Mattia Rainoldi: So recording is on. So as a question P4, I would like to discuss a little bit with you about your practice of being a digital worker and I have prepared a couple of, um, warm up questions related to how you work and how you organize your leisure time as a digital worker. First of all I would like to ask you what is exactly your job title?

P4: Oh, I have a few. I don't have one, but my business is social media strategy.

Mattia Rainoldi: All right.

P4: Speaking so I could be a digital marketer.

Mattia Rainoldi: And how would you describe your employment status?

P4: Oh, I'm self employed.

Mattia Rainoldi: Self employed. Are you full time self employed?

P4: Yeah.

Mattia Rainoldi: Right. So on a typical day of work, what are your main work activities?

P4: So I split in between two things. I have some English students, so I still teach English occasionally. Um, depending on like month by month and then I do social media work so either I have client calls or I have a pre-planing activities anything that's real that, that relates to social media platforms.

Mattia Rainoldi: I see yeah. And what do you enjoy doing when you're not working?

P4: Oh gosh, I do a lot of spiritual work, so I do a lot of spiritual practices like meditation, sound healing sessions, I go to a lot of meetings, um fun meetings most of the time, but they can also be business related. I don't count meetings as work, not that kind of meetings anyone. Well, here it's very hot, so I usually go swimming, go to the beach, go for walks, cafes. So that would probably be like the main things I do for fun.

Mattia Rainoldi: Alright, you said that they are also kind of work meetings. Why would you say so?

P4: No, no, so, for example, if there's like a business meet-up I don't count it as work, even though it is for business. Because I enjoy them. But they're called business meetings so technically some people could consider it work.

Mattia Rainoldi: And why don't you?

P4: Because I enjoy it so much. I love communicating with people from like other business areas, I love chatting with them and, like networking with them, so I don't really count us from you work is more when I'm next to my computer and when I have to do some things, so.

Mattia Rainoldi: All right, that's interesting that you say work is on the computer.

P4: Mhmm, for me it is, yeah.

Mattia Rainoldi: Alright, what is not on the computer or why would you say that work is just on the computer.

P4: Um because well for me, it is because I am a very people person, so I enjoy meeting people, so if I do something with a person, even if it's business related I don't feel like working, even though technically it makes me money. So for me what I call work will be something that I actually have to like mentally prepare to do, whether it's a client session or social media like pre-planning or designing or something, I still enjoy it, but if I'm next to computer it's work for me, because then I cannot be outside, I cannot be like in the sun because I need to be in a place that is like more comfortable, cool air, no sweating, no sun, like that. So is more about maybe physical limitations, rather than the actual computer itself.

Mattia Rainoldi: All right, okay, um, so for you, basically, the computer constitutes some kind of space of work?

P4: To some extent, yes, I mean, of course I use computer for other things to. Um, I think I mentioned that in the interviews as well, like, I do have different spaces for different things, so I do, I use computer and the phone for ALL the things I do. My meditation session sometimes are on my computer. But it's not a computer itself it's that, that space when I'm next to my desk like I am right now I'm in a work mode so it's something that I have to focus on, I prepared for, whereas if I'm on my meditation corner, even if I use my computer it doesn't feel like it, more of a place separation.

Mattia Rainoldi: Okay, that's very interesting to, to hear from you. So talking about, um, we are talking about the space of work you mentioned, working from a café?

P4: Yes, I do that occasionally, not as much as a lot of people do, firstly because I'm on calls a lot. I don't like to be on calls when I'm in the cafe. So, um, working in a café I usually only do meetings one-on-one, I have a face to face meeting or, if I have some sort of training or social media pre-plan sort of like content plan. Because, then I can focus on the screen, I don't care what's happening around me doesn't distract me, but if I'm actually working one-on-one conversations or chatting with someone I would probably not be in a café. Then I would be home or, or a space where I don't have distractions.

Mattia Rainoldi: Right so but being in a café is being in a place, um, a freetime place.

P4: Um, well I don't know, not the cafés I go to here. I guess it depends on the café so, here there are a lot of co-working cafes so, a lot of people here work in cafés so, I wouldn't say it's just having people around who chat, it's more like actually business setting or you can connect with other people and talk to them so, it, depending on what I do I, I can work in a café if I really want to change the place. Let's say if I have a lot of meetings in a day, I get tired of sitting at home and I'm not comfortable and I want to change scenery so, then I go to a café but I don't have the same kind of work, I do more like learning, trainings for myself, something that I still have to do work-wise but it's not as serious as, um, like one-on-one calls or one-on-one flight.

Mattia Rainoldi: I understand, yeah. Are there other places, you work from from time to time?

P4: Um, no actually I don't. Um, I tried to work outside, but I get too distracted, so working outside is not my thing, um.

Mattia Rainoldi: What do you mean with working outside?

P4: Like either on the rooftop or in the garden or, or depending on what, depending on which country I'm in. Let say if I'm at home in Lithuania I could technically work outside, we have like a terrace in the garden and everything but it drives me crazy. The sun and the heat and whatever not, here on the rooftop it's also too hot, so I'm not comfortable. Some people work on the beach. I couldn't imagine my computer next to the sand. So for me it's usually either café, co-working space or.

Mattia Rainoldi: Yeah. So, and what about the place where are you sitting now. Is it for you a regular place of work?

P4: Well, this is basically the door, but this is a stud-, I have a studio, so it's like a desk with, um, lift up sort of table, or whatever you call it, um, yeah, that's where I usually work.

