

Yurii Lazaruk: [00:00:00] Welcome to the Independent Workforce, the podcast where we explore the now and the future of work through the lens of temporary employment such as freelancers, contractors, fractional experts, you name it. Here we speak with CEOs, recruiters, founders, and industry leaders about how they work with independent talent, the wins, the challenges.

And the lessons learned. My name is Yuri. I'm growing the freelance market at Freelancer Map and International Platform has been connected top independent professionals with companies for over 20 years. And my guest is Gosney, a serial entrepreneur and the CEO of use me, a platform that helps companies, works with freelancers quickly, legally, and securely.

Who with the use Me team? Has helped more than 50,000 companies, including ikea, Samsung, and HBO to collaborate with independent talent. So welcome Mack.

Przemek Glosny: Hi Uri. Thanks for having me here. Nice to meeting you again.

Yurii Lazaruk: So we're happy to talk. We already had [00:01:00] the in-person meeting where you shared your Polish market freelance experience for almost a decade.

And still share with me your background. How did you start this work that you are doing right now in the freelance market?

Przemek Glosny: Yeah, not 20 years, as you mentioned, if it comes to finance map. But, uh, we established this 2014, so it's, it's 12 years since we are doing that. And, uh, the first uh, idea that come to my mind was I was working on, uh, internet.

Like Zin Magazine, some, some kind of like a cultural magazine. And I was working with freelancers back then and it was all the time. It's very difficult to account remote jobs, so I was thinking what could be what? It could be done better. And like I came up with the idea how to do it via internet and it was like really back then.[00:02:00]

And, uh, but I was solving my, my own problem and uh, uh, and then I just, uh, wanted to make it work much better. And uh, that was the idea of us being like, stopped. We have been doing that for 12 years now.

Yurii Lazaruk: You know, it's something that's still in, stuck in my mind. Something that you've said that for recent, like 2, 3, 4 years, you started using the word freelancer and you haven't used it before in Poland, because freelancer was not, not a good word to use because people were not, oh, freelancer, maybe you don't have a job, maybe you're a bad specialist.

Oh, who are you? And something changed. So tell me from your perspective, how has the independent workforce market evolved in the past few years, especially in Poland?

Przemek Glosny: Yeah, you remember that correctly. We didn't use the term lancers at the very beginning because lot of companies, uh, found that connected that with like missing deadlines, uh, lack of professionalism so that [00:03:00] we, we use the term contractor on specialists and then it's changed.

Poland is a country that if you compare Poland to all European countries, we still are a few steps behind if it comes to. The share of Fi, um, fiance on the, on the, on the independent market, on the, like the whole workforce. And I see. So like, I think it was 2017 or 18 when we started to use 10 fi because more professionals were entering the market.

And, uh, when fiances didn't connect with, uh, this lack of professionalism and right now we see another change that, uh, uh, people. I mean that, that, that they're changing the term from freelancers to just experts, remote experts because like you don't, a lot of people don't see themselves as a, as freelancers, they just see themselves as some specialists and I, they, they don't want to be, they.

Connected with that term and uh, we [00:04:00] can even agree with that. We are thinking about another change from freelancers to just experts.

Yurii Lazaruk: Yeah. But I feel like when you are just experts, it also can be a little bit of a catch 22 because you have to also, uh, if you are in working independently, you have to be a business.

You can't be just an expert. You have to market yourself. You have to sell yourself. You have to. Deal with taxes, ac uh, you help, excuse me a little bit with accounting and payments and all this stuff, and still you have to be out there. You have to find clients, you have to come with them. So I'm curious, um, on one side you have external independent expert who are delivering some services.

On the other side, you have companies. So in Poland, who are those companies who are hiring freelancers? What separates them from all other? That are not hiring such experts.

Przemek Glosny: Okay. It's need a short explanation of what we do at the very beginning because like that [00:05:00] could be like, helps you understand what, what actually we are doing.

So like 98% of the transactions we do are between freelancers and they own clients they think meet whenever they want. Like in other marketplaces in the real life, they just come to us to just account the last mile of a remote job. And, uh. Our goal is to make it safe, easy, and fast. And this is something that we care the most.

And uh, at the very beginning we saw that. Freelancers were used by, uh, small companies. And right now it is changing. We, uh, you, you mentioned at the very beginning that we do have some, like huge and well-known corporations in for our clients. So as with this right now, companies see. More frequently that they need to, they can just buy expertise on demand.

