

00:00:02 Have you ever dreamt of working from home? As the old saying goes, Be careful what you wish for. For many of us, that dream has certainly come to reality more than ever. Right now, as we come together in community to stop the spread of Cove in 19 0 so many of us are working from home. Whether you're an entrepreneur, soul, open your corporate employees or corporate leader and, frankly, any of those things and suddenly trying to work from home with your kids. Chances are you're learning.

00:00:27 There is a steep learning curve involved. While the idea of no commute and no pants seems tempting for many as someone who's worked from home, let me give you this gift of learning from other people's mistakes and the things that have worked now to support you and save you from that steep Steve learning curve I put together to special podcast episodes for you all about working from home. In today's episode, I'm talking to Tatiana Korea, who's in charge of shop of eyes, global talent experience and looks after employees around the world.

00:00:59 She's helped build community and teams for remote in different countries and different time zones. Plus, she's worked from home for self, and she learned a thing or two. Even though I worked for home for the last few years, I still learned a ton from Tatiana, and it was especially valuable hearing how her team, which works remotely all the time, is finding new ways to thrive in our current social distancing reality. Whether you're new to working from home. An introvert whose loving this An extrovert who, struggling a parent,

00:01:27 trying to figure out how to work from home while your kids were also there. Or an entrepreneur leading in remote team. Or a leader now trying to figure out how to lead a remote team. This is for you, I promise you this. Even during this time a challenge. You're gonna learn some real takeaways. And, of course, we Sprinkle it with some positivity, hope and some laughs. He'll be ready to be more productive, find a routine that works for you and hopefully even includes showering,

00:01:51 which, if you've never work from home before you'll find out it's a lot harder than you think. And, heck, maybe you'll even learn to keep your kid off the conference call all while working from home. Welcome to the Goalden Girls podcast where we believe you can have it all. I'm your host, Lisa Me show and I'm spilling tangible tips, gold getting strategies and real life stories to inspire you to tackle your biggest dreams. You're a woman who knows you're made for more. Get ready to leave the excuses and self doubt behind by being vulnerable,

00:02:24 sharing your truth and having honest conversations so you can succeed on your terms. Together we'll set goals you'll actually achieve by staying motivated, having fun and building a community of women empowering women. It's time to tap into your best self, get confident and truly have it all. Goalden Girl. Let's dive in. Hi, guys. Welcome to another episode of Goalden Girls podcast. I am so excited to have a very special guest with me today, Tatyana Korea. So I wanted to bring in Tatiana today because she has years of experience,

00:02:58 community building, and she actually works on creating really meaningful experiences for shop if eyes global remote teams in order to bring the Shopify remote culture to life. So this means she's not just a girl boss, but she's an incredible at leading teams and helping support teams that are working remotely something. Let's be honest to be always know more about. Right now, Tasha has been responsible for creating launching in executing global initiatives that helped build community and keep remote teens engaged. I've really wanted Tatiana to come onto Goalden Girls podcasts because she doesn't just manage with just six of howto work remote,

00:03:32 which is important, too. And we'll talk about that. But she really works on keeping people connected and building community. And my goodness, I feel like we need that more than ever right now. So Tatiana, thank you so much for being here. I'm so excited to have you. Ah, thank please. I'm so excited to be here. Okay, let's dive in cause I've got a ton of questions. So you've been working for a home for a couple years. So for those of us that are maybe newer to it what do you personally love about working from home?

00:03:58 You know what I think? The biggest thing is having the flexibility for work. So I worked on a team that's kind of a global team. So we have people all over the world, and it really allows me to work from 6 a.m. to two PM when I'm trying to, you know, stick to the Eastern Standard time. Or, you know, if it if I have a lot of like a doctor's appointment or something going on, I could start at noon and good out too late. So it really does give me that flexibility to work on my own schedule,

00:04:24 which is probably the biggest perk. That's really cool. And people may not necessarily going to the doctor's appointment right now, but there's something like on TV that you want to catch or catch up with somebody else or working around kids. Schedule's Working from Home does give you that flexibility to figure that out. Absolutely. That's so true. So just to give people a little more info, how many different countries do you have people in right now? If it Shopify Um, so we have I mean pregnant. We have them all over the world,

00:04:50 but primarily the team that I support, which is our support organization. It's all across Canada. We've got Ireland in New Zealand, so those are kind of our big are big hubs. We also have a hub in the Philippines as well. Okay, so when we're talking about working remotely and working with people all over were literally talking about around the world. So I just think that's really cool Thio here from you because I know that you're gonna bring so much wisdom to us today. Wait. Okay. So most people and I know myself.

00:05:24 Before I started working from home, I thought it was just gonna be hanging out my PJs all day. Um, and I really had no idea what I was in for. What are some of the benefits you think that people might not know about working from home? Well, if it thinks probably the biggest benefit like I mentioned earlier is having that flexibility. Um, but also being able to kind of, like, set up a new routine for yourself that allows you to incorporate a little bit of that work life balance.

00:05:53 But like, for example, being able to like popping a load of laundry in the middle of the day that that kind of stuff like you almost get chunks of your day back. There's no commuting, right? So that's kind of a big one on the Sometimes they're getting ready is a little bit more minimal on here. You want to be a bit more comfortable. So I know, like how you mentioned earlier but kind of beef in your pajamas. That wasn't nothing. That was all too real for me.

00:06:17 Um, but now I stretchy pants, which is really great. So I you know, I'm not in jeans all day, which sometimes I'll put on to feel a little bit like a human. But for the most part, it's just having that comfort of being at home. And I think that when you're comfortable, you're more productive and you're happier and your got a little more patients on those conference calls and all those things, right. And I'm not maybe super honest of you right now. I totally just unzip the top button of my Jean cause I was like,

00:06:40 It's 11 p.m. on a Saturday night. We're recording this, and I'm gonna unbutton my jeans because it feels good. And that's the kind of stuff you do anywhere. And yet Diana's on video. But you really So I also I just got to say I really loved her. China. You're always such a positive person in touch, and I know each other in a personal setting, and it's really cool to bring her in because I know her to be a really joyful, happy, positive person. And I want this to really just make this fun,

00:07:11 and we know that. I know that's a tough time for everybody. But I do appreciate you bringing the positivity and the light into this. So it's really, really great. Um, for those people that are maybe new are working from home. What would you say? The number one thing that anyone working from home needs to know. I think the biggest part is to know that you're not alone in this. And to know that social distancing does not mean isolation. I think that's that's like the biggest,

00:07:39 the biggest thing because I think right now everyone's taking it almost too seriously, which we absolutely need to be taking it seriously. But pick up that phone and make those phone calls, and and it doesn't mean that you need to feel alone and they need to feel in a dark corner. It means that we communicate and we build a community with each other in a different way. so just means let's shift our perspective into how we communicate with each other rather than it always being face to face or always just being in your pajamas.