Mattia Rainoldi: So basically you're working also from your own apartment, so to speak.

P4: Mhmm, I always work from home, yes. Most of the time I want to work in my own place.

Mattia Rainoldi: Alright. So how do you differentiate what is your place of work within your apartment and what is not?

P4: Oh well, I have a table with a desk and everything set up for my work and then, the rest of the things I don't do next to this table. So if I do meditation I have my meditation side, my cushions, my carpet, not carpet, like the rug with my meditation stuf. If I do some relaxing stuff I'll probably, I have like two beds for some reason in this apartment, and so I use one bed for my like freetime things if I just want to watch TV or something, but on this desk I usually only do work.

Mattia Rainoldi: Alright.

P4: Plus, most of the time when I finished work I'm out of my home. Like it's very rare that unless it's raining or something I'm usually not staying at home, unless I have to work. There's too much to do here, I don't have time to be at home (laugh).

Mattia Rainoldi: Yeah, talking about there is too much to do, what is there to do?

P4: Just whatever you can think of, there are a lot of different sessions in terms of health, so I mentioned already spirituality classes, there is like yoga, there are gyms, sports, sport activities, there's the beach that people go to of course. Um, there are a lot of meetings like pretty much every day, there is a meeting on something. There is cryptocurrency meeting, there's a business owners meeting and coaches meeting, um, there's like a women's circle, it's literally every day there's something. And even if I don't have someone to meet, I can just, you know, really go to the main street and go for a walk or go for a nice meal.

Mattia Rainoldi: Alright, see yeah. All right.

P4: It's buzzing like we don't have to hear -

Mattia Rainoldi: Okay, I just lost you for a second, but it seems to be working again.

P4: Let me give me one second I'll switch the Internet, maybe that'll help. Yeah, okay, I think it works.

Mattia Rainoldi: Yeah, very good. Alright, So, and in terms of time, so, when you generally work?

P4: Well, I don't have a set schedule, I make my schedule myself so every week is a little bit different. Um, normally I try to work when it's really hot, so I usually work from 11 o'clock in the morning to about four o'clock or five o'clock in the afternoon. Like I have breaks inbetween, but that's like the main time when I schedule my meetings, my calls, um, and then sometimes occasionally like this week I have extra students, so I have like evening classes, which I usually don't. Once I finish at five, I'm done, I'm out of apartment. In the morning it depends on the week, sometimes I can be busy, sometimes depending on the schedule to like time zones and the students but mostly 11 to fine.

Mattia Rainoldi: Alright, so in your diary you mentioned also very different times. It's not just eleven to five. Why is that?

P4: Because it really depends on the week so, um, I'm sometimes I have clients who want to have earlier sessions and I might have earlier sessions, or maybe like, if I have someone from Europe, then obviously the sessions are a little bit earlier too. Um, it's just so unpredictable and only thing that I have predictably done are the English classes, because then I have students that I can tell them like what time we're doing it. But if it's any other kind of work, I can schedule a depending on how I feel like, I know what I have to do like I have a to do list that I have for today, but I don't really put something like 'Okay, every day, every week I do this' every day changes, like, for example, for me the weekend could be, um, Wednesday, like tomorrow I'm off, on Tuesday. I'm totally off so it's my day off and next week is probably going to be like Thursday or something, depending on how I feel. So yeah, so it really depends on the week, but if it would be like a typical week let's say if I'm in Lithuania it's more predictable there's not as much to do with Mexico, so I would work like eleven to four, eleven to five to day time, so in the morning, I have my meditations and all that sort of thing and then the evening I spend time with family and friends so. But. There are always exceptions, yes, one of the things that when I started my business and all the work online I realized that, um, first of all, I don't want to have a calendar, that would be very specific to specific hours. Um, second, I don't really need it.

Mattia Rainoldi: You mentioned something interesting and I'd like tasks to explain a little bit more about it, you said 'when I feel like' and 'there is a lot to do' in, um, in your sentence, so you mean, um, what you mean with that?

P4: When I feel like I, I'm not sure about what I mean by that, but the, the other part is like, for example in Lithuania I don't have that much of a social life, so I come there to see my family, so if I stay there for a few months, I don't do much in the evenings like I spend time with family, I relax it's more home sort of activities, so my life more predictable. I have like my schedule is more based on my parents schedule, obviously time zones are switched as well. But, here I have a lot to do so, um, like a lot to do even outside my work so, then I have to be like really strategic. Otherwise, when you work online, you can work 24/7 that's something that you learn very quickly, so you definitely have to have boundaries of what you want to do, what are your priorities, you know what you to do as well, some things you cannot push. And then, what I feel like I guess maybe what I meant was that, like sometimes I'm having a hard day and then I'm not feeling very creative. In terms of my like content planning so, then I don't work that much. I go to meet people or I go get inspiration, go to do some spiritual practices and then, when I come back, I'll come back to work.

Mattia Rainoldi: I understand. So you just mentioned boundaries, and that is something that I would like to come back later so, let's keep it in mind here. So you said, we need to mean, to keep boundaries. Um, right, let's just go ahead and talk about a little bit about the role of digital technology that you use in your life as a digital worker. So a couple of questions on that before we move and discussing all this boundary. So I saw that you use quite a few digital technologies, um.

P4: Not even sure if I managed to tell them all, I was, like every day I keep thinking, I was like surely I use more of that, but sometimes I was just like I'm not sure if I use them enough to consider and using them, you know.