They don't need to hire a full-time employee to just buy expertise. So whenever they are running a project [00:06:00] right now, they can just bring someone from the outside to just bring the knowledge to the company. And, uh, right now, this somehow like a strategic choice for the company. If, if they want to, uh, just.

Look for a full-time employee, overpay them or just buy someone to bring the knowledge to the company and just run the project and then find someone else like in another project. We are, we are not Use me. It's not about just one-offs, it's not a typical marketplace. What we want to do, we want to build a connection between freelancers and their clients.

And this is like recurring one-offs because you don't want to hire a new graphic designer for every job when you are. But you, you get, like, you trust someone when, whenever you have another gig, you just want to hire the same person. You don't want to hire a new graphic designer for every design. So the, the, the, the strong connection between both sides, this is, this is our [00:07:00] goal.

And, uh, recurring one-offs, as I said, not just one-offs, just recurring one-offs. When you have a company, they have a need. They know when to whom they should turn to. So this is something that we, and, um. Ka to your question are

this, for now, more and more companies see that the, uh, finances really bring value to the companies.

More than 80% of our clients see that the level of expertise just grew when they started to work with freelancers and, uh, the very same time. The cost got lower because you, you don't need to cover all the expenses with the full-time employee. When you hire a fiance, they usually work remotely. You don't want to, don't need to cover all the additional costs, like, you know, computer, whatever place.

Office. This is something that what comes with the freelancer,

Yurii Lazaruk: you know, to your point, that's exactly what companies are missing because they see [00:08:00] that the hourly rate is higher, but they forget about what you just mentioned. They forget about that. They don't have any place, they don't need a laptop. They don't need to provide like internet connection or whatever.

And also they don't pay taxes because freelancers are taking 'em. So they are actually saving money and the main. Benefit that you are hiring this expert for a limited amount of time, so you don't have any, uh, responsibilities to keep them for a year or two years or three years, and you bring them to solve one specific challenge.

And freelancers they're not interested in sitting for, maybe they're interested. I know it depends, but usually they're coming specifically to fix a project and go to another client or maybe go to another project within the company. And as you've mentioned. You have, you want to build these connections, you know, these recurring connections, but to build a connection, you have to start somewhere.

So from your experience, from your perspective, what are the main blockers that prevent companies from hiring [00:09:00] freelancers?

Przemek Glosny: The very first one is just mindset. Like, uh, bigger companies just think that whenever they have a need, they have some need. They should hire some agencies, some company to, to work on it.

Uh, so this is like the, the mindset switch. This is something like the, the, the first challenge because, so from our perspective and from our experience, whenever they, they, they do it for the first time, then they stick with that choice

'cause they see that they can make it, um, they can find someone. I mean, I don't have anything against agencies to be, uh, completely honest.

But on the other hand, when you. Hire someone who is dedicated to your project. Project, and they can, they can dig into more, into details. They don't have like so many clients. They work with few clients at the very same time, but they can focus on the client. Then we, we use freelancers in our job. We work with freelancers, but we [00:10:00] also use freelancers in our company.

Whenever we need someone to, to, to, to, to come with some creative videos or something like that, we hire some experts. We don't hire, we don't hire people who are responsible for videos on our side, on our company. We just, whenever we have a project that we need some, some video maker, we just hire like great experts and we can change that expert because we want to reach young people.

We want to reach like average age people, so. Um, depending on that, that choice, we can pick the great, the, the right experts for that, for the job. Um, and uh, also what's big, I think it's really important that, that that switch right now. So the pricing is changing for America, paying for time, just paying for the value.

And this is the switch that we are, uh, uh, just watching right now, that, uh. Freelancers are not interested [00:11:00] in running like a long lasting project without an end. There's something like they can bring a value to the company and, uh, if the company is pleased with the work, they, the company comes back to the, to the same freelancers again and again whenever they have need.

So this is like the, this is the relation I mentioned. Uh, and then from the finances perspective, this is something like two thirds of the finances all over the world, uh, work with every, I mean, the more expertise they get, the more experienced they are. They, they, they don't look, don't need to look for new clients all over the world or over the web.

They just can stick with the same recurring clients. And then, um. You know, you meet one client, you deliver a good job, then you can expect that in some time the company comes back. So then you, you have like some like [00:12:00] number of clients that are coming back to you, and two thirds of the jobs are coming from.