00:08:10 Oh, are throwing an extra lives. The laundry, like this is something from home means that you do have to put in that extra bit of effort to make that connection. And I think you nailed it right. They're just saying that it's a great time for us to beam or intentional with that and really put that effort in. Yeah, thanks for thanks for highlighting that, Um, what are some of the ways that you think people can do that? I think the biggest thing and something that we've actually implemented on my team is daily check ins.

00:08:36 So we have a standing appointment every day, Monday through Friday at 10 30 we just ask ourselves a couple questions like, How are we feeling? What's our focus? Where was feeling scattered? Um, it's just those little things to just no higher teams, a feeling where they need support. And if somebody struggling that day, they have that outlet to be able to have that honest conversation and feel supported by a team. So I think, and it could be something that we might actually keep because it's been so great.

00:09:05 Um, I think we sometimes get so busy in our day to day schedules that we forget to actually have that human connection and make sure that everyone around us is Okay, So I think those chickens have been so useful for us. Um, and for me to just feel like I'm I'm more connected to my team because I have some people that work in Vancouver that I'm really, really close, but that I don't get to see right now that are on my team. And so it gets me seeing them and making sure that we're actually doing okay as as a team.

00:09:33 What a great reminder. Do you guys do What kind of technology to use to do that? Do you, like, just send each other messages or you hopping on a video call or what you guys doing toe have those kinds of connections? That's a great question. So we do you slack, eh? So that's something that we are communicating all day, every day from commitment. We wake up, we go to bed, Can I speak to Slack knows that maybe have no idea or for me, I use it a little bit,

00:09:57 but I'm not that good at it. So can you, like, tell us all the things lack? So I think of slack, like Facebook for messenger. So not like the actual pot from Facebook. With passengers, you kind of have everybody in the organization in one place where you can just search them up a CZ well, as having groups. So kind of you would have, like a birthday party on Facebook. Everyone's talking the same in the same area similar to that, so it's it is something that we use in a company.

00:10:24 But if you don't have flack, something like Facebook is a great option. Facebook messenger. Because you can have multiple people chatting at a time. Cool. So I actually use it for my business, too. And there's a free version that works really well for you to communicate with my team members as well eso whether your company or not implement it. This is something I mean, check with your depending on the size of company in the technology and what you're allowed to do and stuff like that. But a lot of times this could be something that you could actually implement it in your family.

00:10:52 If you have a side hustle in your unit, resist possibly with your team. It is something that anybody could pick up and start using. And one of the greatest things that I found about slack that I don't know if you can agree with, but it keeps your e mails down because otherwise it ends up with a ton of e mails. And who sent what slack is like a one stop shop for a lot of your team communication? Oh, it doesn't not on your Facebook say Facebook. And hopefully be a little bit more of just like fun downtime.

00:11:18 Absolutely. Yeah. Slack definitely helps with, like, internal emails, because then it allows me to actually just focus on the e mails that are coming into, like my working melt those air externally. And so those air I'm able to kind of prioritizing, make sure that they don't get just kind of missed within all you know, the scramble of life call. So I hope you guys are noticing what we're trying to do in this upset too is give you some realtor tools to help you with what might help you with your remote teams.

00:11:45 Or as you're learning in this in the new normal in this working from home situation. So we're gonna Whenever there's chances, I'm gonna try and pull a much like an out of Tatiana because she's such a guru in this area. And you really see what? What tools can help you guys out too. So, yeah, so we thanks for bringing it up. Totally. We also and utilize Zoom or Google hangouts, which again? Well, for all of us with iPhones, face time is great because I think as much as great as this for us people to be messaging each other.

00:12:13 It is also great to see that person on the other side. Because sometimes you miss, um, you know those facial expressions or we can kind of hide behind our words where I can't hide it from having a hard day over zoom because I'm a terrible liars. They're just posed for annulment face. Um, so it's yeah, using utilizing that video and hearing the voices. I think it's so important right now, but you have face time again Facebook is also a great one, cause they also offer, um,

00:12:40 that message, the video messaging. But one really cool thing about iPhones right now is through face time. I think they've upped the limit, so you can have up to 10 people on face time, which is really cool. Wow. Okay, awesome. And zoom has a good capacity to right. I think I can remember the exact number. I'll go back. I'll add it in the show notes if you guys need it. But Zoom is a really awesome And you know what? Right now, touch and I were using a software to record because we're social.

00:13:05 Distancing s over using software to record this, But we actually have our cameras on two. And we're on zoom just to see each other because it does make a huge difference. And hopefully we won't talk over each other too much. It's just great to get to actually connect with each other. So I love that you just said that I heard daily check ins or such a big thing. Um, and I also heard actually picking up the phone or seeing people in video. So you're still getting that human connection,

00:13:30 and I think that's so sure for working from home and probably turn in all areas of our life right now. So I'm so glad you brought those up. Absolutely so good. Okay, so two years in, you've probably made some mistakes. What is what is some of the mistakes you've made working from home? Or that you see other people making working from home, that maybe you help them avoid? You know what? The biggest thing and it's one that I still struggle with is the minute I wake up,

00:13:56 I actually grabbed my phone to look my slack because people you know are all over the world. So I get messages in the middle of the night, and that is probably the worst thing they could do for yourself. You need to have that separation of work in life. And so what that means is that I actually and again, like I said, I'm struggling with it still, but I need to actually get up and have a morning routine and it not touching my phone and making sure that you're taking a shower and getting dressed because there is nothing more.

00:14:23 That kind of puts you in a bit of a slump in staying your pajamas all day. And don't get me wrong. We'll have Those days will be kind of doing me to stay in our pajamas, and we're allowed to do that. But get up, get dressed, Put yourself together like if you're going to work. Um, because that's what's really gonna like set your day off right? But like I said it, I still struggle with, but I have definitely noticed, especially during this time. Looking at my phone creates a lot of anxiety because it's a lot of emergency things that are happening right now.

00:14:54 Consistently, uh, and the last couple of days that I've actually not touched my phone. I have made it so that it's goes a little bit later before I start getting notifications and I get that like tea, hot tea and lemon. And I'm actually going back and going into work in a bit of a more of a calm state than before. I look at it and instantly open my computer, and there's that some not the best start to the day, right? So definitely get up and have that routine and then slowly yourself into work as you bought going into an office.

00:15:24 Such great advice and Aiken just echo all of that when say was a really tough day. And I attribute probably 70% of it to the fact that I went straight to my phone and straight to a work meeting without having any kind of transition time way all need that transition time. So and it can be so tempting when, especially in a small space, to be like, Oh, you just work while I'm doing breakfast or I'll work before I do this saying, But yeah, having a routine, a super importance I I love that you just said that.