Mattia Rainoldi: Yeah, can you mention the most important one again and tell me also for what reasons you use them?

P4: Well, the most important one for me is probably Canva because I do a lot of content planning and pretty much everything is on Canva for me for my social media to do anything, from meeting, posters, to advertising stuff, to you know posts itself, that's probably the main one, but I use a nicer one like Lightroom, or um, some Apps on my phone. Um, so they're not that consistent, depending on what I need. Canva is a very consistent one, Trello is one of the big one for me as well, I have a lot of content there, um, a lot of pre planning stuff as well, and then the new thing that I started using recently is the Notion that's my new favorite, again that's a lot of pre planning, although now notion in starting to have all my life on it, so it's a really good platform for organizing your stuff, has a lot of ability, it's almost like your life websites to be on this so that's something that I'm still exploring, so it's not the main one right now but it's starting to be and then, of course, the social media platforms themselves so like Facebook and Instagram, I'm always on it, if I'm working.

Mattia Rainoldi: Mhmm, are social media platforms for you just a work media?

P4: No, no they're not but I'm probably one of those people that if I don't have something to do that relates to my business I probably wouldn't do it on social media, like I love connecting with people so absolutely I connect with my family on social media, I talked to my friends, but generally they do most of the things on social media because of my work, even if it relates to my free time, let's say if I go to meditation or something I might take pictures but they're not as much for myself, as it is for the purpose of my business, or the purpose of advertising or connecting. Out of the blue, like it just for myself, I usually don't like go to on social media and scroll, that's something I don't have time for I have too many creative ideas, so I usually don't do this scrolling unless there is purpose for it. But I do connect with my family, so I wouldn't say that it's just work.

Mattia Rainoldi: So, you said you use, um, you take sometimes picture in meditation classes for using them for work, there are other examples of such things that you do that you do, that, um, you do something in your free time that is related to your work or something that, in your work that is more like free time?

P4: Yeah, absolutely so um I guess right now, I still separate my work into because I teach English because it's more stable so it's a really stable income because there's always people who want to learn English so that I consider work only 100% work mode. My business as such social media management and social media strategy and coaching that was in the past, I don't separate my life from that it is part of really all the time, like a lot of videos that I take our for my social media, but my business is about me because it relates to launch about so much to spirituality, being an entrepreneur, being traveler that it's not, you can separate it not, in my case. Um, I would never like, in the future if I continue to do what I do, I will never be able to separate like 'Oh, this is my work, like at five or switch everything off and I go off now'. Even if I spend time with my family or my boyfriend or with my extended family, I would still be doing something that relates to my business, it could be just something easy that I enjoy I like taking pictures or making a recording, voice recording, video recording. I think once you're an entrepreneur, you're an entrepreneur 24/7.

Mattia Rainoldi: All right, how does he make you feel being constantly combining work and leisure?

P4: I like it, it's part of who I am and why I always was like the, the niche that I'm is something that I, I've been in since I was like 12 or 13 so I wasn't doing it for money or I didn't even know that's possible, but I was still doing that stuff so it's sort of part of me. I think, just yesterday I had a chat about it, and once you're a coach you're always a coach, no matter whether you're working or not so it's pretty similar (laugh), and I think it really depends on the person's perspective, I had a holiday not too long ago and I realized, I actually like my life more than I like my holiday. I like that balance between things that makes sense to me something that I feel really passionate about and something that feels, um, what's the word fulfilling, more than just switching off and taking a week of holiday that feels weird to me and I guess it's just because I enjoy the things I do. So, in many cases I wouldn't call it work, but the boundaries are always there, so when I say 24/7 is more like the mindset of always seeing opportunities, because that's part of me, but there are boundaries of, you know when when like I sleep, everything is switched off, there is no messages no call no sounds, um, yeah there are definitely boundaries that you have to have.

Mattia Rainoldi: Yeah, um, do you do it also during the day, so configuring your devices, you said no sounds, no calls, you do, you do it also during your day?

P4: Sometimes, depending on what I do. I'd say if I'm studying something, then yes, I switch everything off and I keep only the thing that I'm doing it time. Because we have very short attention span, so we get distracted very easily especially actually there's a science, research done that, every time we hear a pain, or the vibration. Our mind automatically goes to see what happens, no matter whether it's important or not. So yes, I tried to switch it off IF it's something that I have to like really focus on. Same with a computer, like, for example, I had Whatsapp on before and I heard the sound when we started talking and I had to switch it off because it's distracting me from what's happening on the screen.

Mattia Rainoldi: So you now you're in let's say in a work setting, so you're switching that off in order not to get that get distracted in your work time, so to speak, do you do you do similar things also when you are in your free time?

P4: Definitely, yeah, like if I'm, for example, do, um, meditation I usually switch off my like I usually switch on the airplane mode so wouldn't go because I still have to use my technology for most of the things I do because I have a lot of trainings online rather than face to face and so, yes, I have to switch things off that people would not distract me, nobody would call me if I'm meditating, if I'm having like my tea session or something I call the key around me not like, I have technology around me but it's not working for the purpose of technology is just working as a tool for me to have the the sound or whatever meditation.

Mattia Rainoldi: I understand. You also were talking about you just mentioned briefly holidays and also before of that you mentioned day off, so how, how do you see holiday, um?

