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CAN DIGITAL NOMADISM BE CONSIDERED A CAREER MANAGEMENT STYLE AND A LIFESTYLE?

Abstract

This popular science article focuses on digital nomadism and its relation to lifestyle and career management. The study includes a review of literature related to those issues. The growing amount of both scientific and amateur publications about digital nomadism makes researching this phenomenon not only interesting but means it can also become a valuable academic topic. This article seeks to discover if the way literature presents digital nomadism shows any characteristics that would allow to classify it as a career management style and a lifestyle. The qualities of digital nomadism observed during the literature review that make it possible for the phenomenon to be considered both a lifestyle and a career management style were also analyzed in conjunction with a number of digital nomads' opinions gained during holding interviews with them. The conducted research was based on the interpretivist paradigm.

Key words: digital nomadism, career management, lifestyle

Introduction

The concept of career management in relation to digital nomadism has been explored to see whether digital nomadism requires the latter one requires an individual to thoughtfully plan his or her career and what types of jobs and skills allow such person to become a digital nomad. Since both companies and self-employed people need to take on similar steps to manage their careers, digital nomadism could be of relevance to both groups and could possibly be a long-term goal a person would want their career to aimed at. This study seeks answers as to whether digital nomadism could be offered as an alternative path to the regular office-based work by organizations and whether studies could explore the real benefits of such arrangement.

Digital nomads' lifestyles share similarities in behavioral patterns with different social groups. For this reason, classifying digital nomadism as a lifestyle could both allow the phenomenon to gain a wider recognition and could open more possibilities for further research on aforementioned aspect. This, intern could explore what the behavioral nomad is like when bigger group of them is gathered in one location.

Digital nomadism as a multidisciplinary phenomenon is worth recognition and further studies. To honor its interdisciplinary character, this article will explore this phenomenon's relation to career management and lifestyles. The literature review on career management in this article was based on publications by authors such as Arthur and Rousseau,[1] Noe,[2] Inceoglu and Segers.[3] Additionally, the conducted research provides definitions of lifestyle presented by Chaney,[4] Miles[5] and Klimski.[6] Defining digital nomadism was made possible thanks to publications of Bartosik-Purgat[7] and Thompson,[8] as well as Hatalska.[9] To enrich this article, the literature review observations were then confronted with opinions of those who consider themselves digital nomads.

Digital nomadism

In order to understand what digital nomadism is, it is worth mentioning how Thompson[10] sees digital nomads. In her understanding, they are workers who are primarily employed through the internet – they are not expected or required to show up in an office to conduct their job. As they are location independent, nomads are left with

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[1] M.B. Arthur, D.M. Rousseau, *The Boundaryless Career: A New Employment Principle for a New Organizational Era*, New York: Oxford University Press, 1996.

[2] R.A. Noe, *Is career management related to employee development and performance?*, "Journal of Organizational Behavior" 1996, vol. 17(2), https://onlinelibrary.wiley.com/doi/epdf/10.1002/%28SICI%291099-1379%28199603%2917%3A2%3C119%3A%3AAID-JOB736%3-E3.0.CO%3B2-O [access: 17.03.2019].

[3] I. Inceoglu, J. Segers, *Exploring supportive and developmental career management through business strategies and coaching*, "Human Recource Management" 2012, vol. 51(1), https://onlinelibrary.wiley.com/doi/epdf/10.1002/hrm.20432 [access: 17.03.2019].

[4] D. Chaney, *Lifestyles*, London: Routledge, 1996.

[5] S. Miles, *Youth Lifestyles in a Changing World*, Buckingham: Open University Press, 2000.

[6] W. Klimski, *Wartości i styl życia Polaków*, Olecko: Wydawnictwo Wszechnicy Mazurskiej Acta Universitatis Masuriensis w Olecku, 2007.

[7] M. Bartosik-Purgat, *Digital nomads – Entrepreneurship or new lifestyle?*, "Przedsiębiorczość i Zarządzanie" 2018, vol. 19(2).

[8] B.Y. Thompson, *Digital Nomads: Employment in the Online Gig Economy*, "Glocalism: Journal of Culture, Politics and Innovation" 2018, vol. 1.

[9] N. Hatalska, *Wędrowcy: Raport o współczesnych nomadach*, Infuture Hatalska Foresight Institute, 2017, http://hatalska.com/wpcontent/uploads/2017/02/Wedrowcy_RaportOWspolczesnychNomadach.pdf [access: 10.03.2019].