00:15:50 What do you think? The biggest challenge is working from home, having some sort of dedicated space? Because I think you know that we live in an era where a lot of us, living condos or smaller places, and so even if it's a small place in your house where you can dedicate to work so I don't have extra rooms. So what that means is that I actually have a corner in my bedroom that I've created into an office. It is not very big, but it does the job. It's right by Windows,

00:16:20 so I get a lot of light in a lot of air, but it kind of just allows me to separate myself a little bit more.

00:16:26 Oh, that's such great advice I would have. I think a lot of people in myself, even just the last couple days,

00:16:31 I've been working at the kitchen table a little bit so I can put cinema in front of the TV with Peppa pig from Judge.

00:16:38 It only lasts about six minutes, and then it's over. But yeah, having that separation does make a big difference.

00:16:43 I love that. You said that. Okay, you also mentioned to me around some bad habits. So what are some of the bad habits that you that can't happen working from home and how do we avoid them?

00:16:57 I think you know what a lot of them can be even though it's a pro. Like I said,

00:17:00 hopefully her doing laundry. But it's almost getting to stock and involved in those little task. So I've done it before,

00:17:08 where I'll be like, Oh, I have a break from a meeting. I'm gonna go vacuum or,

00:17:13 um, you know, I will. You know, it is a park. Sometimes you can go take a walk,

00:17:17 but I'll take too long of a walk. And then all of a sudden, I'm you know, now I'm behind on something,

00:17:22 so definitely, almost like crossing over. You know, we talked about it a couple times of of having that,

00:17:28 like work life balance and a bit of a separation again. Do that the same way. So, um,

00:17:35 sometimes I'll have the time where I can make lunch. But for the most part, I'd like to pre prep my lunch so that it's not this,

00:17:41 like, big scramble where it now it takes an hour and 1/2 of what if drafted, make lunch,

00:17:45 because that makes no one productive. Um, but I mean, like I said before time and place,

00:17:51 there are days where we have that luxury. Geo. Did Thio do so? But definitely trying to make sure that you are keeping those boundaries,

00:18:00 uh, can't mission off boundaries, boundaries, boundaries between work and your life, so that you're still able to be productive at work without,

00:18:09 you know, having your mind elsewhere because, you know, the dryer just went off and I hear you're in the middle of a call trying to go.

00:18:16 You're close. That was so true. Do you find having assert a set schedule helps with that or certain routines?

00:18:24 Or what did some of the things you find that really help with establishing those boundaries? You know what?

00:18:30 Writing down your routine, having it in your calendar. So I have I have it in mind if I'm gonna take a walk.

00:18:36 I'll put it into my calendar the day before so that I know that that's, you know, that's my mental health break where I'll go in and get some fresh air,

00:18:43 especially right now. That's something that I'm actually doing religiously is going for just a quick walk around the block just so that I'm getting air and I'm getting a little bit of movement.

00:18:52 Um, but I think that's kind of like so, so, so key. Mm, I totally agree.

00:18:59 And you guys, anybody listening that ever listens of this pot Gas knows that I'm like, the biggest advocate of planning your week ahead of time.

00:19:05 So I would say, you know, put those if you're gonna take a walk or you're gonna go to the not maybe not right now.

00:19:12 But if you would go to the dentist or you're gonna have a yoga class in the middle of day,

00:19:16 even if you're gonna do it on YouTube, whatever that's gonna look like, um, put that in your calendar ahead of time.

00:19:20 I think that's such a great tip, and I never thought to make those connections, But it does help you from letting one yoga class on YouTube turning toe,

00:19:29 then six hours of YouTube video watching, because we all know we get sucked down that absolutely yeah has so great other any other mistakes or bad habits or challenges.

00:19:41 You think that people really struggle with that that we didn't yet chat about, because I know I feel like I've learned a lot.

00:19:49 I feel like it's really easy to make mistakes. I think one that I actually noticed myself doing this week is taking the time to put on my oxygen mask before I'm putting.



00:20:00      Everybody else is on. So that was That was something that kind of really hit me hard around Thursday,

00:20:06      Friday is that I realized that had been so concerned about how everybody around me had been doing so this week,

00:20:12      I've actually been calling a lot of friends being like How are you doing? It's been a hard week,

00:20:16      right? And then I realized I was like, Oh, actually, haven't put on my mask yet And,

00:20:22      uh, you know, like we talked on Friday and that was that kind of like the hitting moment where I was like,

00:20:27      Oh, my gosh, I actually need to take a breath. I actually need to just be and and listen to how I'm feeling So put your oxygen oxygen mask on first.

00:20:37      Kind of how they telling in an airplane before you put it on anybody else because you need to take care of yourself.

00:20:43      Yeah, so true. It's like that deck daily. Check in with our colleagues or with our partners or friends,

00:20:49      checking in with yourself to a love that you just said that. How do you have him home by feeling?

00:20:52      That's a great question that we should all be asking ourselves, no matter where we're working from you Absolutely so good.

00:20:58      So a lot of people listening are going to be leaders in one way or the other. You know,

00:21:02      maybe they're leading work teams running businesses. I think a lot of us are my girlfriend. Megan always says it's the chief family officer.

00:21:09      The CFO, Um, people I know some of you guys are on strike counsel's or on borns. Also,

00:21:14      the things that have now suddenly gone from being in person meetings to being remote. So when you're leading a team,

00:21:21 what advice do you have for people leaving their teams through this new remote environment? Hop on those zoom calls or those video,

00:21:30 cause when something is uncertain, um, I've I find a lot of the time and I've caught myself doing it to where you read into something.

00:21:39 But you're not able to read somebody's tone something over slack where we could, you know, those are the pot farms that were using or,

00:21:45 you know, whatever. Apart from that, is that you're using to communicate and, you know, as people you know,

00:21:49 that happens to us. When we were on text messages, we can't read somebody's tone. And so we sentence and to create a story from something that is actually nothing where that person just says,

00:21:59 okay. And you, you know, you read it is like, Okay, so hop on those calls,

00:22:04 get face to face and make sure that you are, um, coming across the way that you actually meaning to come across Or if something doesn't sit right with you,

00:22:12 get on that call and deal with it right in the moment, cause 95 foot 5% of the time when this happened.

00:22:19 To me, it is completely a story that either myself or a co worker has created. And the minute you nip it in the butt,

00:22:26 you're good, right? And so So definitely hop on those calls and don't read into the words, because I think we sometimes can get really such sucked into that sometimes.

00:22:37 Oh, my gosh. I really got such a good just life advice right there. So good, I think especially important right now,

00:22:43 if you're a leader in any sense, you know, family born's your business work team. Yes. Hop on the calls and yeah,

00:22:52 I dress any challenges right away. That's so good. So good. Okay. One of the reasons why I really want to talk to you.

00:22:57 Because I think you're I know your specialty and who you are is really fun and about community. And I'm sure you guys are here in this,

00:23:04 too, As you're listening to Tatiana. So what do we do to also keep things fun and keep community and culture alive right now?