P4: Well, I don't take too much holiday what I call holiday. Holiday is when I am either with people or yeah usually with people that I don't do any, so maybe I'll do like both because I have like I have commitments to my clients, but just let it take like three minutes or so, because of the pre-plan. So it like it doesn't distract me for anything but I don't do any calls, I don't do any content pre plan, really the only time I touch the computer is if I need to check something or missing or if I do like a meditation or something, but, um, a holiday is something when I'm just going out of my home place I usually go travel. But it doesn't happen too often because usually I mix and match. Normally my life is let's say I work for five days or six depending on the week, good, sometimes I have like out days, where I have like three hours a day, so, then I take only one day off a week and I like it that way, like I like to work, two, three days, take a day off to travel somewhere can meet some friends, to relax and then work again. For me to take like a week off has to be a reason, like last time my boyfriend was coming here to, um, visit me, so I took it off, took the time off, but it's difficult for me because I don't enjoy just being on holiday too much, I like the fulfilling work, it's not only about money, more about just a feeling of doing something fulfilling. But that's the typical holiday for me just right.

Mattia Rainoldi: Yeah, um , so basically from what you have been saying it seems like that you enjoy or you prefer separating what is work from from what is leisure in some in some ways, and also there are ways in which you're saying well, those are connected.

P4: Yeah, it's a complicated mix (laugh), it's like, I know, So there are some things I definitely consider hundred percent work and even there are some things that I don't enjoy that much but I do, so that I would definitely consider work. I would consider something where I have to like mentally prepare doing it but there is the other side of work that I love doing and I obviously trying to convert everything that I don't like doing something that I like doing, um, eventually hopefully it's going to be hundred percent of that but it does relate on like places and financial situation as well, because of course the more financial freedom you have, the more people you can have to do what you don't like doing. So that helps a lot but yeah most of the time I like to have boundaries when I need them, for example, like if I'm with someone having dinner, I will switch off my work, no matter what like you know clients could call me I would care because if it's not their time to talk to me, then they don't have access to me, at that time, so this is like a boundary but at the same time, like, if I am by myself on the rooftop enjoying time I might do some work because I don't mind it like a mix of both work and pleasure.

Mattia Rainoldi: All right, yeah so, how would you say, well, another question so, so do you have any routines or rituals that you have in place for switching between work and leisure or for keeping them together?

P4: Well um one thing that I use I always change clothes, so for sure once I finished my work, I changed. I have work clothes and I change out of them, which I didn't do in the beginning, and I think that starting to do that was really helpful and another thing is just the place so for me when I'm in bed when I'm chilling or somewhere else outside I don't have that much of a work mindset, even if I do work it's more relaxing when I'm here sitting in my desk I am fully work mode and that helps me a lot, so it is not a routine of an action of sorts but it's a routine or sitting down preparing for something, preparing my desk to do so.

Mattia Rainoldi: And what about technologies that you use, do you have a routine in place also that concerns technologies?

P4: Ah yes, well, I have my calendar and my reminders I think I mentioned that, so I schedule everything, I even, I schedule even my free time, so it doesn't have to be like 10 to 10:45 and take time off, but it could be that, like, my my work hours are blocked out, I have the to do list that I want to do for the day. I guess a routine of work would be to have a to do list that I review every evening so every evening I write a to do list for the next day, and then the morning I check to go to it, whether I still feel about it. The same way, like whether it is a priority or not so, um, that's probably a routine sort of thing. Um, I think the rest of my rituals and routines are more for me, as a person, not so much for me to separate work and pleasure.

Mattia Rainoldi: Yeah, I understand yeah, correct. Just let me briefly go through your diary and see if there is something here I've made some notes. Right, so you have mentioned, most of the time same devices for leisure and for for work yeah.

P4: Yeah pretty much. I don't change too much. I am limited as well you know when you live a traveling I have one suitcase so not many things change with me everything is with me.

Mattia Rainoldi: But you also said, you have two phones, why is that?

P4: Actually, in the beginning, I used one more for personal things like meditations, recording stuff and just query to being creative and then later on, it just became convenience so because I have different ones I have the iPhone and Android, so I use different system for whatever I need to get done. There are some things I prefer an iOS and are some things I prefer to do on Android. So it just became, um, I guess, in the beginning it was more of a separation, I was like okay this phone is just for my pleasure sort of things or something that I have to do for my person, personal stuff but you know it's not so much, I think it I learned how to separate it mentally so I don't need that technology to separate me from that so it's more just a preference of what I like to use for what activity.

Mattia Rainoldi: I also noticed that you have different email addresses.

P4: Oh gosh yes, I have a lot (laugh).

Mattia Rainoldi: There is a reason for it?

P4: Now it's just it just transformation over many years. Um, I think, well, I, um, of course, my main email is the one from MAC book, but I think at a time when I was starting a blog I created another one for this Zoom login maybe and I use one more so for business stuff for sure, um, but I have a lot of my payments set up a Google, so I have my Gmail for that so it's just, it's just convenience, really, the technology limitations, you know I think like I cannot access my icloud not easily anyway, from my android phone, um, I can but it takes time just figuring out, and I have a lot of like two factor of security settings in place for that just annoys me, so I have two things, depending on what I need to do.

Mattia Rainoldi: All right. Let me quickly think, do you do it also, well you have said, you do it with email addresses to do it also with social media or?

P4: I did at one point I had different accounts for different things, but I don't do anymore. Um, when I started my business, I tried doing it that way, I thought you know, two separate things, but then I realized my businesses me more so than anything else, so it doesn't have to be separated, (pause).

Mattia Rainoldi: I understand.