People that are re coming back with the same connection and are coming back with another job. And, and that way if fiance says, don't need to look at another marketplace, anything like that, to, to find just a new job. They can do it, to find

additional clients. But uh, more experience. You are, you work with the same people.

Yurii Lazaruk: Yeah. I know freelancers who have lined up clients and they are communicating two months or three months is upfront. If someone wants to work with them, they know that, okay, I can hire this person in like two months or three months. As of course, sometimes companies cannot wait and they go on the market and find another one, which is also great because there are a lot of experts out there and you always can find someone else and, you know, kind of like build your community of freelancers.

That you want to work with. And to your point, it's very, very great tool for being flexible. It's something that companies are forgetting about. We see so many layoffs all over the world. The companies got a [00:13:00] lot of people inside the company and then they're laying them off. And everyone is sad. Companies are sad, people are sad economies going down.

But why should you hire so many people? If you can hire experts, independent talents that you get them for the project, and then no hard feelings. Everyone is happy. You happy that you get your project done. They happy that they earn some money and get some experience. And also to a point when you come back to the same freelancer, this freelancer is not the same because while you had this house, they went on the market and get more and more and more experience.

So basically, when you coming back to one freelancer, you are coming back to almost new expert. You already know how amazing they are. And then you are coming back with extra experience from the market. And also, you know. Mindset. Exactly. Coming back, coming back to the mindset, it's the hardest part. It's something that people all like, I'm not just talking about companies.

No one wants to change their mindset. It's like the hardest part people are struggling with. So where do companies [00:14:00] start? What is the first step to change this mindset?

Przemek Glosny: And they just need to take a try. I mean this, the, the first step is the hardest. Because I can't, when you are used to, whenever you have a job and you are used to hire some company to do that, and uh, as I said that the change we observed for the past two and a years.

And we right now, the average age of freelancers is growing. And this is because more experts are changing their role from working for corporation to

to, to independent workforce. And uh, so if you see the average age of freelancers in Poland, they're like, uh. 12 years ago, we had like 6% of people who are like 45 plus age.

Right now it's 18% and it means that more this, that's the choice. It's not like they need, they want to work with, uh, they have like, want to work with different projects with different companies in the same way, as you said, [00:15:00] whenever they work with different clients, they get some knowledge, they get some expertise, they get some examples, how to solve the problem.

And, uh, you, you just, oh. Buy that expertise, buy that knowledge, and like, okay, coming back when to start. I think as I said before, sooner you start better for you, for the company because, uh, for, uh, right now, like AI is changing a lot. Uh, like one person and with AI can, can bring more value, more senior you are.

And then, uh, uh, adding some tools to your work can make you faster, can bring the value faster and like, uh, the, the, the. The higher the value is. So, um, if you, right now, for example, a good example how to get a new, like a, uh, some white coding. This is a, uh, [00:16:00] uh, uh, a new job actually. So how to, to recognize how to hire someone who's like a good but white coder.

Uh, it's pretty difficult. Uh, I mean, you don't know the market. You don't know the, the, the, the experts of other people. So using finances from that perspective can open your eyes to what people can do. You didn't realize because your people are used to regular work. When you buy someone else, it is a completely new perspective for the company and, and opens new doors.

Uh, so from our experience, uh, when more people talk about it, for example, the, the, the jobs that you are doing, uh, influencing the, the market and like, um, promoting the, the, the freelance, uh, market also, this is something that's very important here. More people talk about it. Uh, more companies, uh, take a closer look at it.

And, uh, [00:17:00] the first, I mean, if, if you, if you are a company owner and you just look around from your friends, from other companies, some, some entrepreneurs. Then you can realize that more than 60% of companies are using, uh, freelancers right now on a monthly basis. So probably two thirds of your friends were working with freelancers.

This is the first step. You should, uh, try just to talk with your. Uh, uh, entrepreneur, friends, uh, what's the experience with that? And I'm sure if you,

if you just walk, look around and talk with people, you realize more people are working with freelancers than you expect.

Yurii Lazaruk: This episode of the Independent Workforce is brought to you by Freelancer Map the Home of Freelancing.

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Today. Let's imagine we've changed mindset and ready to work with Freelancer. What do they do next? What is the first step they have to take to start? Tapping into this independent, um, talent market. I

Przemek Glosny: think pretty important here, I mean, most important here is a good brief of what needs to be done because, uh, this is the, the biggest challenge between both sides, what companies sometimes see as a quick job from the financial perspective, more expert in that, in that, that area.