00:23:11 Because I think this is probably more important now than ever before. Have those happy hours don't get let those go away because,

00:23:18 you know, you're all set from home. I I know my Vancouver team and I did one on Thursday and we were on a call flick an hour and 1/2.

00:23:28 There was, like, 50 people on this call, and one of the guys came on McCall and he had set up an entire like drink station where he was showing us how he does.

00:23:38 Does he, like, really loves making cocktails? So he was like, I'm gonna show you how to make this type of martini.

00:23:43 And then we, like all sat there and had some wine or beer. Whatever. You know, some people didn't drink,

00:23:48 it had water, and we were just able to, like, see this guy, like in this kitchen,

00:23:52 just like loving his life, showing us how to make these cocktails. But it it got me thio to see him in a different way,

00:23:59 too, because he's He's very He's a developer. And, you know, I often seem quoting other stuff that I have no idea what it means,

00:24:05 but it's a huge screens. And it was just It was so fun. And for that hour and 1/2 I forgot everything that was happening.

00:24:12 And we just had a good time. Oh, my gosh, That's so fine. Okay, so how does that work logistically,

00:24:18 do you literally hop on a zoom call? Is that what you d'oh with? Yeah, Yeah, D people.

00:24:23 And then just one person talks at a time. Does that actually work? Okay, so I was actually quite nervous going into it because I was like,

00:24:31 Who's gonna get a word? And at this point, and once you kind of, like, just start going into it,

00:24:37 it became easier. It just people kind of when you heard somebody starting to pipe up, you quiet down for a second.

00:24:44 There was, of course, moments where we were kind of all talking on top of each other. But for the most part,

00:24:49 it's settled and and everyone took kind of committed after everybody was talking to see who was piping and next.

00:24:54 Uh, and it just It became a really great conversation. Off course 50 people was like Is it is a crazy amount And there were some people that were just in it for hearing people's voices,

00:25:03 and they didn't talk a lot. As I think people do you, there's some people that just tend to dominate more of a conversation or not.

00:25:10 But across the board I was looking at our slack messages after everybody was just sharing pictures and fun moments and we were just like everyone had a good time.

00:25:20 And like I said for that hour and 1/2 I just forgot of everything that was happening and it was so fun and,

00:25:26 you know, probably drink a little too much. What are some idea That's so fun and something that any one of us can implement with with our team,

00:25:36 with our group of friends, anything like that. And it, um, doesn't have to necessarily be drinking if it is awesome.

00:25:43 But if it's not, that's amazing, too. And look what a fun thing to do. And I gotta tell you,

00:25:48 I ask the question for myself because I've been thinking I would love designing this, but is it awkward.

00:25:53 Like, who talks that? How's it gonna work? So you just telling me that it worked 50 people.

00:25:57 All right, I will give you this. That's so great. Super so absolutely. And if you And if you don't want it to be something like,

00:26:02 you know, happy hour like a porn star in her own alcohol. Um, we have a team in Ireland who has used I want to say it's Netflix stream something,

00:26:11 something along those lines. So what it is, it's Everyone can watch the same movie and it starts it for you at the same time.

00:26:17 And you're all in, like, a real time. I want it either video or, you know,

00:26:22 like messaging, but so everyone could be watching the same movie at the same time. Commenting on like whatever they're watching in real life are not real life,

00:26:30 but like in virtual life. But like in the time that it's happening and like what a cool way to like on a Friday night.

00:26:37 Just watch a movie, anti numbering, quotes, watching a movie, but with your friends. So So there's there's alternatives above things you could be doing.

00:26:46 Those were such cool ideas I love that. Oh, my gosh. I've also heard of some teams that just chatting with a girlfriend little earlier tonight that have been playing games remotely,

00:26:55 too. And I think that's just such a great idea. And I think, guys, we're living in a time,

00:27:01 Thank goodness we still have the Internet. Oh, my gosh, can you even imagine if we didn't like,

00:27:05 I'm sure any one of us listening can can Google ideas more ideas, too. But I love you.

00:27:11 I love the happy hour that I think it's called Netflix Party or something like that. But such a cool idea.

00:27:15 I wish I could remember the name of the game. I'll find out. I'll let you guys know what the name of the game is.

00:27:20 Um, but there's lots of cool ways that you can engage your team remotely, so that's that's so funny.

00:27:24 I I wouldn't have known these ideas until you just told me that. Yeah, they're they're very They're so fun.

00:27:31 Are there any other things that you guys do as a team over or that you see results doing over the next couple months to keep everyone connected?

00:27:39 Um, there was definitely a couple of things that I'm that I'm playing around with, Uh, essentially every anything virtual.

00:27:46 So there is a ton of companies that are bringing that, like, virtual piece to life. Zoom is is it is a great one,

00:27:52 Of course. Um, but I haven't quite found the right platform yet, so I don't know the answer to it.

00:27:58 I have found it one similar, but it actually is a little bit of a date, but anything that brings people together around a similar theme.

00:28:09 So, for example, we've got a ton of developers and gamers who, you know, all share this passion for gaming,

00:28:17 or we have people that are really into poetry. And so the question I think that always comes up for me right now is how can I get these people together virtually so that they don't feel alone because we've got two people.

00:28:32 So we've got our extroverts and are introverts are introverts are probably loving this shit right now. They're probably for arriving like my mom is a huge introvert right now,

00:28:41 her life has not changed. He's like I'm doing the exact same thing I would be doing every weekend which is cleaning her house all weekend,

00:28:46 right? But the people that are really struggling right now are those extroverts. So how do we get those extra verse together?

00:28:54 But then also ensure that are introverts, feel supported and feel that they have a community people? And that might be having those,

00:29:00 Like I said, those type of themes of those activities that bring them together that they have in common with others.

00:29:05 So that's kind of like what I'm playing with right now. Um, I don't know exactly what it's gonna look like because it's all,

00:29:11 you know, the silvery new for everyone. Um, but that's kind of what I'm. What I'm playing with is is how can we bring those introverts together?

00:29:19 And those extroverts together in some sort of common theme s so cool? I was even just thinking, as you were talking about that about you could probably find a musician to come on and play a little concert or do a dance party virtually or,

00:29:34 like, do a poetry Slam or something like that with your teams, like there's so many things that with videoconferencing,

00:29:40 the technology is there that we could do it right or watch parties I mean, just this week, I think John Legend did a live concert that everyone could watch.

00:29:48 You know, there's lots of cool things that you can do. So yeah, I think that's that's amazing.

00:29:53 And I saw this mean that was like, introverts go check on your extroverts. It is really? Yeah,

00:30:00 I have an extroverted I'm feeling it for sure. So yeah, I think that's a great that you're just so aware of those different personalities and hopefully anybody listening,

00:30:09 you're getting some great ideas for what you could do with with your teens, regardless of the personalities. So good.

00:30:16 Okay, let's talk about wellness. Because even this has been a threat, even through our conversation, you know,

00:30:23 putting on our own oxygen masks, taking care of ourselves, having having ourselves figure out what we need.