P4: Not anymore, but that is very popular for a lot of people they can have different things you know they have the personal ones and the business one and I guess it depends on the business.

Mattia Rainoldi: Yeah. I think. Yeah, um, just let me go through your diary once again. So you've seen here once my computer is off I'm ready to relax so, is that also kind of a routine for you?

P4: Um, if it's at home, yes and, um, I guess what I mean what I mean is my computer off, of course, I might still use it to watch TV or something, but I have some applications that are open for me when I work and I keep them open so when I switch them off, it doesn't matter if I'm still in my computer but that's it work is done, like I switch it off, I don't have to check my calendar anymore, like, I still have reminders and remind me 'oh hey go to this session or or go there', but it's not as pressing anymore, whereas when I have applications open during the day, I have to check them because it's almost like regular work people like I used to have regular job it's like email, you know you know when the email comes, you need to look at it, because you don't know whether its priority or not so that's pretty much the same with me. If I have those applications open, I need to check them to see if I have a priority thing to do, or not.

Mattia Rainoldi: Yes, you have also discussed here that I found also very interesting, it was related to watching TV that it makes it hard for you, when you are watching TV or videos on your computer and then you need to go back to work.

P4: Yeah so um that's something I'm still sort of figuring it out, because let's say if I have calls and sometimes I have like a brain dumping calls whether it's half an hour or an hour, um, I do get really immersed with watching something, it could be like motivational video on a speaker that I really like right, so it's still sort of work, because I am growing myself as a person it's like a personal development sort of thing. So sometimes it is hard to remember that I have to go back home because I get to immersed with something I do and and it's hard to go back to like work mode because usually I watch all of those things out of my workspace, even if it is like related to, to sort of work like you know personal development could be related to my work, because if I grow it and, like clients growth to but usually I don't do that on my desk if it's something easier I, I, I do it at home from my desk, yes. So sometimes it is hard to to have that reminder on my phone that was all you gotta go back in like five minutes but back on the call and I'm like what I'm watching this, and this is really good, and I want to see it so that's still challenging.

Mattia Rainoldi: So how is challenging for you?

P4: Well it's just hard to go back to what I, the commitments that, because obviously I, ideally, I would like to continue to do something that I'm doing right now and then, when I finish, then I feel going back to the pulse thing, but right now I don't have the financial freedom to do so, that is the goal for sure, eventually, because, um, the people that I look up to you, they have that sort of like where they can push their meetings further apart, or they can tell the client that you know they will meet half an hour later. I don't have that freedom, yet. I am still dependable on the schedule for sure, it is a free schedule, but I'm still dependable on schedule, financially.

Mattia Rainoldi: On the other end you have written your tech devices do not distract me. It's a little bit contradictive to -

P4: (overlap) Yeah so, for example.

Mattia Rainoldi: (overlap) what point you (end of overlap) say or how you see it?

P4: No, I guess it's just it's hard, because it depends on the situation, I could contradicts itself, because obviously I'm typing something and I maybe you know can't remember what I wrote the day before, so I can't remember how it contradicts, so I would explain how it doesn't but let's say devices don't distract me, um, if I just have them around let's say, um, if I am on a call with you, even if I'm getting messages and I let's say forget to, um, switch off like reminders or calendar reminders or something, um, now the natural reaction is to look down and want to be able to chat and that second I might still do that because it's a natural reaction, but it does not mentally distract me in a way that I gotta check, I got to see what happens, like in the beginning that's what used to happen when I started, you know, every time I got a message, or something I was like oh my God it's urgent, I got a check, I gotta change, I gotta see what happens and what I have to do, even if I'm in the middle of something but right now, like I have those checks in place where I'm like switching it off, but even if I forget it, it might distract me for a second but it's not a mental change in my stress level like I don't get stressed anymore, based on technology same like, um, let's say some people, um, I have a lot of students saying that you know we did work, work, work and then to keep their laptop open so they will come back to work, for me, that was not the case once I'm out of my work mode, even if I'm on my computer, I will not go back to my work let's say platform and do work, unless I want to do it it's not something I feel like because the technology is there like I don't see technology as evil like I don't see that way (laugh). I think it depends on how you use it for me, um, it's super helpful and it's not yeah I choose how to spend my time with technology not technology tells me how I spend my time on it. Does that make sense, so like it does contradict of depending on the situation of time talking about.

Mattia Rainoldi: So what you were trying to say is that you are in control of it?

P4: Yeah, yeah in summary.

Mattia Rainoldi: I understand, great to hear. Let me see here. So, in your typical day, what are the advantages and the advantages that you perceive the of using digital technologies for both for leisure?

P4: (cough) Well, the advantages, is something that I can do whatever I want anytime, you know, like, if I have my phone I can do work, and I can also do the things I love doing like spiritual practices that don't relate directly to my work, so that's definitely an advantage, um, the connection with people like you can connect with whoever you want to which I know like 10 years ago, even though technology was kind of already there I didn't know much about and I didn't know how to utilize it and how to like get what I needed, so I appreciate the fact that right now I probably find out anything that I'm not limited by constraints on the place or location or society, so there's definitely an advantage. A disadvantage, um, well, a disadvantage not sure if it's technology are more self my work, is that I cannot run my business without technology, not really. So it's kind of the advantage and disadvantage. Let's say I'm a traveler so I chose to work online, I mean there are people that do things like I do face to face, but as a traveler I cannot do that so limitation of my life choice, lifestyle. So that's definitely a disadvantage because, if I am doing what I love face to face, I still need to record it or I still need to take pictures of it because I need the social proof, what I do. Oh it's raining, sunny and raining at the same time. Um, yeah so that's probably would be the only disadvantage. Everything else, I mean, of course, the connections are different like for sure face to face meeting give you more energy, they give you more connections to people, it's more natural but, but I think the impact is still the same whether doing online or face to face, which is that the energy you get or receiver give is a bit different.

