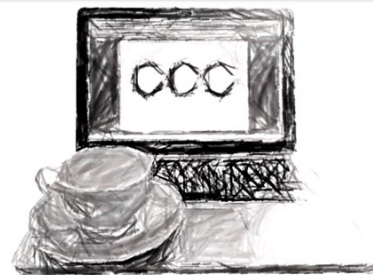




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Please save the date for our upcoming CCC Breaks, all dates are online [here](#).

CCC-Break 28: 02.03.2021. Burning Question : 24/7 availability? How do generations deal differently with virtual work?

This burning topic created several different sub-questions to be relevant and allow our conversation to be specific, such as what does 24/7 availability mean? Who decides when you work? Where does work happen? What is work?

Going into the pandemic I thought the digital generation would be the winners of the transition to virtual work but to my surprise I noticed an insecurity both among younger professionals and my young adults at home, not about how to use the tools but on what was expected of them and on how to interact. Where I saw opportunity, they saw threat, of course I admit this is a generalization but it made me curious and the reason I wanted to bring the topic to this CCCBreak for discussion.

We touched upon influencers such as culture within organisations, countries or generations. We also acknowledged that the European Commission through the Social Pillar mention “The Right to Disconnect” to ensure just transitions. Depending on how we answered the questions above it could be seen as opportunity or threat.

We agreed that setting boundaries is important, contracting on what acceptable work hours are for you as an individual. 24/7 availability is an advantage only when you can make your own decisions on **when** you work, when acknowledging that work also happens when not in front of the computer and breaks from the computer are not seen as taking time off, rather accepted as needed creative time to make decisions or to create content or just to not get “zoomed-out”.

The younger professionals are more often in a situation where they do not have the right to choose where or when work happens and despite having a technical advantage, they can feel it becomes a threat, not an opportunity. While older generations may feel threatened by not having the technical expertise, they have more understanding of boundary setting and contracting. Learning from each other and creating a work environment that is healthy while optimizing new technology should be the goal.

Resources shared in chat:

SIETAR Europa Cross Cultural Coffee Breaks

Summary

<https://news.stanford.edu/2021/02/23/four-causes-zoom-fatigue-solutions/>

<https://news.stanford.edu/2021/02/23/four-causes-zoom-fatigue-solutions/>

<https://hbr.org/2007/10/manage-your-energy-not-your-time>

Thanks for this summary of our CCC Break discussion to:



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SIETAR Europa Cross Cultural Coffee Breaks

Summary



Thanks for the intriguing discussions to our participants:



George Simons



Camilla Degerth



Pamela Strawgate



Iris Schneider



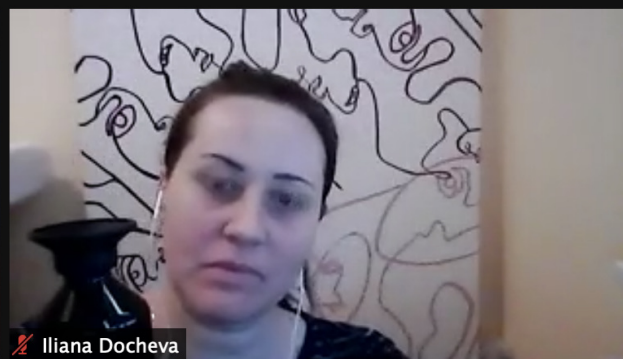
Marcella Panasci



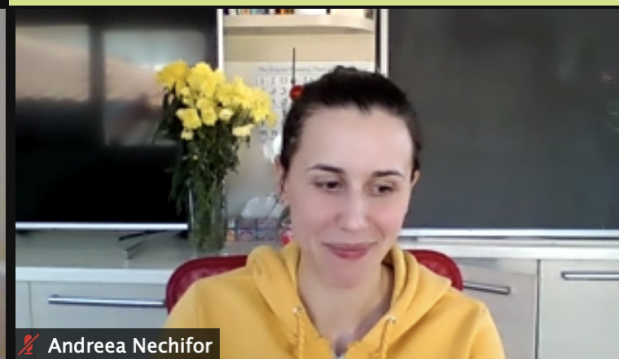
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