00:30:28 How do you keep wellness at the front of your mind as a remote team? I mean, I think those those daily check ins air great.

00:30:37 Um, but it's also that, like actually moving your body So part of our check ins when we talk about we have to talk about Well,

00:30:45 it's me. Say, What are you doing for your wellness today and it can look different for everybody because we're all different people,

00:30:51 so it can look like I said I was like, I need to go to the beach and I need to just meditate for five minutes.

00:30:58 Um, one of my friends who is our designer said She just feels like she needs to feel herself.

00:31:04 And she was gonna make a soup tonight, and that to her, was wellness. We had another girl that was so excited she got a new game and her husband said,

00:31:13 We're gonna play this game tonight and it's unlike the P. I don't know, I'm not. I'm not a gamer,

00:31:18 but it's on one of the boxes. She was gonna play something. I can't remember what it was anyway,

00:31:24 but that to her, was wellness because she was able to separate from what is currently happening and kind of like have that balance so well.

00:31:32 It's complete, different everybody, whether it's yoga or whether it's going for a run or, you know,

00:31:38 today 100 of a virtual hip hop class on Instagram. That, to me, was incredible. So that was my wellness,

00:31:45 so your wallets could look different. It doesn't have to be the same as everybody else. But, you know,

00:31:50 ask yourself that question. What can I do today that will make me feel 1% better and it won't be 1%.

00:31:56 It'll be a lot more than that. But what's that little thing you can do just for yourself? Such a good question.

00:32:02 And this is also such a good reminder to, I think, for all of us to step up his leaders whether you have an official title,

00:32:09 whether you are have any direct reports or not to also look after your team, you know it. Look after yourself,

00:32:15 but challenge them and saying, What are you doing for yourself? And really, I use of a challenge,

00:32:19 you know, invite them to do something for themselves. Let's use that word instead. And this is a really such a great time for you to encourage others and be a great example and also remind other people that to look after themselves to so doing daily check ins is so great or sharing the things that you're doing.

00:32:37 Um, I would imagine if you're working in a corporation talking to you're giving ideas to your team leader,

00:32:43 organizing something for your team that could be a virtual yoga cost or could be a instagram hip hop like there's a lot of things that you could do as a group.

00:32:51 So I would say if even if you're not in charge of a team, if you are great, you can do whatever you want.



00:32:56 You want. Um, But if you're not like throwing out these ideas and taking the initiative right now would probably be super appreciate by everybody on your team and and your leadership,

00:33:06 because we need everyone to step up. We need your initiative. We need your drive. We need your passion and we need We need you to be your best self right now as much as you can.

00:33:14 So I'd say I'm gonna invite all of you guys to step up and take the initiative to bring wellness to your mo teams,

00:33:20 too. And you know what? Now, more than ever, because I think leaders right now I think are at probably the stress level thing right now because you're taking care of your team.

00:33:32 So being that person that actually brings that initiative and takes that little piece off of that leader, that doesn't have to think about it because you've created a check in or because you've put a you know,

00:33:40 you've done a challenger. Welcome somebody to do something. You've now taken that little bit of pressure off of your leader because something's already happening.

00:33:50 So, like you said before, like, I invite you tow, actually, just like support your leader.

00:33:55 Even though they're they're, you know, they have a big task of supporting you. They also need support as well.

00:34:00 Such a good reminder. Thank you. That's that's amazing. So I think right now there's so many moments where are communications are gonna be different,

00:34:13 where all things are changing so quickly in our world and how we're having to respond to it. What can people do?

00:34:20 What can we d'oh to keep communications open and positive with our colleagues and especially with our our bosses? Well,

00:34:30 I mean, it really comes back to that that daily check in for me. Um, I think that's a really big game changer for you guys right now.

00:34:37 Is that a huge game changer? Um, I think you know, the biggest piece that that I saw on my team was was even Miley being able to share how she was doing.

00:34:48 And in that moment I didn't feel alone. Because I think sometimes we forget that we're all going through this together.

00:34:56 It's something something that's so, you know, immensely isolating is actually doing is bringing us a lot together.

00:35:02 Um, and I think that was that was the biggest thing is, sometimes we put our leaders on these pedestals,

00:35:08 and, you know, we think that they're the strongest, and they can handle this. And and then you realize that we're actually all feeling the same way.

00:35:15 We're all struggling in a certain way. Um, very similarly right. So it's this just keeping keeping that in mind that that your take your roll one,

00:35:26 we're all going through it. And you're not alone. Yeah. Ah, such crazy times. We're gonna listen to this episode.

00:35:34 I hope in, like, a couple of years like what happened. Uh, but I think out like,

00:35:40 honestly, I think your advice that you're sharing here is so great because I think we're also going to see a shift that once people see that they can work remotely,

00:35:48 I believe that more companies are going to be open to it. I was just talking to a friend Ah,

00:35:53 literally a week ago about her company. And they just they're a little behind They were just rolling out of work from home policy.

00:36:00 And they were This is the big news is they were allowing people to be flexible two days a month,

00:36:04 and I remember thinking, Oh my gosh, it's so funny because if you could do two days, why couldn't you do for why couldn't you do sex?

00:36:10 And then, of course, you know, a couple hours later, they went to 30 days a month that you're working from home,

00:36:14 and so I think it's gonna be a really catalyst for a lot of organizations. Say we made this work and it's can actually be really beneficial,

00:36:22 and there was some positive things that came out of it. So I think that this is a trend that's right now is essential.

00:36:29 But I do believe that that's going to stick around when it when we find ways for it to be really powerful when it works for us,

00:36:35 and when it works for teens and works for businesses. Um, so I don't think it's going anywhere for a couple reasons?

00:36:43 No. I think it's actually gonna give up a lot of people that empathy for those people that do you work from home cause I don't think I think,

00:36:50 you know, prior to this, it working from home was something that was, you know, so cool.

00:36:54 And and people don't take a step back and actually talk about, you know, the real talk of its brulee Really hard.

00:37:00 Working from home is not easy, Um, especially now, but, you know, talking about it before there's there's a lot of people that when they make that shift,

00:37:09 there is this moment at about 4 to 5 months, you know where you know, I hope you know,

00:37:15 a lot of people won't get there right now. But when you do go remote, there's about 4 to 5 months where you kind of start going a little stir crazy and the excitement of being in your pajamas and having this flexible scheduling all the stuff almost gets to you a little bit.

00:37:30 But you gotta push through because I remember, uh, being at, like, my eight or nine month mark and then finally breaking through and being like,

00:37:39 Oh, these are the things I need to implement, but so I think it's gonna really bring so much empathy for those people who have already been in this for,

00:37:48 you know, months or years. And we're gonna see each other. I think a little bit differently because we're gonna know where each other struggles a little bit more.