Could be like a significant project. So, uh, just communication between both sides what needs to be done and like from the financial perspective. Also the recognition what the companies actually say because what they, [00:19:00] uh, uh, usually what this is, this is something what you can get out of the company, but asking right questions 'cause uh, sometimes someone says, I need to.

Um, build aside and then, uh, and you are looking for a market expert, so the great market experts can ask you, what's the real goal? Do you want to grow to yourselves? Do you want to, to, to, to bring on new projects? What's the real goal here? And then when they recognize the real goal, then they can, uh, they can bring the solution, the right solution for the company.

So, good, brief, good communication. This is something that's, uh, like a must have at the very beginning of the, that cooperation.

Yurii Lazaruk: It's very important that you mentioned that because I feel like the. Usual hire, like full-time hire is focused more on the role hiring. So you hire the whole role and then you find out [00:20:00] what you will do, what project will you work on, how will we work on this?

And the difference between freelancers is that you hire them task-based. You are not hiring senior marketing expert or senior video creator. You are hiring. We need to get this done. That's exactly why we hire this person. And then of course, it's all about skills, about their work, what they've done before about their experience.

But still, it's a huge difference. And exactly as you've said, when you have a good brief, you can hire this person easily. And also it's expectations. Freelancers are also waiting to get clear directions. What they have to do. They don't want just to sit and go from the meeting to the meeting they want to deliver and be out of this and go to another client or to another project, and also coming back to.

Expectations if we're talking about full-time experts, um, company expect to kind of own them. They want them to sit in their office. Okay. It's good if it's a hybrid or it's remote, but they want them to be [00:21:00] on a payroll. They want them to be available from nine to five. They want them, they want themselves.

There are a lot of things that they want from them. So from your experience, what are, what is the difference? What is the biggest misalignment? Between company expectations and free answers, realities.

Przemek Glosny: I would start from the, I would start from that first, as I mentioned before, like a good brief and a recognition of what's the real goal here.

And then, uh, companies usually expect that finances can answer 24 7. And this is, uh, something that, that the world, the world doesn't work that way. So, uh, finances usually work with many clients at the same time, few clients at the same time. The best finances don't work with like several clients, but they work with, I mean, they focus on two free projects at the very same time to deliver the value.

But, uh, still, it doesn't mean [00:22:00] they, they gonna answer 24 7 whenever you need to. I mean, this is like a regular job. So, uh, I mean, finances are overwork right now. Sometimes they work like evening hours, Polish finances working for the companies from the USA are then working afternoons and in the evenings.

So this is, uh, the, the flexibility you can expect. But on the other hand. They cannot expect that someone, uh, is gonna answer you 24 7 because this is like a,

you know, regular, flexible employee. Um, I mean, answering within 24 hours is good enough for both sides and bring some time to think about that.

Great answer, but a quick answer. Um, that's one thing. Um, and, uh. And also I think what's. I told you, I, I just before I said about the, the, the switch in the pricing model, like, uh, [00:23:00] first sometime ago, people were like, uh, accounting, like working hours. It's changing right now to just accounting the value, the final value of, of, of, of the, the job that's delivered.

So, and if you just mix all the information I just told you before, like. The good brief companies from the company's perspective is like a quick job, significant, significant project from the finance's perspective then, and you value the, you just kind of try to find the right price for the value or you, you are bringing into the company.

Um, if you have a good communication between both sides, then you can actually at the end realize that. It could cost you a bit more than you expected, but at the end of the day. The value that's brought here, it's much higher. When you have, you [00:24:00] ask great questions, you, you, you, you just write a good brief to the project and then the value that's delivered at the end of the day.

It's much better than when you see, when you, if you don't ask those questions because like then. Ancient times 12 years ago. You know, uh, if you are a free an expert, you get a question and the test from the you, you didn't ask, you didn't ask any questions, okay? That was something they expect. Okay? It's gonna take like 20 hours.

Okay? We deliver that right now. If you ask the the right questions, then the work can be. I mean, the, the time is not an issue here. The final goal is the issue.

Yurii Lazaruk: Yeah. It's all, it's all important that you mentioned the value, because I see a lot on the markets that people are ready to pay more. I, I mean, like, it's not like people are ready to pay more for the low value, but people want to pay less for the [00:25:00] bigger value.

