Mattia Rainoldi: Alright so, I prepared a couple of warm up questions so to dive into the topic of the interview, and the first one is a very simple one for you, and it is how, what is your job title?

P16: Okay, my job title I'm a software engineering, I have a dual position in this company that I'm working on because I'm a software engineer, and also an UX designer that's just so experience designer. So, I can have both hats in the company.

Mattia Rainoldi: So software engineering and designer?

P16: UX designer yeah. User experience. Yeah.

Mattia Rainoldi: So, and you said you work for a company. So how do you describe your employment type?

P16: Actually, I love it. I love this company, because they are giving me a lot of freedom, so I have a contract with them with a couple of days, not a couple of days, a set of days per year and I'm not basically under this timetable that usually people are they just gave me a task to do, and my goal is to fulfil that before a timeline so yeah I'm happy with that, because it gives me a lot of freedom on the company.

Mattia Rainoldi: Okay, so you're basically, um, correct me if I'm saying it wrong so you're full-time employed.

P16: Yeah.

Mattia Rainoldi: But, um, not on -

P16: (overlap) With a lot of time (end of overlap).

Mattia Rainoldi: - an hour basis but on projects.

P16: Exactly. I mean there's a set of hours that I have to respect because sometimes there are meetings that I have to attend but I'm not restricted on the number of hours that I need to work in a day. For example, one day, I can work four hours whereas another I could work more than 7 if I want. It depends on me so it's up to me to organize my, my activities on the day, just I have a timeline, um, and a deadline, we have to deliver all my, my duties and it's up to me to organize how I would do it, so sometimes you can see me working on weekends or holidays, but then the rest of the week, maybe I'm not I'm not really that present and just I'm on the on the meeting so stuff like this, so is basically a lot of freedom and that's what I like about this company.

Mattia Rainoldi: Mhmm. That's very interesting to hear, um. So let me ask you, um, more precisely said, do so, how many hours do you work a week, generally?

P16: Generally awake is 35 hours, that's why this is stated on my contract, um, the thing is like this more because of the French legislation, you know actually I need to work five days in a week. I can distribute it as I want to during the week and I have a set of days that I had to work in a year, so I can organize it as I want, so I can take holidays like you know I will work completely I don't know let's say 11 months and then let the last month I won't work and still I will get paid for that, because I have a set of days that I need to work and those are the ones that my contracts are engaged, engaged to, so as soon as I managed to to, to handle these days, I'm okay. But anyway, and still under a contract, a French contract, so there are some things by the law that we need to respect like I shouldn't be working more than 10 hours a day, I should work a maximum of 39 hours per week but that's just, um, a matter of load, you know, like they say 'okay, this is more or less the ideal that you have to fulfil, but you can organize your day so it's completely free'.

Mattia Rainoldi: So, if I'm understanding right there are maybe weeks that you work more than 39 hours and.

P16: It could happen if it's a let's say it depends more on me and you know there's a calculation of the activities that I have to do, they more or less a estimate how many man days it will take to perform that task and it's up to me to try to finish it on time. So yeah sometimes, of course, it could take me longer if I'm stuck or something like that, but I have a good manager and this guy helped me a lot sometimes when I'm stuck with some development or something. And the team is super unite, so I can ask for help and at anytime I want, we have everything prepared to work remotely so, um, just as what we're doing right now, I have Zoom calls with my colleagues, whenever they are stuck or, or I am stuck or I need some help. So extremely well question at the team I had to say, so yeah. But, yeah, it could happen that there could be some moments where there's a bunch of work to do, or we have errors in production or stuff like this, so I need to work a little bit more, but it's up to me to organize, yeah, there's no restriction.

Mattia Rainoldi: Yeah, so you have said, basically, you are free to choose when you take your day off and also, when you take your holidays, based on based on what reasons, do you take your days off, um, for example?

P16: It depends, me I like to really, I love to travel. I love to be always on a plane so basically I tried to mix, you know, we have still the French holidays, the bank holidays and I like to mix those days with my day, so my, my holidays that I earned in the company so, um, I try to organize during the year more or less like to make the most of the time as possible, um, and yeah there are some moments, where you actually, it's not that you can, but this would be preferable if your stay working, for example, we know a few, a few weeks before, we were having this solution that we're putting in production, so you can take your days off during that time, but, um, it would be better to stay because it's a major moment, you know, and also, there are some milestones that you need to respect. And we got together in the team, and we decided 'okay, I was planning holidays for that week so probably someone else can cover me' or something like that. So we plan a little bit in advance, but it's not as restricted like you cannot take it, you know, like there are some moments where you have to be there because it's more or less of a sense of responsibility, you know, to have a product to deliver, um, you know that probably you could during those days it's going to be a hard week, but then you can take some days off and stuff like this, so it's more or less depending on how's the work during those days that you can choose, um, where you can take the, you can take your days. Of, of course there's this, also, by the French law, you have to take at least 10 days in a row from your holidays during the year so those ones we plan it in advance, sometimes one month or two months in advance so like this, you could say 'okay guys, you know, I want to take my 10 days off'. I would plan it for, I don't know middle of August or middle of September, so like this we get together, we have a table and we more or less organized to see who's going to be available basically to respond to any, any situation or something like that. But it's more or less, um, let's say, um, pretty flexible in that case.

