still like interviewing people. You're reviewing resumes just won't start. Oh wow. I see you guys. You heard it here.

Oh yeah. I'm, my schedule is completely booked. That's amazing. And that's a really amazing, are you feeling like that people are taking advantage of that? Like you're getting more applications and stuff like that? Yeah, I'm getting a lot more applications, but I'm also getting a lot of good applications.

People have time to apply the time to apply. And also, I mean, I understand completely given circumstances. You know, there are companies that are laying off folks that they're laying off a really good talent and that's where, you know, companies that are still hiring, we get to really take advantage of that.

So it's been really good for us. Like, yes, it's been busy, but I'm also seeing, Oh, amazing [00:33:00] talent pool. That's great silver lining for sure. Correct. All right, well, let's recap. Service tips for landing and remote job are number one that makes sure remote work is for you. Number two, look for a role or a company that motivates you so that you're excited to work there.

Number three, understand what employers are looking for in their remote workforce and position yourself accordingly. And number four. Be sure to take time to explore opportunities. Next up, we hear from you and solve your problems.

welcome to dear Claire contest that the part of the show where we answer your questions. Remember, if you have a career question, you can submit it to us via DM on at career contests on Instagram. Email us info at Korea, condesa.com or leave us a voicemail at eight four four females. All of that information is also included in the show notes.

Today's question came to us via DM on Instagram, and here's what she said. I resigned from my job last month and accepted a new job at a [00:34:00] new company with they start date of April 1st, 2020 however, with the community lockdown and quarantine, my first day was moved until further notice. What should I do?

I don't have a job anymore because my start date was moved and what if they don't bring me on anymore? So I can like sense the anxiety of this person's question, which I would be anxious too because you left something for something new, all excited and like quickly at that evaporated. Yeah, I know. It just feels like, of course this happened.

Yeah, of course. I like my job. Yeah. You know, it's, it's kind of like a, there's this good meme going around where it's like millennials, like they graduated and there was a recession. Like now that they're having kids, there's a coronavirus where, you know, they're locked home with their kids and it's like, I don't know about you guys, but I'm scared from middle age, you know?

It's like the whole, like, woe is me. That timing. I mean, my best advice is that you have to check in with the hiring manager. It means they say, yeah. They're going to give you the most information. Yeah. And maybe they're not able to bring, I mean, like you probably heard with Provo, like [00:35:00] they're not having anybody start until the quarantine is over.

So I think that you have to check in with your hiring manager and talk to them about it. Cause there's a very realistic possibility that they won't have you start until this quarantine is lifted. But maybe they can do something in the meantime, especially if you're not on the payroll. I mean, that's, I'm sure that the part of this that.

At least what I'm reading into is the part that you are the most curious about is like when are you going to get out payroll? yeah, I'm sure you could sort of work out maybe potentially at least being part time or starting or training remotely. I mean, it really depends on what your job is, obviously.

But I was thinking, you know, cause it seems like a lot of these companies. Aren't fully remote are gonna probably take until the end of the year, I think until comfortably people are back in the office. Because I mean, from what I've heard, even when the lockdowns kind of lift, it's only going to be a gradual lift, so it'll be like, you can meet up in groups of five, 10, [00:36:00] whatever.

Um, that's just like something I've heard, so I doubt it's gonna happen. You know, one day. Everyone's back in the office, so I don't know. Do you think it would be kind of a pho pod to apply for a remote company during this time or take another job offer? Well, no. I mean, I think a couple of things. I think one for sure talk to, I mean, maybe when you talked to the hiring manager before.

For, they weren't really sure how long this was going to happen, but now, like what Aaliyah just said, we have more information to talk to them again and see if they've got a new game plan. Try to kind of push them on the fact that you really want to work here. You know? Would they be open to remote training or something like that so you can at least get, sorry if they say no, no, no.

To all of that. You have two options. One, you can go back to your old employer and see if they would like you to because you were already trained and knew the job. Um, if you're like, absolutely not, Lauren, that's stupid. I would never do that, then yeah, you can apply for new jobs and look for freelance work in the meantime.

But you know, I, I know this is, this is a tough one, and ultimately the best. Advice we have [00:37:00] is like, go and talk to that hiring manager, because they may be, you can't be the, probably the only person in that position for that company. So hopefully they've got, yeah. Hopefully you're not alone with that. Yeah.

And I think you shouldn't be super concerned of like, what if they just forget about me or because this is something that's affecting everyone, including the company, and I'm sure they also might have that fear of like, well, great, we just hired all these people. Like we want them to continue . Start training here.

Like I'm sure they have that same fear and they value you. Of course, a lot of companies are downsizing during this time because just this unprecedented economic time. But, um, I think definitely just if you have a conversation and super honest, like, I mean, you, you don't even have to explain, you know, cause everyone's aware of the situation and how it's impacting work.

So I don't think if you talk to the recruiter you were talking to and say like, this is a situation I need to. By another job or whatever. I don't think they will be [00:38:00] like, how dare she? Because they know full well, but everyone's going through right now. Yeah, no, the sooner you kind of confront this and start getting your answer, the sooner you can put together your own action plan, for sure.

Well, thank you for listening to this episode of the females. If you like what you heard. Yep. Please subscribe and leave us a review. You guys have been awesome about leaving us reviews this season, so thank you. Thank you. Thank you. Um, we absolutely love hearing from all of you. And don't forget to check out FlexJobs, a partner of career Contessa that only shares remote jobs and jobs that offer flexibility for a small monthly fee.

They do all the vetting for you. So you know, you're only applying to jobs that are available and hiring right now. And a big thank you to Perva and Donna, head of talent acquisition at Goldberg. For sharing her tips for landing a job. Also, don't forget that goal book is hiring and we will link to FlexJobs and gold book and all that good stuff in the show notes. [00:39:00] .

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