[10] B.Y. Thompson, op.cit.

only a handful of professional choices that allow them to make a living. For Thomson the job conducted remotely does not instantly mean an individual can be perceived as a digital nomad, as most remote workers have stable households and are based in a certain location. According to her, the ability to make the most out of being location independent and to travel frequently is what makes a digital nomad.[11]

Although Kuzheleva-Sagan and Nosova[12] seem to agree with Thompson's definition they also mention the connection to the Internet using different types of electronic gadgets as crucial in identifying a digital nomad. They think that digital nomadism, as well as digital nomads themselves can also be placed in two global trends: digitalization and mobility.[13]

The definition can be broadened with how Jarrahi, Nash, Phillips and Sutherland[14] see digital nomadism. They think that digital work is basically the essence of digital nomadism, as it enables digital nomads to move freely, while still being able to work. They notice that it is not uncommon for digital nomads to change careers. As they believe, even though a switch in career is a challanging task, digital nomads are still willing to take the necessary steps to prepare for it before the actual change of their professional life. They state that it can require them to develop a whole new set of skills, as well as to gain basic knowledge of local infrastructures and mobilize their resources.[15]

Similarly, Bartosik-Purgat[16] sees digital nomads as individuals who are independent of both time and place and who connect their lives with the resources that are important to them. According to Bartosik-Purgat, digital nomadism will become an increasingly popular lifestyle, causing changes in consumer needs and behaviours. She pictures digital nomadism as the cause of future development of new business models and projects that will change the labour market. Bartosik-Purgat also believes that the change in the labour market will result from an increase in the number of digital nomads.[17]

Hatalska[18] went a step further in analysing digital nomads and interviewed a group of them. The insights that came from her research on digital nomads show that the most important value to 83% of respondents was freedom, while 78% of all respondents also mentioned independence as being a factor that pushed them to go nomadic. One of the least popular values among the group of nomads researched by Hatalska was money and material goods, as only 18% of them said it mattered to

[11]   Ibid., p. 3.

[12]   I. Kuzheleva-Sagan, S. Nosova, *Culture of Digital Nomads: Ontological, Anthropological, and Semiotic Aspects*, [in:] *New Semiotics between Tradition and Innovation*, Sofia: New Bulgarian University, 2014, p. 131.

[13]   Ibid.

[14]   M.H. Jarrahi, C. Nash, G. Phillips, W. Sutherland, *Digital Nomads beyond the Buzzword: Defining Digital Nomadic Work and Use of Digital Technologies*, University of North Carolina at Chapel Hill, 2018, pp. 5–6.

[15]   Ibid.

[16]   M. Bartosik-Purgat, op.cit., pp. 259–266.

[17]   Ibid.

[18]   N. Hatalska, op.cit., pp. 6–7.

them. The respondents in Hatalska's study consider the world to be a global village, which makes any place chosen by them their home. They believe that their home can be wherever in the world they decide to be[19].

Although the previously mentioned scholars seem to consider digital nomadism a rather positive phenomenon, Rowland,[20] in contrary, thinks that digital nomadism will not grow bigger and for many current and future digital nomads it will only be a phase in their lives. Nonetheless, Rowland sees the good in digital nomadism, for him/her it is a way of pioneering ways of remote working and maintaining global nets of contacts, which can later turn to be beneficial for larger groups of non-nomads. This may result in the situation when the non-nomads become more reliant on technologies than they already are. According to Rowland, these new social and technological solutions might help businesses and workforces in becoming more effective, social, as well as mobile.[21]

Career management

According to the Cambridge Dictionary, a career can be described as a job or a series of jobs that will be done by a person during their working life. It can also be understood as a job someone is trained to do, with the chance of mastering that skill, that will allow them to climb the professional ladder, giving them more responsibility but also giving them a chance for securing a better income.[22]

Arthur and Rousseau[23] simplify that definition and believe that the explanation of the word career comes down to one thought – everyone who works has a career. According to them, the role of career in today's world is important – the new economy which is highly influenced by changing technology and is seen as more dynamic than ever before, is built on independent work activities, performed both nationally and globally. They think that nowadays traditional concepts of work and time can cause chaos in the new economy, therefore new concepts and models of success in both life and work are extremely needed.[24] Although careers might sometimes be described as climbing the career ladder, Greenhaus, Callanan and Godshalk[25] believe that career does not require anyone to be employed by one company only. Anyone engaged in work related activities is seen as one who pursues a career.[26]

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[19]   Ibid.