Mattia Rainoldi: Yeah. Okay, so, and how does this flexibility makes you feel?

P16: Super good, because my previous job was awful it was super awful to request for holidays. I needed to first request my manager, than this manager needed to check with the rest of the team, and you need to like really posted really, really in advance and sometimes you know, especially with all these Covid situation it's difficult to plan, right now, so you cannot go in advance to say 'okay, I will plan to leave in in August or, or December', we don't know if everything was going it's going to be under lockdown or if the flights will be cancelled or something like this, so this way of working, it gives me the freedom to choose what to do, like, I can more or less say 'hey guys I'm not going to be available next week' or maybe even me, I that's what I do sometimes I will say I will take my laptop, I will just go and then being in there, I would probably decide to stay a little bit longer you know so that's the good part of also being remote, because you don't really need to be in one place, as long as you're like connected on the time that you have to be at a meetings or any particular workshop or something like that, it's okay and actually it makes it gives me that it gave me the freedom during the lockdown there was a lockdown in France because I was like super stress of the idea of not being able to go out and I said to my husband, 'you know what let's go, I cannot stay here anymore'. So we took a flight to Mexico and we spent four months in Mexico during the time that it was a lookdown in here in France. It was kind of difficult because I needed to work at 3 o'clock in the morning, sometimes I needed to be on a meeting or something that so, I needed to be available. And my manager say 'okay, you can be wherever you want in the world, just try to be available to the meetings and keep your work, your work up to date, so it, it actually cost some effort but in the end was good, because I was starting to work more or less like really early in the morning and by midday, or even before, I was already done with my job, so I had the rest of the day for free, for me, so that kind of freedom is what I really like from this, it's something that I enjoy a lot.

Mattia Rainoldi: Okay, that's, um, very, very, very interesting to hear.

P16: (overlap) Yeah (end of overlap).

Mattia Rainoldi: So also your flexibility in terms of place so where are the places that you work from in general?

P16: Yeah well generally I like to be in small cities not, not that big cities, um, because I like to the fact of going out, walk on the small towns and meet the locals and stuff like this, so basically the last years we been more or less in in Europe, we were a moving around small town so sometimes we take the car we go to Italy in the mountains or we go to small town as long as there's Internet you can be whatever you want so that's the only thing that I check, first of all, if the connection is going to be good. Usually I take AirBnbs not hotels, because, like this you feel home, you know, like you have a kitchen, to have a I don't know, maybe a room that you can take to work and usually, when you take this AirBnbs per month, monthly, per monthly base it's cheaper than just being one week or two weeks in a in a hotel. So sometimes we say 'okay let's go one month to Italy' or 'let's go one month to Germany', or something like that and with the car we go and let's say in basically, that's the idea, you know, like finding a good spot where it's going to be comfortable to work and, um, you can also disconnect a little bit from your usual environment, so I love nature so that's why I always look like somewhere in the mountains, somewhere near the beach or something that and yeah this year we tried with Mexico and it was super good. I, I cannot regret it, I would say that if I could I would be there already again, so it was super nice, yeah.

Mattia Rainoldi: And when you are there on the locations, so what makes a good place where to work for you?

P16: Um, it has to be good table, for I can or a desk where I can put my my computer, a good chair and a good Internet connection, if I had that and I'm already good because you know I'm traveling only with my husband sometimes there are some other friends that do the same thing, but the usually, we rent a small apartment maybe studio or something where I had this this these three, um, variables that match and the other thing that makes it nice is to be able to walk everywhere, like I don't need to rent a car, I don't need to go with my car, in particular, I can just take a bike and go somewhere in the nature or have something pretty close to go to eat or something like that that's what I look. I'm not really a guy that goes to parties or something even if you see my festival overhang. But in a when I'm traveling, I like that, you know, like waking up in the morning, go walking around and find a good place to have a coffee or maybe take my laptop and work from there. I don't like that that much, but sometimes I do it and, and basically close to the nature of that's what I always look for.

Mattia Rainoldi: Mhmm, you're saying you're working from cafés and didn't like it very much. Why, why is that?