00:37:58 I love what you just said there, too, because that just gives permission to everybody else. That's just joining in on this to realize that it's gonna be hard and it's gonna be a process,

00:38:06 and you're going to go through the same. You may not have realized that there's gonna be some ups and downs,

00:38:11 but there will be and that it's okay. I also love that you said You gotta figure out what's gonna work for you and then make those changes.

00:38:18 It's going to be a process. It's going to evolve. You're right. It's not something that we all We we not don't naturally know how to do it.

00:38:26 I think at least not the extra first. Maybe the intervals are better, but there are definitely some some learning curves,

00:38:32 you know, technology with your space habits, routines, boundaries, you know, with other people with Children,

00:38:38 with all the mailman who thinks he can drop packages off any time and calls six times just as an example.

00:38:44 Never happened to me, obviously. But you know, I think it is a really that's so so such wise words there that it's going to take time to adjust to and there will be a process and that,

00:38:56 just like everything else in life, hint You have to figure it out and you will and just keep checking with yourself and adapting.

00:39:04 So, so, so glad that you said that. It's so good talk to me about I want to take this outside of work for just a quick minute.

00:39:11 Like where else? How can we as ah population is Ah, how could we build community right now?

00:39:20 Look, where do you see some of things that we know from working from home? Where do you think that applies to other places in life right now?

00:39:27 I think hugely in the fitness community, Um, because it looks different for everyone. But like I said earlier,

00:39:34 I did a hip hop class, and I'm seeing this immense support coming from people in that sort of area s o fitness.

00:39:43 I think that's gonna be booming with community. Um, I think parents, I think parents supporting parents I think it's huge to,

00:39:52 um whatever that, you know, whatever that looks like for you, whether that is, um, you know,

00:39:58 like I was sharing with you earlier. You know, I took some time out of my day, and I face time with one of my friends who lives in auto was kids and,

00:40:08 you know, while she was on a call. But you could do that when somebody's making dinner, when they just need that little bit of a break and that little bit of a distance,

00:40:15 you can actually be that person that helps them. So I think that, you know, like supporting those parents were going through that really tough time right now having kids at home indefinitely.

00:40:25 Um, and then also those fitness communities, those you know, those incredible people that are working for free right now putting on these classes on instagram because you know that we're all going stir crazy if we don't,

00:40:37 Uh and I think more than ever kind of those. Those people are the ones that are that are really gonna you know,

00:40:42 help us get through this. Oh, so good touch, Anna. I'm calling you every night at dinner to get to know my story.

00:40:50 You said that my whole body just was so happy. I was like, Yeah, some calling you.

00:40:55 I would love that. So incredible. I love it. Ah, thank you. I think that's just so great.

00:41:01 And I want to say one of one other place I'm seeing it that has been really cool is in the music world.

00:41:06 Um, we've seen this week music with Marnie, who's one of the local Vancouver artist who she's been putting on classes for kids for babies and toddlers.

00:41:17 And I just bowled watching her, and she just is letting it up. And Craig Addie is another local musician.

00:41:22 He does, Um, yeah, actually, really, really going. Does this thing where you go,

00:41:26 you actually go under his piano and he lays a bed down and then he plays. He improvises music for you.

00:41:32 It's really cool. I didn't when I was pregnant. It was amazing. Um, anyways, he just did like a live concert,

00:41:37 and there was it was still so moving and so incredible. And that connection just comes alive. It's Sophie so amazing that we have the technology to be able to do that.

00:41:46 So, um, I think there are so many places where we can really bring our gifts. And what if you're not?

00:41:53 I mean, nobody wants me to be singing the cinema kids concert thing, but we can show up for it.

00:42:00 Even that makes a difference. Right? And we can support the people that are doing it. We can do the workout classes or we can.

00:42:06 How about a parent by reading a story? I think that's so great. Um, so in love,

00:42:10 those ideas. It's so amazing. Let's talk a little bit more about parents working from home because holy crap,

00:42:16 it is really hard. And I did it before. And now that cinema is even a little older,

00:42:21 like I really struggled this week. So what do you suggest for people that have parents working from home with their children,

00:42:29 their that they'll understand? Well, you know the first thing that actually comes to mind when you say that we had somebody at work recently who popped into a slack channel and just said,

00:42:41 Hey, guys, I have a four in an eight year old. Does anybody out there have you know,

00:42:45 any teenagers that are willing to teach my kid math or do some reading with and utilize those things like FaceTime like,

00:42:53 um, you know, Facebook video or zoom and actually have, you know, your virtual baby sitter.

00:43:00 It's it's gonna like, you know, we all know it's gonna look a little different now, but it doesn't that it has to completely change.

00:43:06 And so I think, you know, utilizing that are, you know, like I did earlier.

00:43:12 But, you know, read a book to me, my friends, kids, whatever that looks like for you,

00:43:16 but also know that you're not alone. And I think that's kind of a common thread. Um, is you're not alone in this and I don't have kids,

00:43:24 but But I see you, I I see the struggle, and it's okay to have your kid on your lap during a call or,

00:43:32 you know, you might have a kid screaming in the background, but that is our reality right now.

00:43:37 And I think as humans we just need to be empathetic with what's happening and and know that it's okay.

00:43:43 I know that it's okay if you're good screaming in the background, but I also know that you can support each other,

00:43:48 and especially that you have those teenage kids. You know. A lot of them can actually even make Cem Cem money doing it to another.

00:43:54 Parents would be happy to pay somebody to just teach their kids. Something will resume. So so know that you're not alone and you realize those other parents around you as well,

00:44:03 a cz as your friends who don't have kids. That's such a great idea that some you just give me a couple little tweaks here.

00:44:11 You know that some of that anybody, whether you have a slack channel devoted to parents or not in your company I mean you could create one.

00:44:17 It's free. Maybe you create a Facebook group for parents in your in your work establishment or in your in your area or something like that,

00:44:27 where you can post and say, this is what I need. Or can the our kids to like a facetime playdate?

00:44:32 Or can I love the idea of exchanging tutoring or reading stories or things like that? That's such a great idea or even can we let them play games together during this time.

00:44:40 Or maybe they can have a Netflix party. Actually, that's a good idea. Kids. Netflix. Let's do it.

00:44:45 Yeah, um, so I like. I love that, like the reaching out and helping each other.

00:44:49 And there's probably a really good opportunity here to toe. Also remind us as parents to step up and ask for help when we need it.

00:44:56 And don't be shy. I think this is really hard. This is unprecedented. There's no way that you are getting a full work day.

00:45:02 And if you're also looking after Children for the full day like it is, it's just not not possible for the vast majority of us for doing it alone or our partners are also working.

00:45:12 It's challenging, so lean on your resources. Ask for help. Take the initiative. If you can't establish communities or find ways,

00:45:19 you can help others and guys. If you're listening and you're like, I don't have kids easy. I'm just I'm a PJ's drinking my wine.

00:45:24 We would love if you would help in some way to so touch, and you're a great example of that.

