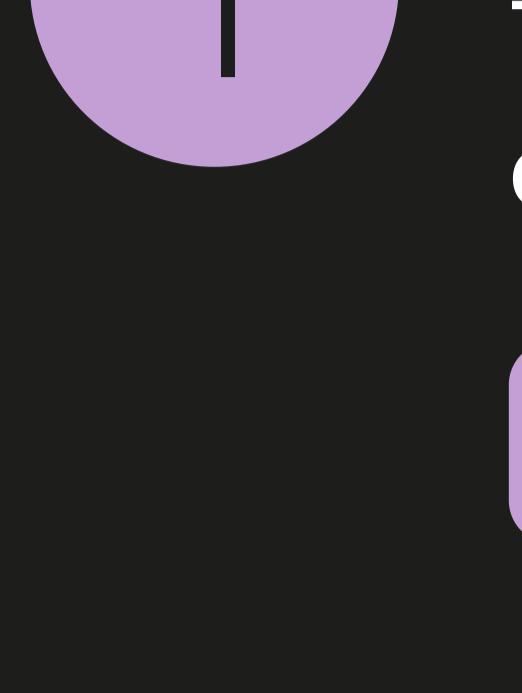
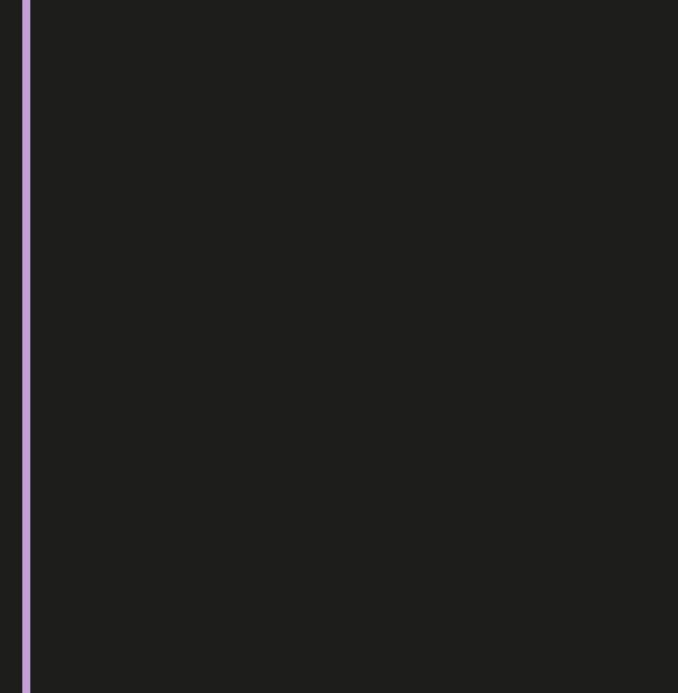


The Do's and Don'ts of Working with Distributed Tech Teams

How to build trust, alignment and performance across borders



DO 's



1

Build trust before productivity

Trust doesn't happen by chance. It's built through transparency, consistency and respect.

People perform better when they feel trusted.

2

Communicate clearly and often

Over-communication beats assumptions. Clear goals, clear expectations, clear feedback.

- Daily syncs
- Written documentation
- Shared tools and channels

3

Align on goals, not hours

Focus on outcomes, not on who's online. Results matter more than schedules.

Distributed teams thrive on autonomy.

4

Respect cultural differences

Different cultures bring different strengths. Diversity improves problem-solving when it's valued.

- Be curious
- Be respectful
- Be inclusive

5

Create a sense of belonging

Distance shouldn't mean isolation. Strong teams feel connected, even remotely.

- Regular check-ins
- Team rituals
- Space for informal moments

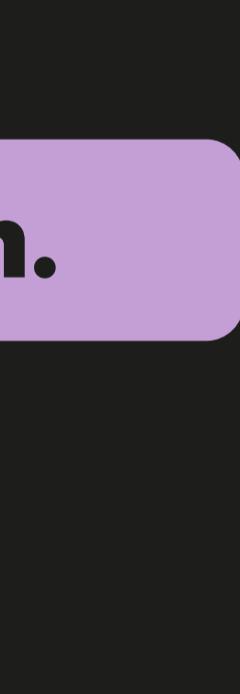
6

Invest in long-term relationships

Distributed teams work best when they're stable. Continuity builds knowledge, trust and speed.

Strong teams grow together.

DON 'Ts



1

Don't micromanage

Control kills motivation. Trust enables performance.

- Constant monitoring
- Excessive reporting

2

Don't assume everyone works the same way

One-size-fits-all doesn't work. Flexibility is key in distributed environments.

3

Don't work in silos

Silos slow teams down and block innovation. Distributed work needs collaboration, not isolation.

- Knowledge hoarding
- "Us vs them" mindset

4

Don't rely only on tools

Tools support collaboration, they don't replace it. Human connection really matters.

Technology enables teams. Culture sustains them.

5

Don't treat nearshore as "outsourcing"

Distributed teams are partners, not resources. Shared responsibility creates shared success.

The 99x Way



Great software is built by connected people.

Don't let distance limit your potential. Count on distributed teams that co-create, collaborate and deliver.

Get in touch and innovate with confidence.

99x.io/services Scaling your team with top-tier tech talent