P16: Because you know there's, there's too much distraction, you know, like you're sitting in there and I'm not really able to concentrate. Sometimes you see people passing by, there's a I don't know some noises outside and me, sometimes when I'm coding, I really need to concentrate so, even if I put my headphones and stuff like this. On the coffee sometimes it's not the best, but I do it sometime just to change the, the ambience and to see people or stuff but basically, I prefer to be at my place and comfortable area where I can like be in my pajamas or something and, and then, once I finished the work that's, um, something that maybe I think I wrote it on the on the dailies. I have some alarms that reminds me more or less how many hours, I've been working so with this, I try to disconnect from work, you know, like okay it's been already 7 hours, or it's been over the 6 hours, um, this I can leave it for tomorrow, so I disconnect and I go out to take advantage of the place where, where I am. So, for example, right now, and in Madrid, I'm not, I'm not even in France, um, and last week I was in the Netherlands or you know, so this, um, way of moving around and, um, I really enjoyed that part you know but, basically, I prefer to work in a place that actually I made for, or is made for to work and not outside on the cafés. I know there's plenty of people that are doing it right now but, for me, I think it's not a good place for concentrate and I prefer to stay at home. If it's a meeting or, I don't know, something that is going to be quick, yeah, why not doing it on a café but if I need to really concentrate, I will do it at my place.

Mattia Rainoldi: I see yeah, interesting yeah. Um, what is also very interested about is I was, I was going to ask you later about it, but since you're already brought it up let's discuss it right now is the, your strategy with the alarms.

P16: Yep exactly.

Mattia Rainoldi: Why you are doing it?

P16: Because actually I don't know if, if you have been coding already some day in your life, but when to start to code during it you need to be concentrated and sometimes you're too concentrated on doing this stuff that the time flies you know so basically, when you're like really motivated to do something to start coding and in you're getting ahead in the in the in the work that you're doing and at some point, you see it's like 10 hours that you've been sitting in there just working on this, so, um, you know I sometimes okay my husband is also working remotely so we say 'okay let's stop it, we need to like get out of here, let's work let's have a dinner' or something like that so like this, I had been monitoring how many hours I'm stuck in something or like really dedicating to this and also says to me to like calculate how much I'm investing on the on this activities that I'm doing because, as I told you, before all these duties or tasks that they assigned to me, um, during a period of time, they have an estimation, so they say more or less, you have to perform this task, and it will take you around five days or seven days or something like this. So if the story that I'm working on took me more than seven days, I have to tell to my boss 'hey this was estimated at this and it was like more or less a little bit more' or 'it was less than that' so basically so, so to have more or less than statistics on how, how I'm really performing on my job you know, so basically it's because of that and, of course, sometimes I'm like really focus on doing things and I skip the lunchtime, or something like that, so I prefer to set reminders like 'hey, go take some water, hey have, have the lunch', you know, like 'go have lunch' and stuff like this, but it's mainly because of that because I had to be sometimes super focus and I prefer to have a trigger that actually makes me change, um, my mind on what I'm doing right now.

Mattia Rainoldi: Yeah, it's very interesting yeah, so let's assume this scenario, um, when you set your timers, you set it before work?

P16: Um, yeah usually what I do is if I'm not on the same time zone, I have a tool, I don't know if you know it's Slack, it's where I communicate with my team. So I present already on my entire zone which are the hours that I'm going to be available so, for example, and in France, I know that I will be available from 9am in the morning until 5.30 or something like that, so I let Slack to notify me everything when this time but automatically it will set all notifications off after 6pm in the evening and yeah on my, um, usually do it per week, you know I have Outlook I organize my week saying 'okay I'm going to code during this block of time, I'm going to have meetings during this block of time', so I know more or less in the week what I'm going to do, so, um, I put reminders like a personal tasks in my calendar saying 'okay, this is time to code', so in the computer, I see this pop up saying okay if you have this activity that is starting it's like setting a meeting and I know that I will start coding at that moment, and then finish, finish, I will receive a notification like saying 'go to have a lunch' so okay it's time for lunch, so I will switch in my head that I'm going to finish what I'm doing in in and pass to another activity, personal activity or whatever or yeah. I use a lot, the Outlook and the Slack to organize my days.

Mattia Rainoldi: I see yeah.

P16: Yeah.

Mattia Rainoldi: Now and then let's now assume that you get a reminder to stop working, what happens?

P16: Well, I have it on my mind, because maybe I'm super focused and I don't want to really finish, but I received a notification, I leave it in there, I know that it's time to stop already so I tried to start like preparing everything to, to stop like if I was finishing some coding, I will save that code that will try to submit my work request to the rest of the team, and then I know that once I finished with that I need to close my computer but I got a notification for that that reminds me that, especially now that is summer, because you have the sun like until 10pm. So, for me it's like the time to stop, and you know, so I need to really remind me like okay it's the time of ready to stop but basically it's, it's like that to have a notification, I see it, okay, I know that I need to stop. If I'm really, really focused and I want to finish, I will try to put some intersection in there to finish, and the other strategy that I have is that I had some music on Spotify. So, I know already some set of playlists that they last like two hours, for example, so I put that playlist and I know that, during that time, that there's a sound, I need to work. Once the playlist is done, then okay it's time to stop you know, so I use multiple ways to organize it and it's actually good because I put some concentration music or something that I like and I know that it's going to last for two hours, so I will try to do my best to produce during that time, oh basically like that.