Mattia Rainoldi: And in terms of organizing your work and leisure time or spaces and connections?

P4: Um, is it an advantage or disadvantage. I mean I think it's an advantage, I mean like technology helps me to be in at work when I need to be, um, yeah, I'm not sure, I'm not sure I have an opinion on that or maybe I don't understand the question you know, like sometimes the question is hard to like understand where you're coming from maybe could you elaborate?

Mattia Rainoldi: I rephrase it for, for you. Now what I'm trying to see here if you feel that work and leisure, so everything digital technology that you use. So, have a disadvantage or an advantage in organizing, um, your work time, your leisure time so basically it's more on the relationship between work and leisure, then, particularly for one domain of, of your life.

P4: Mhmm, gotcha, okay, um, I think for me it's totally an advantage, like technology helps me have everything organized, um, in the past, I think I was more of a person who writes things down and who tries to track all the things on different notebooks or on calendars but now I have different things and technology that helped me both with a personal life and work life, and I think without technology, it will be harder to do that, for me, right now, because I trained myself how to use the technology to my advantage. And I think I appreciate it, I would not say I can't find a lot of negative sides to technology, like the digital age, my life that that actually helped me to have a lifestyle I always wanted.

Mattia Rainoldi: Yeah, have you found yourself in a situation where, in which through the use of technology work intruded your leisure time?

P4: Um, I mean, maybe in the past, more so, when I started because, um, I was having a lot of time on social media trying to understand how everything works and how to do stuff and then I was always on like I was always chatting with people are talking and I couldn't separate the talking with my friends to the talking for my business, so I think at first it was, um, and I think at first I didn't have understanding of how to separate my work time from my leisure time like I when I was working full time I always had a great time management skills in order to have any plans, I have my things I did, I had my KPIs or goals and was so easy. And then I started working online and everything fell apart because I didn't have a boss anymore, nobody told me hey today you got to do this, that was the hard spit and I think that's where I was lost in technology all the time, because I wasn't sure what I have to do. So it was more like a research time or learning time where I had to learn it for myself. Does that relate to what you were asking?

Mattia Rainoldi: Yes, yes, yes, it does, and you were talking about the past and and now how you feel now?

P4: (overlap) now -

Mattia Rainoldi: (overlap) You feel that (end of overlap) are now, including some way?

P4: Now I don't, I don't find technology inclusive. I think it's a choice. My boyfriend actually does he's always on calls, even though he does not having business, not that kind of business he's always 'all my friends are calling my whatever and I'm always on the phone', for me, I don't have that. I choose what I do with technology if I call my family, I call my family, if I talk to my friends, I talked to my friends. Um, if I don't feel like talking to anything I just put my phone far away from me and ignore the rest of the world, so I think technology is a tool that I use to my advantage, I did not get controlled by it, not anymore but it took a while for sure.

Mattia Rainoldi: So for you, basically digital technologies make the combination or, or separation of work and leisure more easy is how I understand it?

P4: Yeah absolutely, absolutely, I mean it's for me it's intertwined. I think when I had a full time job, it was easy. I switched off the work computer, I went home and then I did whatever I wanted my own devices, but now everything's related to one computer, one you know two phones but still similar applications. Yeah it's all it, all just makes it easier, it aligns with what I do, it helps me schedule my time and helps me talk to the people, so it's definitely part of my life, rather then, yeah I think it's an integral part of who I am right now, rather than just my work or, um, just my pleasure. I don't separate.

Mattia Rainoldi: So overall, let's recap, a little bit on what we have been discussing, so how you feel how it is important for you to use digital technologies to managing the relationship between work and leisure?

P4: Oh it's, it's everything it's 100%. Everything I do, everything I planned on here or on the phone so it's definitely, I couldn't do what I do without both at terms of timing and in terms of activities that I do. It's integral part, it's probably 100%, like if I didn't have my schedule I didn't have my schedules or my techniques for time management on my computer and my schedule on my technology, it would be very hard to start doing everything by myself again without like having I mean I could replicate it on, um, what's the physical stuff like notebooks and stuff, but it would be very, very difficult. Technology helps me to put everything in place.

Mattia Rainoldi: So let's come to our final questions and before closing hop, I would like to ask you what is how you managing the future, so to speak, so you're working digitally online most of the time you are a digital worker, so how you see yourself working in five years time?

P4: Mhmm, it's hard to say because a lot of personal things might change, you know there's a personal life. Think about as well, I will potentially have family and that's obviously going to change, as well. The good thing is that I am I have opportunities to prepare for it, so a lot of things I do, I could do even with my family around me it's not a big deal. Um, I think in five years, I, I really want to have more automation in place, so right now, I still trade my time for money pretty much pretty similar to what we do in regular sort of job, however, I am working on things that are automated and ones that are in place both not only technologically but financially I wouldn't have to be present as much, so, I would still use social media for maybe social proof or such and I would still use some of the technology to plan out life and everyday things but I imagine, I would be spending very little time doing the manual work myself, it would be my team doing this stuff.