[20]   C. Rowland, *Fjord: Digital Nomads User Insight Lead*, London: Fjord, 2011.

[21]   Ibid.

[22]   Cambridge Dictionary, *Career*, https://dictionary.cambridge.org/dictionary/english/career [access: 16.03.2019].

[23]   M.B. Arthur, D.M. Rousseau, op.cit., pp. 3–4.

[24]   Ibid.

[25]   G.A. Callanan, V.M. Godshalk, J.H. Greenhaus, *Career Management*, Los Angeles: SAGE Publications, 2009, pp. 9–10.

[26]   Ibid.

Career management is a term that originally was introduced in appliance to organizations but took a more individualistic shift, as Inceoglu and Segers[27] argue. They believe that the transition requires from organizations to switch from the traditional command and control top-down management system to a more supportive environment that allows workers to grow. Inceoglu and Segers think that even though it is important to notice the switch towards more individualistic career management, organizations can still be involved in the process but should do so in a supportive and developmental manner.[28]

As Noe[29] states, career management is also considered to be a process that allows individuals to collect information that helps them understand their values and interests, as well as their skills, strengths and weaknesses. According to him such technique can support employees to set clear career goals and increase the probability of their achievements by being engaged in strategical planning of their careers.[30]

For Engel, Khapova, Kleijn and van Burg[31] career management is a process that allows people to choose directions in which they wish to take their careers. A large variety of existing career models allow employees to manage their current and past employment situations. According to them, career management can be performed proactively by practices like reputation and identity building or networking.[32]

This means, that individuals can now be the ones responsible for planing their own professional path, which does not necessarily have to be within one job or within one company. Modern career management can simply mean planning a professional life that will suit the interests, skills and needs of a person, which seems to be relevant to digital nomadism. It can also mean that individuals get a lot more freedom to simply build a skillset that will allow them to gain expertise in certain fields and use that knowledge to build a professional image they will then be able to use in a way that suits their plan for life.

Career management for digital nomads can mean two things – if they are aspiring digital nomads, planning their career will allow them to see the necessary steps they need to take on, if they want to successfully leave their regular job behind. It can also mean one more thing – as Jarrahi, Nash, Phillips and Sutherland[33] noticed, digital nomads are not afraid to change careers – managing their previous professional experiences, lining them up to a new job title or simply learning from them, can make the transition from specializing in one job, to another easily achievable.

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[27]　I. Inceoglu, J. Segers, op.cit., pp. 99–100.

[28]　Ibid.

[29]　R.A. Noe, op.cit., pp. 119–120.

[30]　Ibid.

[31]　Y. Engel, S.N. Khapova, E. Kleijn, E. van Burg, *Past career in future thinking: How career management practices shape entrepreneurial decision making*, "Strategic Entrepreneurship Journal" 2017, vol. 11(2), pp. 123–125, https://onlinelibrary.wiley.com/doi/epdf/10.1002/sej.1243 [access: 17.03.2019].

[32]　Ibid.

[33]　M.H. Jarrahi, C. Nash, G. Phillips, W. Sutherland, op.cit.

Lifestyle

To Chaney[34] lifestyles are simply a pattern of actions that can be used to differentiate people. Chaney thinks that elements of lifestyle usually do not need an in-depth description; therefore, lifestyle is thought to be the term that groups and helps to make sense out of things people do, their reasons to do them and what it means to them and to others to do these things. Chaney regards lifestyles to be dependent on cultural forms. The author believes, every single one of them is built on using certain goods, is taking place in a certain time and location, and characterizes a group, but does not represent the totality of social experience they share amongst them. Chaney thinks that people use lifestyles to describe their identity and affiliations.[35]

Janczur[36] simplifies the term by stating that lifestyles are a reflection of the most common characteristics that can be observed in a society, their values, the political system they live in and the economic situation of the territory they reside in. To Janczur lifestyles are related to the technology available to certain people, simply a way to see how some people treat their commitments, skills and learning processes.[37]

Miles[38] advocates that lifestyle should be treated more seriously, as it manifests social and individual identity. As Miles states, the creation of lifestyle is time consuming and requires one to invest a lot of their ego into it. According to Miles, current significance of having a lifestyle can be seen as a solution to existential problems such as boredom, lack of control and the destruction of the once traditional centres of meaning, as well as religion, family, community and work. To Miles, the lifestyles of young people represent certain sociological concerns. Miles thinks that youth lifestyles are a manifest of their ways of negotiating with structural components of their everyday surroundings.[39]