Mattia Rainoldi: Okay, so there are two things that you said I'm going to quickly write down one, so I asked you the other.

P16: Okay.

Mattia Rainoldi: (pause) Okay, so you said you have multiple strategies and you told two, one having the reminders and one having the playlists. What are the other strategies?

P16: Other strategies is my husband next to me saying 'hey stop, it's time, let's go to eat' that's the most common one, um, which other strategy, like, for example, when I have a day full of meetings, I know that that my last meeting it would be the last, and once the meeting is finished, I close, I'm not going to start digging around some other coding or some other activities, once the meeting is done I stopped and actually is good because, since my husband is also working remotely we try to organize ourselves as well to say 'okay what time are you finishing today, I'm finishing at five, okay me too', so at five we finish and we go, you know, like let's go out, let's go walking, let's go to the beach or take the bike and I don't know like do a tour around the city or something that we try not to be at home too much, so we're going to spend a full day of home so that's why we like to as soon as we finished working we go out and actually during the lockdown that was super difficult for us because after you finish working it was you were not able to go out. So, what's a little bit stressing during those times because we love to be outside, and that was a big, big struggle for us to be full-time at home, you know, so yeah, yeah basically more or less those are those are my strategies, I guess.

Mattia Rainoldi: Alright. Now, you mentioned it now twice and I get the very interested about it. You said when I'm done, I close my computer.

P16: Yeah.

Mattia Rainoldi: Is that for you some kind of ritual or?

P16: More or less, yes, because actually even if I'm a technologist, I don't like to use technology too much, I try to disconnect completely from things, I mean I've been working already for 15 years with the computers. So, people ask me, but you don't play games or video games or stuff, no. I use my computer only to work, you know in. Okay, maybe if I need to, I don't know, to do some paperwork or something I would do it in the computer but me I actually don't like to go too much in there in the computer. Right now, with the phone sometimes if I need to read or I don't know try to I'm interested in a subject or something I will do it for the phone or tablet but not with the computer, the computer is basically to work so as soon as I finish, I close it, I don't want to see it anymore, and I really to put the top of the computer down and I disconnect from that. I have my special space to work I have my, my desk with my pretty good chair and two screens and everything but that's only to work, only to work. It's sure sometimes I could have like personal projects like, for example, I have some friends with which I helped with the their websites or sometimes I do some freelance jobs and stuff like this, but I usually take something like I know at some point it's not going to be that difficult I can do it in I don't know two or three days and maybe that could be on my spare time you know, like okay on the weekends, maybe I wake up early one Saturday, and I will start working during the morning and, at the end of morning I finished and that's it, but, um, for the rest of the computer, for me, is only to work. I don't use it for anything else.

Mattia Rainoldi: Alright, yeah. Interesting yeah BUT I saw in your diary that you use your mobile phone both at work and -

P16: (overlap) Yes (end of overlap).

Mattia Rainoldi: - your leisure time?

P16: Yes.

Mattia Rainoldi: Can you tell me a little bit more about how you differentiate between, um, when you use your phone for work and when it is for your leisure activities?

P16: The thing is like I need to use my phone at work, because actually I'm a web developer, and all my designs or things I'm designing or developing has to work perfectly fine on the phone. So that's why you will see me with the computer, and I had my phone next to it because I will be seen at the same time, what I'm doing on the computer how it's going to look on the on the mobile that's why I use it a lot. Also, you know, sometimes I have Zoom also installing here in my phone, so I know, sometimes I have meetings where I don't need my computer. I just with the phone it would be okay, so I use it for that as well but as, as, as well you know, I have a Slack also installing my phone where I communicate with my team, but as soon as it's the notifications will stop on the computer, it will also stop on the on the phone, so they are more or less connected in that way. Um, of course I use it the phone just as a regular basis, you know, like, I will, if I want to use the GPS, or if I have to I don't know buy a ticket for the bus or something like that I would do it through the phone yeah but all things related to work like a chats or Slack or Zoom or whatever, it will turn off as soon as the notifications are also off the on the computer so that's why I easily switch you know because I won't receive any notifications since then, unless I am in what they call on-call-week, there are some times that I have to be on-call, it means that I'm the one in charge, if something happens so they can call me at any time but that's a week that actually, um, is a special, it's really planned in advance, like a three or four weeks in advance and it stay a apart from my salary, you know so it's something that I, I can do it gladly because I know that it would be paid, you know so it's okay from me. In those cases, I turned, I leave the notifications on because they can call me at any time, or they can write me a message and if they call me, of course, um I'm outside of my working hours let's say, um, based on the French time zone, they would pay extra for that so it's okay. In those days, I use both devices at the same time.

Mattia Rainoldi: I see, it's very interesting. Do you have also, I understood that you have very clear strategies to keep your working not invading your free time and your leisure time, yeah.

