

How to tell if a company offers remote jobs (and how to say we want one)

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FULL TEXT

Teleworking, to a greater or lesser extent, is here to stay. Various surveys have shown that teleworking at least two days a week is the preferred option for many employees, and others take full-time teleworking as their preferred option.

So, when we are in the middle of a job search, we may want to know if the company in question offers this possibility, and we may have to ask about it in the job interview.

But before we get to that point, we can do some research of our own. Here are some tips to find out if our company or one we aspire to join is considering telecommuting.

Check all the job offers available in the company.

If our company is a large one, it probably has a list of vacancies on its own website or on the websites of employment sites. There we will be able to filter to see if teleworking is offered in any specific position.

Already in the interview, we will have the possibility of naming that we have seen that this possibility will be lowered. Ask for clarification on the amount and frequency of telecommuting offered.

Research the company and its employees on LinkedIn.

If telecommuting isn't mentioned in the job description, but you want to find out if any of their current employees are telecommuting, you can always do some research. Check out the company's social media accounts on LinkedIn. You can also see if there are any reviews of the company on sites like Glassdoor, where employees give their feedback as workers.

Stress that you already have remote experience and have delivered.

There are some best practices for approaching your boss or future employer and getting a "yes". Many of them are common sense, but it's not a bad thing to point them out.

Make it clear that you have always done your work on time and well done. It is difficult to demand more flexibility if our results are not good, so we must start from that basis. Asking for any kind of flexibility should be based on great results and a positive track record. Therefore, if you have demonstrated your skills and made a great contribution to date, you will be in a strong position to ask for flexibility.

Don't ask the question first of all

Letting on that remote employment is too much of a big deal can put the interviewer or the superior we're talking to on the defensive.

In the interview, it's best to save the question for the end of the interview. Most interviewers will give time at the end for you to ask questions, and this is the best time to ask about remote work. By asking at the end, it also gives you a chance to show the interviewer your skills and personality.

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