Klimski's[40] view on lifestyles considers it to be a set of behaviours presented by individuals or groups. In his opinion, lifestyles apply to everyday activities that are dependent on one's position in society and can distinguish them among others in the community they are a part of. According to him, lifestyles are not only related to specific categories of actions that can be observed in one's work or leisure preferences, but they should picture a whole range of everyday life actions that are repetitive and can be observed. Klimski believes that lifestyle does not apply to situations where one is forced to do something – on the contrary, such activities need to be consciously chosen by an individual.[41]

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[34]   D. Chaney, op.cit., pp. 3–12.
[35]   Ibid.
[36]   A. Janczur, *Wybrane czynniki kształtujące styl życia młodzieży*, Rzeszów: Wydawnictwo Wyższej Szkoły Pedagogicznej w Rzeszowie, 1988, pp. 33, 37.
[37]   Ibid.
[38]   S. Miles, op.cit., pp. 15–32, 35.
[39]   Ibid.
[40]   W. Klimski, op.cit., pp. 143–151.
[41]   Ibid.

According to Kannisto,[42] the search for meaning in life through travel was first observed by Erik Cohen, who thought that traveling can extend to be a way of living for a continuous seekers. Cohen believes that the lifestyle of continuously traveling drifters leads them to getting used to moving between multiple cultures and different people, and then to losing their ability to make choices or make permanent commitments.[43] The actual concept of lifestyle travellers was then presented by Scott Cohen.[44]

To Cohen,[45] lifestyle travellers are the backpackers who decide to move from episodic travels to an ongoing mobility. Their financial situation does not allow them to continuously travel without working, therefore they split their time between working in first world countries and travelling to cheaper destinations. Lifestyle travellers may indefinitely pursue a way of living that is built on its own ideologies and identities, as well as on repeated and extended commitment to travel. Their travels are a way of trying to figure out who they really are.[46]

Digital nomads seem to represent qualities of both lifestyle and lifestyle travellers. Digital nomadism could be considered a lifestyle on its own, as it fits the patterns described by Chaney,[47] as it puts together a group of people who make a living in a similar way and share similar reasons for doing so. It also groups people who seem to be sharing similar values, which is one of Janczur's[48] determinants of lifestyle. Digital nomadism can also be considered a manifest of one's identity, which fits Miles's[49] profile of the term. The mobility of digital nomads and the directions they choose to go to can be interpreted as a way of finding themselves or simply taking advantage of geoarbitrage, making digital nomadism not only a lifestyle but digital nomads Cohen's[50] lifestyle travellers.

Digital nomads on digital nomadism being lifestyle and career management

According to Szydło,[51] interpretivist paradigm helps to analyze correlations in complex social structures. As Szydło believes, this paradigm aims at observing and understanding different subjects. In Szydło's opinion, interpretivist paradigm focuses

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[42]   P. Kannisto, *Global Nomads: Challenges of Mobility in Sedentary World*, Ridderprint BV: Ridderkerk, 2014, p. 17.

[43]   Ibid.

[44]   S. Cohen, *Lifestyle travellers: Backpacking as a way of life*, "Annals of Tourism Research" 2011, vol. 38(4), pp. 1535–1555.

[45]   S. Cohen, *The Search for 'Self' for Lifestyle Travellers*, Dunedin: University of Otago, 2009, pp. 56–58.

[46]   Ibid.

[47]   D. Chaney, op.cit.

[48]   A. Janczur, op.cit.

[49]   S. Miles, op.cit.

[50]   S. Cohen, *The Search for 'Self' for Lifestyle Travellers*, op.cit.

[51]   J. Szydło, *Paradygmaty kultury organizacyjnej*, "Economics and Management" 2014, vol. 6(4), p. 87.

on communities that were created based on mutual identification, like subcultures. Since this thesis aims at understanding certain complex community, it is set in the interpretivist paradigm.[52] Mackenzie and Knipe[53] think that the best methods that suit research set in the interpretivist paradigm are interviews, observations, document reviews and visual data analysis. Kostera and Krzyworzeka[54] in an article in Jemielniak's *Badania jakościowe: podejścia i teorie, tom 1*, describe interviews as a controlled conversation, where both parties are aware of the control and accept it.