P16: Yes.

Mattia Rainoldi: And it sounds very well thought through, um, do you have multiple strategies in place in order to dis-enable so to say your free time activities, your leisure activities to invade your work time?

P16: Um, it could happen, it could happen, like, for example, right now, this weekend in Madrid last week, I was on holidays, starting from Wednesday until, until Sunday and we didn't wanted to go to come back to the France, and we have some friends that were visiting here in Madrid, one is coming from New York and the other one is coming from Barcelona, so we say okay let's meet in Madrid. And yeah, for example, during these days is it has been difficult, because my husband, he has holidays. I couldn't manage to have holidays because I was on-call during this week. And you know they're doing a lot of things right now outside on the downtown, they're going to have beers, so stuff like this, but I'm working. So during this time I say 'okay guys, I will meet you after my work, I need to finish on stuff' and yeah this week I need to organize myself in a different way, so like this, I can like really advanced a lot on what I am doing and allocating some time to leisure that could be usually a time that I used to work, you know, so like, for example, today I can't because I have a call at um, 5.30 and this call last more or less than 7 or something like that so today for me so working day but since I know that today I'm going to be working a lot, tomorrow I will be practically off, you know, so I will just be in a meeting that I have attended in the morning and then the rest of the day, I would be just with my phone outside on the streets waiting for, if someone needs to call me or something like that, but for the rest, I will be like progressing a lot today, so I will have the more or less a full day tomorrow to to be on the streets, you know, like taking leisure time, so yeah, that's why I told you that I love the freedom, because I can do stuff like this, like I know I'm going to work a lot today, but tomorrow is going to be more or less a day off, yeah.

Mattia Rainoldi: And what is the advantage of doing it for you?

P16: The advantage is that I can share free time with my friends, I can see my friends that are visiting in here, and of course I can take advantage of my day as well you know, like um, I'm not attached to do something, or to stay behind the computer in the hotel or something like that. I can just go out, stay with them and if at some point they need me or something, they will call me or they will send me a message on my phone so I would be switching between leisure and and work at the same time, but I know it's going to be a calm day so that's why for me it's a good advantage, because I can take advantage of being with my friends that full day. That would be nice, you see.

Mattia Rainoldi: Would you say that to try to establish clear boundaries between what is work and what is your leisure time?

P16: Yeah, it could be like, for example today so it's a day, where I cannot go out, I know for sure that I had to work, there's things that I need to finish, I have a call at the at the evening so they were out today, and I say 'no guys I need to stay' and I know that in to say because I need to call, I need my computer, so I won't be outside doing that, on a coffee or something like that and they of course they want to move around and visit some places so it's not a free day for me, I know for sure, but then I'm unorganized with them to have like tomorrow, Thursday, we can go to a museum or something like that, and I know that they won't be an issue because I would, um, I don't need to be with my computer so for today I established boundaries you know I can't go out today, to work, but I will, tomorrow, so I organized my, my, my day in base of that.

Mattia Rainoldi: Would you say that you are a person that likes to keep work and leisure separated?

P16: Yeah, for sure for sure completely, because actually yeah I mean it's not the same thing you know, like, for me, even if I enjoy doing my job, I love what I'm doing, I develop applications for airlines and stuff like this is pretty interesting what I what I'm doing. I really feel like, um, you need to separate both worlds, you know, like when you need to concentrate, when you need to work and you need to finish something. If you really want to have this freedom, you have to also give back you know, like okay, they gave you the freedom to organize your day but you really need to produce what they're expecting from you so I'm enjoying what I'm doing but it's not leisure you know it's not like I'm going to be in a pool like programming or something that I, I could do it but I prefer to like really concentrate to take my my space to produce what I'm supposed to do and then, once I finished with that okay, I can go and take advantage of my day, so yeah I prefer to really separate yeah.

Mattia Rainoldi: Mhmm. Yeah, okay fantastic, so did you find yourself also a situation where it's difficult for you to keep clear boundaries?

P16: At the beginning, yes, I had to say when been working remotely wow since three years already and I get this to this company, where it was like this freedom, so you know I came first with this previous company where everything was established there was this time table, you should not be late and stuff like this, you should always have to the office. By now it's like okay you don't need to be here, you just do whatever you have to do and finish it on time and that's it, so it was difficult because you felt a little bit overwhelmed and when you say like 'okay I don't really need to be at the office, I just. I don't know, can go to the dentist and then go to the supermarket and come back and work during the night' and sometimes it could be like difficult to organize if you're not, not having the strategy, it could be complicated to separate you know, because you could say in the middle of the day, 'okay, no I'm stopping and then will continue in the night' and stuff like this but then, you know, like do will get in the natural tire, you don't want to continue working, so it will affect you’re your, your, your, um, productivity, so I prefer to establish myself a schedule and say okay there's working time and there's leisure time, so I will work during this time during these hours or whatever. In the way that you want, like, for example in Mexico, I was working two in the morning in really early in the morning. In here, sometimes I'm not waking up at seven, I will wake up at nine and I will start working at 10.30 or something but yeah once I sit in front of the computer, I know that I'm working and it's going to last for five hours, six hours or something like that and then, once it's done, is when I actually take my free time for me so yeah.