For the higher value. It's so interesting, you know, because I, I, I never seen examples when someone is ready to. Pay, I dunno, 5,000 euros for something that, uh, brings 100 euro in value or in, in like return. But they're ready to pay 100 euros for something that will bring them 10 thousands, which is like crazy.

Why do you do that? But yeah, I feel like it's all about communication and conversation and like being open and honest and having this. Communication like in both sides, and not just as I am as a company, give you a task, but also hearing what free answers are saying to you. Because sometimes they see something that you don't see and they can save you a lot of time and money, as you've said, just by asking good questions.

Just by asking this right questions, by changing your task, you may initially want to. Create something, but it makes no sense. There is, you have to get exactly the opposite thing, but once again, it's all this nitty ingredients. And coming from the freelancer side, from your experience, what [00:26:00] are the most common frustrations?

What freelancers usually dislike when they work with companies?

Przemek Glosny: See the typical project, the, the, that's something that really annoys freelance is the lack of trust. So, uh. Let's, let's, let's see. Like that, that kind of example. You order, uh, a design from like an expert. And then they, uh, I remember that from our experience also.

We were thinking about how to change our UI on a service. So now we, we were working with an independent, uh, designer, uh, very good expert. And he said, okay, what's the goal? Said like, okay, we want to change something because it's, we, we don't like the way it looks like said what? And okay, but what's the goal?

So, uh, we want to be feel connected. We want to, to change the UA to make it more friendly for, for, uh, independent, uh, free answers for independent workforce. Okay. [00:27:00] So who are them? And then, uh. What age, average age of them. And then when, when you listen to that, then you can, you can say, okay, you need to do something like that.

To to, to make them feel they like, this is the, these are the colors, these are the, this is the feeling. That, uh, people want to connect with that kind of site like you have. And from the very beginning you run to change the ui. We just changed the, the whole, uh, graphic, the design system because the, the, the, the final value wasn't just a newer logo, but the, the brand design on our side.

So this is something we could, we could get from, from, from, from the expert. And I think that. There's like a huge switch right now in the market. 'cause if you look at the, the, the biggest marketplaces, they, they, they goal, uh, the first

goal was to bring the value to the employers. To find like a cheap, uh, contractor to just, uh, uh, do the job.

And, uh, [00:28:00] so when you see how the biggest marketplaces grew, they were going far and far east. Uh, so at the end of the day, they could, they, they get to the point that you can buy a logo. For \$10 and like, uh, for, and delivered in 24 hours. But then what you could expect at the very end, that's your neighbor asking the same question, is gonna get the same logo within 24 hours because no expert can bring the, the huge, the, the, the real value in not such a short time.

So the switch switches right now from that value brought to the employers. Which is like the value was the how to find the cheaper, the cheapest, uh, uh, contractor to how to get the most out of it. And that, that doesn't mean, uh, uh, that it doesn't usually means the cheapest one. But then, you know what, it, depending on your budget, you know, you don't need to hire the, the [00:29:00] most expensive one on the other hand, but like somewhere in the middle.

Like focus on the value, not on the price, but on the value, what you can get out of it. So coming back to the example I, I mentioned at the very beginning, we asked for the logo and we came up with just completely new, uh, the graphic design system. And, uh, we, we, from that point, and it was like three years ago, we still get a lot out of it.

Um, because we didn't get log, we got a design system.

Yurii Lazaruk: I feel like it's also about what exactly you need. Because if you need some quick fix, maybe you don't need this, uh, super great expert, but if you are still thinking about building some, um, some something for the future. Yeah, it makes sense because I, I think that people cannot expect to get a lot of experience for like \$10.

Przemek Glosny: Exactly. That's what, but, but [00:30:00] they did expect that. I remember the very beginning of the, uh, like when SMI started, well, I remember that, uh, I could look closely at every client we had because we didn't have to many. So there was the one guy, I don't mention the name, but he was developing a kind of like, um, accounting software, something like that.

And like whenever they, he, he wanted. Some quick fix. He hired a new developer to that and that was um, I mean, whenever you get a good new guy to work on your code. And every time there's a new guy working on it, what you

can get out of it like in a long time. It's like complete house. Uh, you just, you just get, like, everyone brings the day, way, day code.

And then if you get like after a year, your, the code for the, the software is like, you know, complete cow. So [00:31:00] why much wiser choice would be to, uh, okay, you have a quick job, but you rely on someone you trust.