To see whether digital nomads themselves consider their way of living a lifestyle and a career management style, a series of interviews were being held. Instagram was chosen to contact the potential interviewees. They were found via Instagram's search feature, by typing in a phrase "digital nomad". They were contacted with a direct message to their inbox on this platform, asking if they would be interested in participating in an interview, where they would be asked a few questions concerning their chosen path. Out of seventeen contacted accounts, seven did not respond to the message.

The owners of the remaining ten accounts responded with interest to take part in the research. Unfortunately, due to busy schedules of the interviewees, only seven interviews were held as of June 6th, 2019. Due to different time zones and locations, as well as busy schedules, the interviews were held in the form of text exchange. Most of the interviewees opted for simply answering the questions with an exchange of e-mails, with minority of them preferring to answer the questions in Instagram's direct message chat. The interviews were held from May 21st, 2019 to June 2nd, 2019.

According to James,[55] e-mail interviews allow both the researcher and their interviewees to participate in the interview at their own space and pace, as well as at the time of their choice, which presents them as a powerful platform for communication and reflection for qualitative research. The researcher believes that by allowing interviewees to answer the questions at their own pace and when they are able to, an interviewer builds a more equal relationship with participants of his/her scientific work. James thinks that thanks to interviewing research participants with the use of e-mails, the participants are able to take part in a study that is of importance or value to their lives, in which they could not have been participating, if they had to take part in it in person.[56]

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[52] Ibid.

[53] N. Mackenzie, S. Knipe, *Research dilemmas: Paradigms, methods and methodology*, "Issues in Educational Research" 2006, vol. 16, pp. 193-205.

[54] M. Kostera, P. Krzyworzeka, *Etnografia*, [in:] D. Jemielniak (ed.), *Badania jakościowe: podejścia i teorie, tom 1*, Warszawa: Wydawnictwo Naukowe PWN, 2012, pp. 175-176.

[55] N. James, *Using email interviews in qualitative educational research: creating space to think and time to talk*, "International Journal of Qualitative Studies in Education" 2016, vol. 29(2), pp. 150-163.

[56] Ibid.

Asking the interviewees about what digital nomadism is to them and whether they consider it a lifestyle showed interesting results and revealed that most of the interviewees consider digital nomadism to be:

Interviewee 1	Digital nomadism is having a remote job or a company that allows one to work remotely and travelling while you do so. This way of living is so different than having a 9 to 5 job, that it can be considered a lifestyle.
Interviewee 2	Digital nomadism means working contently from anywhere in the world and not having a set location that one needs to be in to get their work completed. It is about completing one's work thorough their laptop. The laptop in digital nomad's work life is also used to build and contact a client base online. Digital nomadism is generally associated with a lifestyle choice, but it is not this person's lifestyle but rather something that fits into the way they currently live, which they describe as a financial independence without having to be placed in one location for too long. With digital nomadism being a modern phenomenon, people rush into labelling it as a lifestyle.
Interviewee 3	Digital nomadism is a lifestyle that can be described by one word – freedom. Digital nomadism is choosing the best place to work and live in.
Interviewee 4	Digital nomadism could be considered a lifestyle, as it impacts too many parts of life to be thought of as just a hobby. Digital nomadism is a way of living that is built on two components, where the first part is an income that helps people to support themselves and their way of living that is obtained using a computer and/or the internet. The second factor that defines a digital nomad is the fact that they do not settle for too long in one place. People who stay in other places for longer than that should not be classified as digital nomads but rather as expats.
Interviewee 5	Digital nomadism is an ability to utilize technology to work from anywhere. It is a mindset, as nowadays most people have the technological means to become a digital nomad but lack the mindset that would allow them to make it happen. Digital nomadism is its own category of lifestyle, as many digital nomads do things differently – they just take their way of living on the road and continue who they were before.
Interviewees 6	Digital nomadism is a combination of being able to make money from having a digital skill and living life in a nomadic way, which to them means traveling the world and living anywhere with no boundaries or restrictions. Digital nomadism should be considered a lifestyle. It is a choice that one makes, that puts freedom, along with growth and independence, above things like stability, routine and the ordinary. Digital nomads share a common view of the world, in which they are in charge of their own lives and do not have to be slaves to wages anymore.
Interviewee 7	Digital nomadism is people choosing to work from their laptops, travel and live wherever they choose to do so. Digital nomadism absolutely should be considered a lifestyle, because people who chose the digital nomad path all have the same mindset: taking advantage of different currencies and not wanting to be locked into a location.