Mattia Rainoldi: So what you are trying to say is automation but through other people or through technology?

P4: Both, um, so automation if we talked about like websites and courses and let's same doing some sort of trainings, then it would be automation by technology, so there are the funnels that I have in place. So, I'm starting to have them now, but they're not like a place where I would be happy about them, so, hopefully in five years they will be. So there's a technology side but also automated in terms of the tasks on the computer or on the technology would be done my, by my people, so the only thing that I would be doing is talking to people, so my main job would be to communicate what I need to be done. But the actual manual work will not be done by me so both either by the technology or by people, by delegation. So that's the ultimate goal for sure.

Mattia Rainoldi: So this is basically the biggest changes, you are seeing coming on the way that we will that work digital in the future isn't it?

P4: Well, for me, yes, but I can't imagine that happening for everyone. Being an entrepreneur and being like working online is not the same, so when somebody has a full time job, and they are working online, they still have their KPIs, they have their bosses requirements, they have things that they need to do because someone else tells them to, so I think their life would probably still be dependent on other people, um, in many ways, and their financial stability would depend on other people. In self-employment or entrepreneurship it's different to you're trying to build something, but hopefully, the idea is to build something that works for you, rather than you work for money. So it is definitely different like I can, you know, I know some friends of mine also work online right now. But they work for their employers, so their life is completely different to mine. They they're still working online and the computer but they don't have freedom because someone else is responsible for their time. So I can't imagine the same goals that I set for everyone, it's more about your goals and lifestyle and how, yes, technology is just the tool that we will all for sure, be using I mean I think lots of things will stay the way they are now with Covid, but I also think that a lot of people will go back to it because I don't think the world is quite ready for like a digital revolution, revolution, where everyone works online, I don't think so. Because that comes from human want to be online, you know, like my parents or some of my friends, they would never want to work online. They're happy to go to the office, they finished the office and they're done. I didn't want that 24 hour mentality, where you are mixing both, not everyone is ready for it, I think it would take years and years until we get to the point where people would be forced to do so.

Mattia Rainoldi: Yeah, so, and how you would see the digital worker of the future?

P4: Um, well I think people will learn how to have more free time and not to prioritize their family time with health would work because I feel like working nine to five or whatever it is the hours that people work, that is not good for our health so we have that, since what 1940s and that's the same because that was based on factory work. Now we don't work in factories, at least not a lot of us, so it's sad that we still have that 80 years later, so hopefully this sort of Covid situation forced us to actually reevaluate what are the priorities between work and life balance and we don't have to spend 10 hours working unless we want to, right, because I, I do work sometimes then hours you want to do so either because I get to immersed with my projects or because I feel like it but hopefully the people who don't feel like working, they wouldn't have to work as much, or hopefully that digital worker would be someone who is not limited by either society rules or by education, hopefully we'll be able to be more free.

Mattia Rainoldi: Yeah, so you mentioned work life balance, do believe to have a good work life balance so far?

P4: Yeah, sure -

Mattia Rainoldi: (overlap) Why is this -

P4: (overlap) I probably should work (end of overlap) more actually but I never -

Mattia Rainoldi: Sorry, I interrupted you, um, why would you say?

P4: I was saying I should probably work more. Actually every time I look at my week schedule I'm like 'I should probably work more' and then that's part of personal growth my, my coaches believe that we should work less, so, I'm still in between, the learning about it, but I think I'm still limited by that society expectation of working X hours a week or doing that work, but I definitely work less than I used to when I worked full-time.

Mattia Rainoldi: And, is it a big thing for you?

P4: NO, but do it feels guilty, sometimes. I think we all feel like maybe I should you know make more money or work more hours or talk to more people, it's just something that I was used to working full time and it's something that we all have like ingrained to us, work hard, play hard, it is hard but, um, two years in, like I started my business three and a half years ago, but of course it took time to actually develop it, so now I'm starting to feel like actually, I would like to work a lot less and then just still make more money, right, but that's something that is mentally challenging, it's not something that comes naturally for most of us.

Mattia Rainoldi: I understand. Alright, let's come to a conclusion and before we say goodbye I have a couple of questions for you, and first, if you have anything else that you'd like to talk about or talk with me about related to the topics we have been discussing, if there is anything that I didn't ask you about or that you wanted to say, and you didn't have the chance to say?

P4: Yeah, maybe you know we kind of push the boundaries and the priorities, but I think that's like that was the key for me, so, boundaries, not only in terms of what is work and what is not work, what is pleasure, but also in terms of who you are, so it's a lot about choice, and I think as an entrepreneur or a digital worker it matters what you consider your boundary like let's say, do you want to be available for your clients or your friends after 6pm, right, you want to have your phone next to you, like my boyfriend he answers the phone calls, even though he doesn't want to talk to people. I don't do that you know, my priority it my sanity, my priority is my health, if I feel like going to a spiritual meeting it doesn't matter as long as I don't have like a commitment to my client, I will switch everything off and I'll go and nobody would like get in my way, like if I need to do this I'm going to do it, no matter what anyone else says, but that wasn't that came naturally to me, it wasn't. Like in the beginning you're always being 'I have to do this, I promise to do this' or 'I feel like I have to be there' right like sometimes, for example, at one o'clock I come back and I came back tired and I'm like I think one of the days I was writing about it, I feel so tired, I needed a nap. And it was definitely out of my plans, it was definitely out of like my schedule and normally I don't feel like that I felt 'oh maybe I'm getting sick or something', but the fact is, I needed to prioritize myself.