Mattia Rainoldi: Okay. Yeah. It's, it's very interesting to hear. Okay so, can you tell me how important it is for you to have and use digital technologies to manage these boundaries?

P16: It is important, it is important because I'm a technologist, you know I am developing and all the time in front of the computer. So for me the computer has to be a tool that will help you on your daily, daily activities, you know, of course, in my case I use a computer as my, my base, because if I don't have a computer, I cannot do web development yeah I have to say that I am really dependent on the technology and in those terms and that's why I decided to stop it a little bit you know, like before I was like playing video games and, um, I don't know even doing my courses and stuff with the computer, um, everything was done in the computer on the phone and at some point, I say okay um like all the time, stuck to this every time receiving notifications on the phone, um, even if you were with family or something you were like always checking the phone, so we realized that this is bad and at some point we stopped it a little and, for example, one of the things that we're doing it's like we're leaving our phones outside of the bedroom so when you're sleeping phones, tablets or whatever computer everything is outside we don't have anything from technology in the, on the bedroom so like this, you guarantee that you're going to really sleep well. And then, in the morning okay, you can check your phone or something like that, but it's true that, and even if I tried to separate it a little bit I use it a lot, I mean, if I go outside I will check the GPS on my phone, if I going to pay something at the supermarket I will pay with my phone. Um, I don't know if I'm on a plane, I would just really take my tablet and I will watch a movie on the plane, just so yeah I use it a lot, even for leisure but it's true that I know that, I'm aware already that this is something that is taking a lot of time, a lot of time of our lives and I'm trying to put it a little bit away so that's why we decided to each time we travel is to a nature place you know, like mountains or stuff like this, where you can actually really disconnect a little bit from, from the technology, at least you forget, you know, because you will always take a picture, you will always I don't know check, make a video or something and it's practical to have everything in, in one hand, in a device but it's true that if you like, really in a place where you can spare, use your spare time, um, distract from, from the technology, it helps a lot it actually helps you to oxygenate a little bit your mind oh yeah.

Mattia Rainoldi: Mhmm. Alright. Um, let me think, I had a question in mind but now I've lost it (both laugh), for a second let's see if it pops up again in my mind. Yeah no, I got distracted (laugh).

P16: Don't worry, don't worry.

Mattia Rainoldi: Anyways, it will come back for sure. What I wanted to ask you, then, is basically, um, when I cannot remember that (both laugh) that word.

P16: Don't worry.

Mattia Rainoldi: Anyway (laugh), it will come back.

P16: Yeah, now, this is this is something that at the beginning was super complicated because I didn't know how to handle it, I never worked as a digital nomad before and these I got with time with experience and, basically, I think if you really want to organize your, your life in how to separate this leisure with with job you have to have a scheduled to how to really organize yourself, because it could be complicated. At the beginning, especially when you have a lot of freedom, you know don't really know how to handle it. So if you really want to keep that freedom you have to be organized and I think that the beginning was not easy, not easy, it was super complicated to maybe have a meeting to have your husband next to you so I don't know it was it was a kind of difficult situation, but once you understand how it works, once you get used to this, you will never want to go back to an office again (laugh) and actually, you know, this possibility to be wherever you want, at the time that you want, actually it has value, you know, it helps you a lot, because you don't feel restricted, you don't feel like attached to a place and, and just dreaming all the time, um, when you're going on holiday, it's like you can live on holiday and try to really organize your life so these holidays can be not perpetual but at least longer than usuall, what we were having before, so I really appreciate that.

Mattia Rainoldi: Yeah. Now I got my question back and I got another one, so being able to work remotely does also feel like is a holiday. It that what you wanted to say?

P16: Yes, yeah for me, I need a perpetual holiday and just doing my stuff you know, like a regular basis, a and yeah it's true that since I really enjoy what I do, I mean I really enjoy doing websites and stuff like this it's like I don't know some people enjoy playing video games, I enjoy coding, you know so it's like also part of my, my daily activities to code a little bit, to really focus on on a goal and try to finish that and accomplish a task that has been assigned to me so yeah you feel like holidays, because you're abroad and also you're doing what you like, so it is it's pretty nice.

Mattia Rainoldi: Yeah. So, I got my question back (laugh) as I said.

P16: Okay.

Mattia Rainoldi: And you were saying that in your free time you use, for example, the phone a lot, and when you're doing that, or tablets for example, does the use of the phone since you're using it also for work does it reminds you of work?