00:45:29 I'm definite taking advantage of that. Don't you worry Tatiana's going reading cinema. Some story should think you nailed it.

00:45:37 Ask for help. And if you don't have kids, be that supporter that's going to do. You know who's going to give that help so you won't.

00:45:46 You know, if you don't ask, you don't get. And there's so many people out there, especially right now that you're seeing that community building of of You know,

00:45:53 I've seen in people's instagram stories that somebody will post and say, Hey, if there's anybody elderly in my building and here's my number,

00:46:02 message me what you need and I will go get your stuff and I will drop it off on your door and it will be contact freight.

00:46:07 So now more than ever ask for the help. But also be that person that's able to support somebody where it's just gonna make their life a little bit easier.

00:46:16 It'll actually there, like, a lot easier. Even if you think it's a little bit, it'll be a little bit.

00:46:20 I love it for sure, Yeah. Ah, I think this is a really amazing time because we really are seeing some of the best of humanity and or being stretched and were being challenged.

00:46:32 And on the other side comes so much, so much growth and learning. Um, and beauty. So thank you for being such an amazing example of that touchdown off of leaning into community and really helping others.



00:46:44 It's beautiful to see Okay. Before asking my last couple questions I want, Like, was there any other I know you took notes,

00:46:53 which is amazing. You had these things. Was there any other things you want to share? Anything you want people to know about,

00:46:59 um, about working from home, Anything else that that we need to throw out there. And if not,

00:47:03 I got more questions for you, so don't worry, but I want to make sure we caught it.

00:47:07 Mmm. I think I might have mentioned it already. But get dressed in the shower and get dress.

00:47:21 Yes. Yeah, Yeah, I can agree with that. That like you? Yeah, and a warning.

00:47:27 I feel like around that 45 month mark. If you don't listen to Tatiana's advice on this, you're gonna be gross of four or five months.

00:47:35 So just avoid that. Just shower now. Oh, yeah. That freshman 15 becomes a remote 15 very quickly if you don't get out and you know we'll still live your life.

00:47:46 Amazing advice. So good. Okay, so you work for Shopify, which I know a little bit about cause I'm in the online business.

00:47:53 See space. Can you tell us what Shopify actually does? Because a it's pretty cool. And b,

00:48:01 I think it's actually a really interesting time to be a part of Shopify right now. So tell us about Okay,

00:48:08 So So Shopify is an e com platform. So we're essentially here to support everyone. We call them our merchants in building a business online and being able to sell,

00:48:20 so whatever that looks like. Ah, whether it's that you're selling, you know, shoes or jewelry,

00:48:28 whatever that is, we're kind of like your one stop shop, um, to sell, uh, and not only just out sell online,

00:48:38 but we were also leading into that retail space as well. So it's that kind of stuff, But I think the biggest thing is we power over one million merchants around the world to live their dream and have their business.

00:48:51 Wow. So cool. So what's the I'm sorry. This is really naive. Um, maybe I should have searched this beforehand.

00:48:57 But what's the difference between a Shopify in an etc? Ooh, that's a good question. Eso at sea kind of brings its at sea.

00:49:06 I almost think about it like Amazon, where it's kind of you type in, uh brings, and you get all sorts of different places,

00:49:14 so the experience is different. So Shopify isn't like an Amazon or our resume your sources. And I'm so honored at sea.

00:49:23 It's more of Ah, it's a different creative experience because it is your own website. So somebody's going to,

00:49:29 um, you know, kylie Jenner dot com and they're seeing her makeup. They're not seeing everybody's makeup.

00:49:36 So it's that that type. So it's It's a completely different creative experience, and it's your your store.

00:49:42 So it's you play by your rules. Got it. Okay, cool. All right. That's really need.

00:49:47 So you and I were chatting about this right before we went live. Like, why do you think this is such a great time?

00:49:52 For Why do you think it's important to talk? What shall find? Just throw that out there? Well,

00:49:57 you know, I think now more than ever with, you know, a ton of layoffs. The people are getting it's it's that time for that business you've had in the back.

00:50:06 Your mind. What is that thing that you wanted to do? That you haven't had the time? Well,

00:50:10 we all have a time right now. Now more than ever is the time to do it too. Really?

00:50:16 Take that dream and make it reality. So we're able to support you in that were able to get you set up on that platform where your,

00:50:24 you know, it's very, very user friendly from the back end, So you essentially create everything you need.

00:50:28 So you are your own developer. You are your own designer, so we give you the themes we give the support.

00:50:33 We have an incredible team of gurus that we call them from, you know, all over the world that are here to support you and building that website.

00:50:40 So it's your time to shine from all of this. What can you make out of it? So if that is something that's happened for you,

00:50:47 what's that one thing that you want to do and you know, Let's do it Unless they could happen.

00:50:52 Appreciate Girl Present So good Yeah, just like that. That's exactly what we're all about On this podcast is making your dreams come true and finding a way to make it happen.

00:51:00 And my goodness, I think a lot of us and myself included, like if there's been days worth like Oh,

00:51:04 everything's over and doubting my dreams and all those things And yet this is actually the time where you can put the gas pedal on and say not to say that you know you have everything seems okay and that world hasn't changed.

00:51:16 But that's is this also an amazing time to try something different because those stable jobs quote that we thought we had of the stable businesses we thought we had,

00:51:26 They just aren't the way that they were before. And so we've got to learn to pivot. We've got to learn to be creative.

00:51:30 And so just because no, I didn't like Tatiana wasn't like, Hey, Lise, I need to talk about this tall Jenna didn't say or Shopify needs a moment here like I wanted her to talk about this because I think that this is such an amazing opportunity right now that if you have had any dream or goal in the back of your mind.

00:51:48 And they time excuse has been there or the my job excuse or pack you've been like, Well, the end of the world is until who knows when,

00:51:55 Like guys right here right now. Make it happen. Go for your dreams. There's no better time to do that.

00:52:01 And so I I feel like Shopify is one of those one example of the way that you guys could do that.

00:52:06 So if you've got a business in the back of your mind, it's out there. Shopify guys s  
o s o.

00:52:12 So out there so touch. And where can people find more about you and connected  
the if they want to?

00:52:21 Um, I think probably Lincoln is is a great source. So it's literally just Tatyana  
Korea. Um and I'm the only Titanic rat trap.

00:52:31 If I said it was folly, you know the best place to find me. Um, you can also follow  
me on Instagram as well.

00:52:38 It's Tatyana m s c o. That's where you can see kind of like my life. It Shopify um I  
tend to,

00:52:46 you know, really, really preach in and love the company that I work for. And so  
you can kind of see,

00:52:51 you know, typically, you'd see a lot of my my adventures around the world to  
Shopify. Obviously,

00:52:57 that's that's on hold for the next little while. But, uh, yeah, you can. You can follow  
me on those two platforms.