Digital nomads define their way of living in a simple term: as working remotely, while being able to travel and not settling anywhere for too long. This description matches the previously described definitions of digital nomadism, presented by different scholars. Digital nomads seem to agree that digital nomadism could be considered a lifestyle. It is too broad of a term to be considered anything less than that and although it brings together people of different interests and upbringings, they show enough similarities in their understanding of the world, love for freedom and travel that it could be enough to consider digital nomadism a separate lifestyle.

When being asked whether digital nomadism can possibly be regarded as a career management style the interviewees admitted such approach to the aspects to some extent, though no unanimous classification was provided.

Interviewee 1	Not sure if digital nomadism could be considered a career management style but it is a way that might allow one to build up their career or business.
Interviewee 2	Digital nomadism can be seen as a career management style, as it allows people to gain a more diverse experience than location dependent jobs would be able to give them.
Interviewee 3	Digital nomadism allows people to rule their careers and provides them with flexibility that is not available to workers who are employed at location-based jobs.
Interviewee 4	Digital nomadism is a way to take on opportunities. Many digital nomads are entrepreneurs and their way of living allows them to take on networking and learning opportunities with other digital nomads. Digital nomadism is a way to take advantage of geo-arbitrage, which allows people to maintain an acceptable standard of life, while working for less income, and this opens doors for career changes. Taking on lesser paying jobs, while being digital nomad can lead to focusing on entrepreneurship or gaining experience that will lead to growth in the future.
Interviewee 5	Digital nomadism is not a career management style. It is not a way to manage one's career but as a way to manage one's life and goals. Digital nomadism is not professionally much different from more traditional career paths. The key to digital nomadism is flexibility, that can be reached by being either a freelancer, an employee or a business owner.
Interviewees 6	Managing one's career while being a digital nomad comes down to a case by case basis. Building a solid foundation by studying, learning as much as possible, meeting likeminded people, getting a job and figuring out what one wants to do with their life should come before becoming a digital nomad. True happiness comes from knowing one's strengths and then matching them with passions and skillsets that one has. If executed successfully, it can lead to having a long and prosperous career.
Interviewee 7	People cannot really plan their career. Planning a career can sound far-fetched. Digital nomadism is more about adapting than planning, as digital nomads are constantly growing, changing and moving, as well as taking on new opportunities and meeting new people. Digital nomadism is a way to learn new skills and answering to the latest trends and market demands.

Although digital nomads do not seem to unanimously agree that digital nomadism could be seen as a career management style, their answers are relevant to the previously described definitions of career management, which, if, in the future, researched on a deeper level, could prove that digital nomadism could become a tool to manage one's career. For now, it can be understood as a way of taking advantage of one's skills, that leads to new opportunities, possible networking and opens the door for career changes. It can be also seen as a way to manage one's life and goals, as well as the ability to easily adapt to new circumstances.

Conclusion

Digital nomadism appears to represent qualities that scholars consider characteristic to this lifestyle. When describing the phenomenon, scholars tend to already refer to it as a lifestyle. Digital nomadism is built on preferences, values, similarities of a group of people who chose this way of living to satisfy certain needs, as well as the fact that those people make certain choices to reach their desired flexibility. In my opinion, further research can focus on the deep motivations that push people towards this way of living, or the problems they face. Digital nomads themselves also tend to see this phenomenon as a lifestyle, as it impacts many aspects of their lives.

Transitioning to digital nomadism can be a goal in one's planning of their career and it will require them to plan their actions to become more flexible and location independent. Building a solid foundation of knowledge, skills and experience and understanding what one might be able to offer to others in order to make a living, while being on the road, can be helpful if one wants to start their digital nomadism journey. Managing one's career as a digital nomad might be different to managing one's career in an organization. Aspiring digital nomads should plan their careers, if they want to safely embark on this journey. Although the digital nomads themselves are not unanimous as to whether digital nomadism could be considered a career management style, the practices they mention show signs of digital nomadism requiring certain preparation to become profitable. They also seem to believe that the experiences gained on this journey might prove helpful in their future career decisions.

The findings in this article can be useful to employers who might consider digital nomadism as a way to keep a healthy work-life balance among their employees, as well as keeping top talents at their organizations. This article also opens the possibility for further research on digital nomads' mindset, as well as on digital nomadism being a way to offer workers more freedom or being the answer to slowing down the burnout process one might experience in a job.

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