Yurii Lazaruk: Yeah. I, I, I feel like, you know, to your point of, of the code, there is a book code, clean code, and I think that everyone, every developer needs to read it to understand how to, 'cause sometimes when I, I I, I was coding myself, uh, sometime ago and.

When I was seeing like code of my friends, I was like, where is your cycle starts? I cannot see it. How, how do you understand what's happening? The, and he was like, yeah, here, look here, here. Everything is happening here. But like for another person, like, yeah, someone else's code is crazy. And also I, I, I love your example when you hire this person and they told you.

Why, what do you want to achieve? Because that's exactly one of the main differences between full-time expert and freelancers. Because independent experts, they can call sheet sheet. They are really not afraid of losing a job because you are one of their many [00:32:00] clients. And they can really tell what they think.

They can always be open with you and share their experiences because sometimes when you are a full-time expert, you might be afraid to lose your job and you kind of, you can become kind of like the manager pleaser. Of course, it's always manager's problem if they, uh, rise up such experts. But let's be honest, sometimes it happens.

Przemek Glosny: A lot of time it happens. That's a very good part. Because like, uh, it's, it's, I wouldn't say this is the matter you can find on your client. But, uh, you want to finish the job with the client that's pleased with your job. And if you just, you know, say yes to everything client expects, you don't, you don't ask the right questions.

At the end of the day, they can get what they asked for, but they don't have to be. Happy with it because like they, they, you cannot expect, I mean, no company is expert in everything. So you, you have a [00:33:00] feeling, you know, you want to order a video like, uh, for some creative for the company and, uh, you have some, uh.

Some feeling, you know, you are watching TikTok, YouTube and you say, I want to do it like that. And, uh, if you get like a great expert of that, he said, okay, I know you like it, but actually your clients are, you know, average age guys, so you don't, uh, bring them, uh, video That's. Most suitable for teenagers. So this is something if you, if you just, you know, this is like just an example, but if you just follow just the instruction and the, the needs from the company, then uh.

And you don't ask the right questions, then actually, okay, you get the job dedicated for teenagers, but when you ask who are the clients, you can think, okay, try to think about something else. And then also about what, what you said about the full-time employees. The goal is to come to work at nine, finish at five, that's it.

And, uh, uh, [00:34:00] from the, uh, fiance perspective, it's like I, I mean, it's my choice whenever I work. But I want you to come back again when you have the same need. So I, I'm, uh, the ownership has, here is, uh, that, that's, that's, that's the issue.

Yurii Lazaruk: Yeah. Yeah. You know, I have so many questions and I really wish to have, the sky is the limit, but time is the limit.

So the final question, what advice would you give to companies just starting to use freelancers and to freelancers just entering the market?

Przemek Glosny: It is like a, kind of like a recap from our conversation. So from the employee perspective, I, I won't say anything new. Like just give it a try to see, uh, how, I mean the, you can buy, if you just realize how easily you can buy the knowledge on demand, then you won't come back to the situation that you are thinking about.

We need to hire a new person because we want to do that, this and that or that. So [00:35:00] from the, I mean. This is, uh, give it a try. From our experience, if company try that, they just come back like month by month. That, so the, the first step is the most important here. If it comes to the advice from the finances perspective.

Uh, I think that the good advice is don't put all eggs in one basket. If, if you are working somewhere, I mean, for example, you are a full-time employee and you want to be an independent expert, and now don't, don't quit the job the very first step. Uh, just, uh, try to build, I mean, you, you, you are very right.

I mean, being a fiance is like, almost like a, running a, a self, a business on like a, like a self-employed business. You need to work with clients, you need to work with size, you need to work on your, uh, brand, uh, like your own brand. So this is like a, the huge chopper around that. So you [00:36:00] don't start from quitting everything and changing the system to the, to independence.

You just, let's give it a try. Work with the first client, get some experience whenever, when you see that you are getting more and months more money out of it. Then you can do the switch when you, you can do the, like, the final switch. But first give it a try. Work with clients, see if it's for you because it's not, everyone could be like a good ex independent expert or a freelancer.

It's like it's not job for everyone. Some people are feel much better if there are full-time employees, and that's perfectly fine. I mean, not everybody could be a freelancer, you know? Uh, so first try and see if it's for you.

Yurii Lazaruk: Last but not least, name two people I should reach out to, to talk about the independent workforce.