P16: Not necessarily, not necessarily because I had I don't know if you have an iPhone before well just any smartphone you have pages, okay, so I have a one page, where I have everything related to work and that's actually the last page of my, of my phone, first of all, I have the maps, I have the I don't know messages, WhatsApp, Google chrome stuff like this and then I had everything related to work in the last page in the last picture. So, really there's no I mean, even if they're pretty linked, since I turn off all notifications and other stuff it works pretty well you know I like I don't really go into checking what has happened in the work or stuff like that, so I'm really disconnect so everything is separated.

Mattia Rainoldi: Yeah, that's a very interesting technique or tactics that I never heard of, yeah, this is very nice to hear yeah, and that brings me to another question that you have for sure a strategy as well (laugh), what about emails?

P16: For emails, um, I had the two, two boxes, I have Gmail which is my personal one and in there, the I have received emails but it's not necessarily from work and I use Outlook as well, which is a different tool, this is only for for, for, for work, so I never there are people that are actually mixing their personnel address with the work address in the receive everything in Gmail is not my case. I have my personal one, I have a Gmail application in there and the Outlook application, where I receive all the notifications for not even notifications, emails from work. They will be outside, they will be on the page, where I have all the other Apps that are related to work so yeah and as well, I can set notifications in there to turn off, so I don't really need to see it every time.

Mattia Rainoldi: Okay, yeah. That's very nice to hear that. Alright, P16, I'm on I'm just going to have a look a little bit the tour of your diary if I made some notes and then just going to check if we covered all the things now that I noted if not, I'm going, I'm going to ask you a couple more question about it.

P16: Okay.

Mattia Rainoldi: Yeah that's the thing that we discussed about to really stop working 'I switch myself as away on Slack' and you didn't check ah don't check message notification until the next day that something that I believe we covered in the course of the interview yeah, so, then, there's a day here that is interesting, it's a day that you said is a day off you take ah took a day off, 'so there is no need to think on to switch for work'.

P16: Yeah it was my day off so everything's turned off in notifications and stuff so I really didn't need to think about it so it's what I said, you know you're free to decide which are your days off, usually I try to stick to this regular office, um, basis, like from Monday to Friday and I, of course, on weekends, I try to take my, my days off. So it could happen someday like I don't know, maybe let's say it's Thursday I needed to go to the doctor and do multiple stuff so I couldn't really progress on what I was doing and I could like 'okay, let me just add a little bit on the morning' or stuff like this and it could be on a Saturday or Sunday like that, but I try not to do that, I prefer like really keeping my weekends off completely and yeah I really don't need to switch from working that time because I was not working. I was really free.

Mattia Rainoldi: Okay, great and then you had a couple of things here written about setting the alarms and then having this like notifications are off, but we covered there. So, unless there is something more that they want to add to that?

P16: No, I think, I'm okay yeah. I think it's clear, it's basically for you, if you have more questions about how I organize better yeah.

Mattia Rainoldi: Yeah no, you already gave me very interesting examples about how you organize, um, your life and especially your, um, your work and your leisure time with, with a bit of technologies, so I have a concluding question about, about it is an open question to you. Is there something that is still important to you that we didn't talk about it. So related to the relationship work, leisure and the use of technologies?

P16: Yeah one of the things that probably it could be interesting for you, is which are my goals you know where I'm going because okay, I told you that I like, the way I work, I told you, the I'm really comfortable with that, but sometimes you want a little bit like I have this golden rule, but you have three freedoms, you know, like location freedom, time freedom and, um, let's say financial freedom okay. I think I've managed to handle this two firsts so let's say notions of freedom, I still need to get a little bit more with the financial because sometimes it's difficult, you know, like, I have my apartment in Nice, I had to pay for, for it every, every month and I like to travel, I like to be outside of that so one of the things that could be interesting for you to know as well, is that sometimes when I leave what I do is, um, I would put my apartment to rent so, um, what I do I go to Airbnb, for example, I bought my apartment in there and usually if I put more or less the time the time that I want to be outside you know, I want to be I don't know for three weeks or four weeks I put it like available during those times. And then I added myself to the availability, so the person that actually are coming you know if they booked my apartment and they say okay, we want to get there on Thursday. I will try to organize myself to get a flight or train or something on that Thursday so like this I can give them the apartment and I can leave, you know, this also produces a little bit of extra money let's say but it's not all the time, you know, there are some times when you're really want to go out, you don't have anyone that is interested in the apartment I, for example, in January, it always happens because nobody goes to South of France on January. And you don't want to stay winter in a big city, you know there's nothing that you can do in there, everything is that. So during those times I get difficulties to travel and I like to really move around, because I will need to pay my rent in France, and also the hotel or the place around that ongoing so that's the thing that I will and like trying to figure it out how to how to manage it, because it's like sort of an attachment, you know, I feel attached to that apartment- Sometimes I feel it's like a break it's really breaking my plans and that's what I would like to go later not like having financial independence independency so like this, I don't really need to worry about like 'okay, I need to paying here or paying there' and be a little bit more comfortable with, with my, my income let's say because right now, since I'm still working for a company it's not like, for example, for freelance that you can decide how much you're going to earn or you can like really put a lot of effort on how to produce more money, you have a salary and that's it and if you want to earn more, you have to request for, for a raise or something, so how to get an external way of keeping income for me so like this, I don't need to really worry too much like saying 'okay, I will need to be for outside for three months, but what can I do with the apartment, I cannot pay the hotel and the apartment at the same time', so this is the next thing that I am trying to figure it out. I'm still working on that I have to say. I'm not in the financial position that I would love to be and not, and I would like to be better so maybe one of the things that you would like to investigate is how people are organizing to really expand money in terms of enjoy your leisure, and that is not really affecting your, your way of living, you know, because sometimes you want to go travelling maybe one day you want to go to Thailand, but you need to think on plane tickets or how much you're going to spend on the hotel or studies, especially when you're a digital nomad where you want to like spend four or three months, how to make it possible without affecting your, your pocket, you know. So maybe that's something that you would like to add in your in your study.

