

Why Working From Home is Good for Business

Matt Mullenweg



1. Warm up:

- Do you have any experience working from home? If so, do you enjoy it?
- Do you think that more people will be working from home in the future? If so, is this a good thing?
- What responsibility do employers have to ensure their employees have good working conditions while working from home?



2. List pros and cons for EMPLOYEES working from home:

PROS	CONS



3. List pros and cons for EMPLOYERS when employees work from home:

PROS	CONS



4. Compare and discuss your lists with a partner:

 5. Read these four opinions on working from home. Who do you agree with most?

I don't like working from home. The mix of home-life and work-life is stressful. I find myself constantly checking emails and working throughout the evening because there isn't a clear end.

- Jane

I love working from home. For one, I get to wake up later because I get to skip the commute. Secondly, I get to plan out my day the way it suits me. I usually start working at around 7am then at noon I have something for lunch and take a nap before continuing with my workday. I find that I am more efficient and less distracted. The freedom and time saved is great!

-Angela

I am happy to work from home a few days a week. It's nice not having to deal with all of the office distractions. I do miss my colleagues though so I like to have a mix of working from home and going into the office.

- Peter

I just can't manage to work from home. I wake up, sit in my pyjamas and can't find the motivation to start anything!

- Sandra

I am very efficient when I work from home because everything is set up exactly how I need it to be. My printer and scanner are set up right next to my desktop and I don't waste time heading off to another room.

- Emma

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6. Watch the video *Working From Home Is Good For Business* by Matt Mullenweg and answer the questions below:



1. What does Mullenweg say the basic problem with working in an office is?

00:00

The basic problem with working in an office is you're just not in control of your work environment.

2. Mullenweg is the CEO of Automattic. How many employees are working for this company?

00:08

Howdy, my name is Matt, and I'm the CEO of Automattic, the company behind WordPress.com, Jetpack and WooCommerce. We're coming up on over 800 employees, and they live everywhere,

3. Why doesn't Mullenweg like using the word *remote*?

00:38

Our focus on distributed work didn't happen accidentally. It was a conscious choice from the very beginning. Notice I don't use the word "remote," because it sets up the expectation, that some people are essential and some aren't. I use the word "distributed" to describe what we do, where everyone is on an equal playing field.

4. What 4 pieces of advice does Mullenweg offer to people working from home?

02:10

First: document everything.

02:38

Try to have as much communication as possible online.

03:05

Create productive, face-to-face time.

03:34

And the final practice: give people the flexibility to make their own work environment.

5. What is the co-working stipend and what can it be used for?

03:34

And the final practice: give people the flexibility to make their own work environment. Every person at Automattic has a co-working stipend that they can put towards a co-working space or just to buy coffee, so they don't get kicked out of the coffee shop. One group in Seattle decided to pool their stipends together and rented a

workspace on a fishing pier. Each person who joins the company gets a home-office stipend. This is money they can invest in getting the right chair, monitor, the right desk setup, so they can have the most productive environment for them.



7. Discuss the following points with a partner:

1. What do you think about how Mullenweg runs his company?

2. What are your comments on this quote from Mullenweg's video?

I believe that talent and intelligence are equally distributed throughout the world. But opportunity is not.

3. What are your comments on this quote from Mullenweg's video?

In Silicon Valley, the big tech companies fish from essentially the same small pond or bay. A distributed company can fish from the entire ocean. Instead of hiring someone who grew up in Japan but lives in California, you can gain someone who lives, works, wakes up and goes to sleep wherever they are in the world. They bring a different understanding of that culture and a different lived experience.

4. Do you agree with what Mullenweg says in the quote below ?

Today, there are just a few companies that are distributed first. In a decade or two, I predict that 90 percent of companies that are going to be changing the course of the world are going to function this way. They will evolve to be distributed first, or they'll be replaced by those that are.