In that case, I would even call my clients and say we need to reschedule, even if it's last minute, because your boundaries, your health, your boundaries, your mental state. Not work, not money, not something else that is you. So, I think that's something that anyone working online no matter for themselves or for for clients, they have to learn how to do it, because I feel like when I had full time job, even if you felt bad, you had to go to work and fair enough, sometimes we have to run because we don't have a choice, but I think we need to ask why and it's important to ask yourself 'why do I feel like that', you know, is it, is it strong enough to tell someone that can't do it today because we don't have that mental boundary for work, personal life, right, sometimes you need space from people to, and we feel bad about it, but I think that's important to learn how to prioritize.

Mattia Rainoldi: That's very interesting.

P4: So so that's like a priority and boundary I guess in one sort of thing. Priority is you, no matter what and you have to make your space, and you know, for some people, that can be go play video games that's totally fine. I like whatever people say oh you're spending hours on computer games. So what if that helps the person switch off then that's what they should be doing it doesn't matter, it's irrelevant, there's no such thing, same with technology, there's no such thing as good or bad. I mean unless you're eating like cakes every day that's probably not so good (laugh), but generally as long as it is mentally like helping you with something, then, and we should do that and we should not be like 'Oh, you should do more of that more of this, you should be more like this', there are too many limitations in our societies, I feel like that. And then the priorities, I guess another thing that maybe we didn't touch too much. We will always have hundreds of things to do, we have hundreds ideas that we want to work on and knowing how to or finding a way that works for you, a priority is super important you know, like when you learn how to prioritize and sometimes I fail too, like I have my list and whatever not and sometimes I wake up and I get distracted with like things I have to do and and I ended up, end up not doing something, but I know how to get back, stay with feeling terrible and say 'I feel sad for a day or the reason', nothing happens, right, you just mentally feel exhausted, you need to find ways or methods that help you go back to work. It doesn't mean that your feelings are not valid, but it does mean that you know how to get back on track, rather than get lost in that process off victim mentality, something happened to me, something did something to me. No, you choose how someone facts you or something.

Mattia Rainoldi: I understand, yeah. That's great insight, thank you very much for sharing it with me.

P4: For sure.

Mattia Rainoldi: If anything else?

P4: No, nothing, that was just something that we kind of touch before.

Mattia Rainoldi: All right, so I have a last question for you, and is it, do you have any questions about this interview or this research process, (laugh) process, sorry (laugh), that you would like to ask still?

P4: Yeah, I was really curious what what sort of hypothesis did you base this on or like what kind of thing you're trying to prove or disprove?

Mattia Rainoldi: Um, I'm not trying to prove or disprove anything. Um, I am looking at exactly the practice aspect of how people are managing the relationship between work and leisure and in these days with a lot of digital worker so digital economic come seem very strongly as a moderator or as an influencer of how this relationship works and that is what interested me strongly to do this to do this project because it affects me personally, and so, so that was the reason behind it and I see a great potential in digital work for the future, um, and at the beginning of my study I have been reading all the economics studies and so and I don't know if you if you know about it, if you know anything about John Maynard Keynes so, famous very famous economist. So in 1930, he predicted that hundred years later, so basically in 2030 people would have been working only 15 hours a week so to say and that because of technological advancements. So, we have all the technological advancements and we are still working way beyond the 15 hours a week so, it's also was a very interesting thing, so the prediction there was people would invest more time in, in doing leisure activities rather than, than work activities because most of the work will have been taken over from automatisation and we are moving towards that end, so we are seeing countries are reducing the the working hours a week and we are seeing basically the standard of living rising, and these countries are not becoming poor but they're becoming richer, more productive, because people are happier, um, and when they are going to work, they are not 'oh my God, I need to go to work', but they are motivated that a guess probably they collected a lot of energy from their, their free time but it doesn't need to be four days work and three days off, it can be something different, as you were describing for yourself. So you share two things differently according to also to you, to your leisure priorities, rather than just a work, work, work, so, the leisure leisurely activities, then stay in a corner there, just when we are not working.

P4: Interesting, okay, well yeah, actually, um, what you're saying about that kind of economist, it's interesting because I do believe that Covid was not so much a disease that we had to have, I think it's the revolution that we had to have, to our workplace so, yeah, like obviously it was the health concern, but I think it had to happen, because otherwise people would have never been forced to change or the company, this society would have never been forced to change right, because there is no change, why, why would you give someone more freedom right, it's the call it a industrial mindset right, everyone worked in the factory, we're still working in factories to some extent yeah. That had to change, because we don't have that anymore so, thankful, because just pushed it so much faster than maybe we would have done it ourselves but there is a revolution, I mean look at it like when I travel so much I need a lot of digital people. And a lot of them started way earlier than I did I didn't even know that was possible when I was 18. Now 18 year olds do that more so than we older people do. So that's pretty, um, interesting, but I do think I don't know like how many people are going to like talk to, women, you know, I don't know how you look at it, but it could be that your results or your interviews might be different if you talk to people who have digital work by freelancing and digital work by business owning because I think that is a huge difference from what I see with my friends, and what I see with people like my colleagues who have their own business.

Mattia Rainoldi: Yeah. Yeah.

P4: The mindset is a bit different and their, um, their timings are definitely different.

Mattia Rainoldi: Any other questions, P4?.

P4: No, I don't think so.

Mattia Rainoldi: So now, I conclude then the recording.