Mattia Rainoldi: Yeah, yeah, definitely. Well, that's probably is another study, but since I'm working as an academic that is a very good idea, so I can keep that in mind for study as well, thank you about that. Final questions, let's take a close or an outlook into the future, so how would you see yourself or the figure of the digital worker of the future being?

P16: I guess it's going this way, the way that I described you. I have to say that I've been really lucky to being able to do this because I know not everybody's doing it, and sometimes you know I had my Instagram account and my Facebook account and I'm not really posting every day, I post like I don't know every two months or three months and people are asking me like 'how the hell are you doing that' you know, like 'you're always traveling, you're not at your place and but how to work and stuff like this'. And people are realizing that this exists, it's possible to really work remotely, you don't need to be in an office, and especially with the pandemic I think people are like starting to really appreciate like being in a big place with access to nature and stuff like this because if, for example, this pandemic hits again and you don't want to be in a small apartment like where you cannot move or where you really cannot take air or stuff like this, so I think that's the future, you know people are looking forward to really like say not being so attached to a place to a to an office or something and to be able to use the technology to achieve this goal, you know, like you can have this freedom like this independence, um, location independence or time independence, as I was telling to you, so I think we're going that way, I really hope it would be the way because right now, if I if I needed to resign to this job and find another one, um, um, that would be my my main like hesitation, it has to be remotely and it has to have that time freedom, otherwise I won't take it, so yeah I think it's going that way, I hope so.

Mattia Rainoldi: Alright, yeah. That's um, yeah that view is shared by, by a lot of people I guess.

P16: Yeah.

Mattia Rainoldi: Right P16, we are reaching the end.

P16: Okay.

Mattia Rainoldi: Um, so last question, if you have a question still about the interview and the research project, we can discuss it.

P16: Okay, no for me, I think it's pretty clear. I see what, what you're working on, I think, is super interesting. I really feel like we need to have more studies like this, because there are plenty of things are really unknow by now, people that don't know that there are these tools that where you can really split your, your work and leisure and like keep it in a balanced way, you know, for some people is complicated and I, and I see it a lot with some friends that they needed to start working at home with the pandemic thing and they were like crazy to go back to the office, because they say no, and 'I can I work more from home because I don't know how to disconnect' and stuff like this, and so it's possible you know you just need to organize, just try to keep the schema where you have just imagine that you're in the office and you're doing your timetable and try to be productive during that time and you will see if you really take advantage of the opportunity that we're given with this situation, I know many people will will, will love it, so I think if we if we bring awareness of this possibilities that we have right now with technology and other stuff, I think many people will embrace it and that's, that's why I think it's important that but you're doing in there, I really am really proud of what you're doing (laugh).

Mattia Rainoldi: Thank you, that's lovely to hear. So last question because now you've triggered again my mind.

P16: Okay.

Mattia Rainoldi: What is the balance day for you, so you said how people can have more balanced life or about day, what is the balanced life for you or balanced day?

P16: A balanced life for me is like or day like say, for example, a working day, where I had the opportunity to achieve my goals, that I hit that I had for work and also, I took the time to refresh my mind like doing sports or going outside to the beach or enjoy with my family that's a balanced day for me. A non-balanced day for me is a day when I finished work, and I'm still in my house like watching the news, or you know that I'm not really exercising my mind, because I know not really feeling that you need to exercise your body all the time, but your mind has to be like really exercise every, every day and really going out, taking a deep breath, a lot of air, I think that really helps. So, for me when I say, is where you really have achieved your goals and also, you had the time to refresh your mind.

Mattia Rainoldi: Okay yeah. Great. That was my last question, so thank you very much for contribution.

P16: (overlap) Same to you (laugh), (end of overlap).

Mattia Rainoldi: Um, I'm going out to stop the recording and we can continue talking off the record if you have further questions right.

P16: Okay.