Przemek Glosny: Hmm. Interesting question. Okay. Uh, first, Marcel Devinsky, this is the guy who can help you, like if you are a company, what you can get of out of working with freelancers or how to be a [00:37:00] freelancer. So what you can expect, those is like a great choice to talk about it, but I, I, you said about the. Two person, but actually I mentioned to people from Usme.

So there's like one person, uh, I, another, uh, uh, I think, uh, good try and this is uh, uh, like completely new way. Try to speak with someone from this AI tool companies how they see. If they, uh, how they see the tools bring the value for the market. 'cause they see that, you know, like a, I dunno, cloud code cursor lovable, these tools, uh, can arm freelancers with some new knowledge and that perspective might be helpful for all the finances.

Yurii Lazaruk: Got it, got it. We'll reach out to those people. There are many people out there, there are many experts and, uh, it's, it's definitely a good idea. So thank you for sharing that. And what is one question that I should have asked you about the freelance market but didn't

Przemek Glosny: think you, you ask like [00:38:00] very good questions here.

So perhaps, uh, we can talk a bit about what's the future of this global workforce because it's something like. Uh, due to, uh, this is something we didn't speak,

uh, a lot about, but, uh, I think it's kind of important. I remember 14 years ago when I was working for the European Union Grant to start to use me.

I, I, I, I was looking for some reports to see, you know, what can, uh, what, what are the, what is the data? That can explain easily to experts that this is a good choice to, to finance that kind of, uh, project. And I, I came to the, uh, I mean, I saw some reports saying that the future is about independent workforce because that due to demographic changes, I mean, uh, like Europe, this is a great example.

I mean, and every country you can see that the, the population is getting, uh, smaller and smaller also. [00:39:00] Uh, this is not, it's not a problem. If you think about that, you know, uh, new this AI solutions, robotic solutions that's waiting just behind the corner. Like they can exchange human in some areas, but still, I mean, I don't believe that AI will exchange everyone.

I mean, some human aren't. With ai, this is a change, not the AI by itself. So, uh, right now, I mean, if you look at the, all the demographic changes, you don't need to bring all the people from all over the world to work for you in your country because sometimes it's much better for someone to live wherever they live.

I mean, pay the, the, the money, like from the cheaper country, it's much easier to live. And then work for the client from, from countries that are the, the, the lack of workforce. So what we, we see the future with the like, uh, the connection between, like, for example, in Europe, central [00:40:00] European countries, Eastern European countries where you can buy experts from, and then Western European countries, when you, where the employers come from, exactly the same, the connections between.

USA, the South America, and, uh, working within the same time zone is also crucial.

Yurii Lazaruk: Yeah. Uh,

Przemek Glosny: because you, you want to communicate well and, uh, I, I told you about that. What was the, the, the market grew from going more far and far east. And there are some challenges here because you know, you need to wait 24 hours for the answer, and then if you answer, then you actually, it takes 48 hours just to have like a, just a quick exchange of question and answer.

Yeah. So if you work within the same time zone, it's much easier to communicate. And that's how I see the, the future of, uh, Phil Workforce. That more connections with, with within the same time, time zone, and where the great experts come from and where great [00:41:00] companies come from. That connection is, is crucial for the, for the future from our perspective.

Yurii Lazaruk: You know, 14 years ago we were searching for some reports and now you are creating one of those reports with Use Me. So thank you so much for doing that. And also Chemex, thank you so much for, first of all, you are really interesting and uh, kind person to talk to. And also fun. You know, we had a lot of fun in talking to you.

And also thank you very, very much for what you are doing for growing there. Freelance market in Poland and not limited, but overall, and thank you so, so much for this trust into the independent talent because I believe that that's exactly what everyone needs. They need a little bit of a trust, a little bit of, uh, responsibility sharing.

And a little bit of belief, just belief in people, not just in titles, but belief in actual people who are bringing some experience, who are bringing, who are getting some job done. And thank you so, so much for doing what you're doing on the market.

Przemek Glosny: Thank you very much. It was a pleasure. I hope, uh, [00:42:00] we gonna meet again sooner later.

Yurii Lazaruk: Will do, will do. And uh, yeah. See you on the freelance market. And for listeners, thank you for joining us on this episode of The Independent Workforce. I hope you've taken one step closer to working smarter with freelance talent. If you enjoy this conversation, subscribe to, learn even more and share it with your colleague.

And remember, the future of work is now.