00:53:04 Amazing. I will link to all that in the show. Notes. You guys too, so you don't have  
to Memorize it all.

00:53:08 Okay. I have a couple of lightning round questions before I let you go. Um,  
seasons Air surprise.

00:53:13 So you don't know what they are. Uh, unless you listen to other episodes we  
have interviewed people,

00:53:17 then you might know. Uh, So tell me, what is one goal that you're working on  
right now?

00:53:24 Oh, my gosh. This is so hard. What is one cold I'm working on? Um, I'm actually,

00:53:29 funnily enough, I'm actually setting up a shop if I store with my team. So, um, we  
have decided that we're going to We're trying to think of exactly when I do understand your own  
makeup and,

00:53:42        like, organic weekend makeup line. So we're gonna play with it, and, you know, we've got that resource to s.

00:53:48        So uh, we're gonna be working on it over the next little while. Oh, my gosh. Super cool.

00:53:52        I love that. Oh, so interesting. Okay, so you know that poutine is a Canadian staple,

00:53:57        and I'm a Canadian poutine lover. So are you a cheese curds or a shredded cheese kind of girl in your protein?

00:54:04        Oh, my God. That is the hardest question you ask me. No, this is an easy question.

00:54:08        This is an easy answer, girl. Oh, okay. So Okay. So I I prefer Kurds,

00:54:15        but I prefer that how the cheese melts when it shredded, But I like if I'm going to stay,

00:54:20        but I go Kurds. Okay. Good, because otherwise I have to You have to cut the interview otherwise way.

00:54:27        Although you do just give the idea to do both. Maybe I'll have to try that. Yeah. Okay.

00:54:31        We're making a date. I have to be a virtual poutine date. There you'll go. I see the options out there are endless.

00:54:37        Right. Okay. And the last question, What is a quote or a mantra or something? That's really helping you right now.

00:54:47        This in the last week in the last couple days. What's something that you keep saying in your mind to yourself to remind yourself of who you are,

00:54:54        what you want. Uh, this too shall pass. No, that's it's on. Repeat in my head.

00:55:02        Every time you know your heart feels heavy here, the world becomes a little bit too much. This too shall pass.

00:55:08        We'll get through it. I just got goose bumps old on my body. Thank you so much. I wanna thank you for being your you guys policing a moment to connect Tatiana.

00:55:17 And I don't know that you love her. And you have this episode. I just appreciate that you brought so much great wisdom and your heart is so clear.

00:55:26 I'm sure everyone listening could hear your genuine, just positivity and passion for really building community whether we can see each other or not right now.

00:55:35 And so I know that people listening You guys have gotten some great tips from working from home. You now have some ideas on how to still have fun with your teams and families and strata councils and whatever is happening.

00:55:46 And even the parents some great suggestions on howto howto lean onto each other and get ideas. Um, I just want to say thank you so,

00:55:53 so much. And you guys, if you love this episode, if you think someone else needs to hear this a friend,

00:55:58 a coworker, maybe your boss just saying an example. Um, whoever you think needs to hear this,

00:56:04 please share it with them and take a screenshot if you're listening, tag me on Instagram Always love hearing what you guys think and knowing that you're listening.

00:56:11 So thank you guys so much. Thank you for listening Episode Tatiana, Thank you for being here. Thank you so much for having me.

00:56:17 And it is almost midnight. You guys use a nose like we really love you were like, uh,

00:56:24 I'll talk how I work from home at midnight on a Saturday night in my next episode. So stay tuned with,

00:56:28 uh, thank you, Tatiana. And I can't wait to hear from you soon, and, um,

00:56:34 I just can't wait. Hopefully get to actually see you in person one of these days for that routine day girl.

00:56:39 Yes, I'd love it. Okay, guys, I hope you enjoyed that as much as I did.

00:56:46 Tatiana is a ray of sunshine. And honestly, I hope you found her tips so helpful. After we got off the call,

00:56:52      Tatiana mentioned that Shopify has extended their free trial to 90 days. So you literally have three months to try out a store if you've ever thought about it or you have a retail space that wants to sell online.

00:57:03      Guys, this is your chance. Now you guys know that I'm always open with you. And I'm also always looking to generate new revenue sources,

00:57:10      which I want to say you should be too. And current times are really proof of this. After interview,

00:57:17      I literally it's 1 15 right now as I as I record this, I did a little research and I applied for shop.

00:57:23      If Ice Partner program, I'm not gonna hear back from them until after our episode airs. And I may get it,

00:57:28      and I may not. But there is a chance that if you sign up with a link in the show notes while it won't cost you anything,

00:57:33      I may get an affiliate fee. You need to know this special care is always taken for me to make sure only the highest quality recommendations are shared.

00:57:42      It has to be something that I've either used or close trusted friend or client visas. I have to share something that I would only share if I would do it for free.

00:57:51      And that's what this is my highest value. The most important thing for me as a leader is to help you get results in your life.

00:58:00      I also want to say this. I will always encourage you to show up with integrity and encourage you to create a business and income and a life that you love and make money doing it.

00:58:09      I share this as an example of how I do send my life in my business by following these principles and still serving you.

00:58:16      And I hope that this inspires you to do the same in your life. So this is actually really cool time.

00:58:21      Whether you decide to try Shopify or not, you do you girl. And also, if you are looking to create some extra revenue,

00:58:27      this is something that you can do super easily. Look at the products you love and see if they have partner programs that you can also join and of course,

00:58:35 be open and honest and genuine about it. Like I hope that you see that I am. Like I said,

00:58:40 I may or not, may not get approved for this partner program, and I won't know until after the episode airs,

00:58:45 but I'm still sharing it, cause I believe it might help you. Whether I get paid or not.

00:58:49 Getting paid is just a bonus. And I know that you could find opportunities like that for you too.

00:58:54 All right, well, this is part one in our two part series about working from home. In the next episode,

00:58:59 you're gonna hear from just me. I wanted to talk to Todd Jennifer's to get her wisdom about working with an empowering large organizations and leaders online.

00:59:07 In the next episode, I'm going. In my experience, I'm gonna be sharing some insights that I certainly didn't know about working from home and how much harder it was that I thought.

00:59:16 I'll give you some ideas on how to thrive working from home. Share some of the tools that I use that might help you to and really,

00:59:22 hopefully help you realize that you're in control and help you write this story that you want of your work in home experience.

00:59:28 Thank you so much for listening and I will chat with you in the next episode of Goalden Girls podcast.

00:59:35 Thank you so much for listening. If something spoke to you, send me a message by sharing this episode and tagging me on social media.

00:59:42 If you know someone who loved to hear this episode, please share it with them too. Because I love surprises.

00:59:47 Make sure you subscribe to Goalden Girls podcast today. It's the only way to find out about bonus surprise episodes and make sure you don't miss a single beat on your Goalden journey.

00:59:57 Thanks again for listening that will talk to you in the next episode of the Goalden Girls podcast.