

Code System

Code System	Frequency
Code System	1454
Experiences	0
Experiences\Pregnancy/parenthood related experiences	0
Experiences\Pregnancy/parenthood related experiences\Negative	0
Experiences\Pregnancy/parenthood related experiences\Negative\Discrimination/harassment	2
Experiences\Pregnancy/parenthood related experiences\Negative\Excluded from after work activities due to parenthood	1
Experiences\Pregnancy/parenthood related experiences\Negative\Lack of understanding from managers	5
Experiences\Pregnancy/parenthood related experiences\Negative\lack of Work-life balance	2
Experiences\Pregnancy/parenthood related experiences\Positive	0
Experiences\Pregnancy/parenthood related experiences\Positive\Flexibility from job	2
Experiences\Pregnancy/parenthood related experiences\Positive\More understanding	3
Experiences\General experiences	0
Experiences\General experiences\Negative experiences	0
Experiences\General experiences\Negative experiences\Burn outs	5
Experiences\General experiences\Negative experiences\Racism	2
Experiences\General experiences\Negative experiences\Related to the industry	0
Experiences\General experiences\Negative experiences\Related to the industry\High work load/overtime	2
Experiences\General experiences\Negative experiences\Related to the industry\Toxic/difficult work environment/industry	17
Experiences\General experiences\Negative experiences\Related to the industry\lack of hierarchy in industry	1

Experiences\General experiences\Negative experiences\Related to the jobs/company	0
Experiences\General experiences\Negative experiences\Related to the jobs/company\Bad managers	3
Experiences\General experiences\Negative experiences\Related to the jobs/company\Being fired	5
Experiences\General experiences\Negative experiences\Related to the jobs/company\Lack of reimburement/payment	1
Experiences\General experiences\Positive experiences	0
Experiences\General experiences\Positive experiences\Educating people	4
Experiences\General experiences\Positive experiences\Related to the industry	0
Experiences\General experiences\Positive experiences\Related to the industry\Broadens the world	1
Experiences\General experiences\Positive experiences\Related to the industry\Continously evolving	1
Experiences\General experiences\Positive experiences\Related to the industry\Nice people	4
Experiences\General experiences\Positive experiences\Related to the industry\Open to all	1
Experiences\General experiences\Positive experiences\Related to the industry\Pays well	2
Experiences\General experiences\Positive experiences\Related to the type of work	0
Experiences\General experiences\Positive experiences\Related to the type of work\Creating succesfull products	5
Experiences\General experiences\Positive experiences\Related to the type of work\Enjoying the work	8
Experiences\General experiences\Positive experiences\Related to the type of work\Enjoyment of problem solving/intelectually challenging	12
Experiences\General experiences\Positive experiences\Related to their job/company	0
Experiences\General experiences\Positive experiences\Related to their job/company\Chance to grow as engineer	7
Experiences\General experiences\Positive experiences\Related to their job/company\Postive experience with the team	3
Experiences\General experiences\Positive experiences\Related to their job/company\Steps to change bad work enviornment	1
Experiences\General experiences\Positive experiences\Related to their job/company\Working with Smart/Nice	12
Experiences\Gender based eperiences	0

Experiences\Gender based experiences\Mixed	1
Experiences\Gender based experiences\Negative	0
Experiences\Gender based experiences\Negative\Excluded/not fitting in	21
Experiences\Gender based experiences\Negative\Lack of mentorship by kin	3
Experiences\Gender based experiences\Negative\Sexism	5
Experiences\Gender based experiences\Negative\Sexism\Ambivalent sexism	7
Experiences\Gender based experiences\Negative\Sexism\Benevolent sexism	24
Experiences\Gender based experiences\Negative\Sexism\Benevolent sexism\Being perceives as not competent/technical	10
Experiences\Gender based experiences\Negative\Sexism\Hostile Sexism	3
Experiences\Gender based experiences\Negative\Sexism\Hostile Sexism\Harresment	7
Experiences\Gender based experiences\Negative\Sexism\Institutional sexism	6
Experiences\Gender based experiences\Negative\Sexism\Institutional sexism\Lack of promotion	8
Experiences\Gender based experiences\Negative\Sexism\Institutional sexism\Underpayed	13
Experiences\Gender based experiences\Negative\Sexism\Internalized sexism	7
Experiences\Gender based experiences\Negative\Sexism\Interpersonal sexism	6
Experiences\Gender based experiences\Negative\Sexism\Interpersonal sexism\Being said to be more femine	3
Experiences\Gender based experiences\Negative\Toxicity in industry	9
Experiences\Gender based experiences\Negative\Transphobia	12
Experiences\Gender based experiences\Negative\Unconscious biases	4
Experiences\Gender based experiences\Negative\Unsafe feeling situations	1
Experiences\Gender based experiences\Positive	0
Experiences\Gender based experiences\Positive\In industry	0

Experiences\Gender based experiences\Positive\In industry\((More) Acceptance	6
Experiences\Gender based experiences\Positive\In industry\Getting oppertunities	5
Experiences\Gender based experiences\Positive\Work related	0
Experiences\Gender based experiences\Positive\Work related\A female boss	3
Experiences\Gender based experiences\Positive\Work related\Kind colleagues	1
Experiences\Gender based experiences\Positive\Work related\Mentored	5
Experiences\Gender based experiences\Positive\Work related\More diversity	3
Experiences\Gender based experiences\Positive\Work related\More recognition	3
Experiences\Gender based experiences\Positive\Work related\Work life balance/no overtime	2
Experiences\Age and/or gender based experiences	0
Experiences\Age and/or gender based experiences\Negative	0
Experiences\Age and/or gender based experiences\Negative\Seen as non/less technical (enough)	12
Experiences\Age and/or gender based experiences\Negative\being seen as monarch/matriarch/mom	2
Experiences\Age and/or gender based experiences\Negative\not being taken seriously	0
Experiences\Age and/or gender based experiences\Negative\not being taken seriously\As a young woman	1
Experiences\Age and/or gender based experiences\Negative\not being taken seriously\as a woman in a senior position	1
Experiences\Age and/or gender based experiences\Negative\not being taken seriously\as a woman past menopause	2
Experiences\Age and/or gender based experiences\Positive	0
Experiences\Age and/or gender based experiences\Positive\Being a rolemodel	1
Experiences\Age and/or gender based experiences\Positive\More oppertunities due to age and gender	1
Experiences\Age based experiences	0
Experiences\Age based experiences\Negative	1

Experiences\Age based experiences\Negative\Considered too old	5
Experiences\Age based experiences\Negative\Fired	2
Experiences\Age based experiences\Negative\Perceived as being behind on technology	4
Experiences\Age based experiences\Negative\Perceived as being too expensive	4
Experiences\Age based experiences\Negative\Tiring to keep proving yourself	2
Experiences\Age based experiences\Negative\Work has become less interesting	7
Experiences\Age based experiences\Positive	1
Experiences\Age based experiences\Positive\More confident	5
Experiences\Age based experiences\Positive\People listen due to age/experience	2
Experiences\Age based experiences\Positive\Wanted by companies	6
Perception	0
Perception\Feeling towards leaving	0
Perception\Feeling towards leaving\Considered leaving	7
Perception\Feeling towards leaving\Considered leaving\Due to age based experiences	0
Perception\Feeling towards leaving\Considered leaving\Due to age based experiences\Less energy to deal with things	1
Perception\Feeling towards leaving\Considered leaving\Due to age based experiences\Tired of where the industry is going	4
Perception\Feeling towards leaving\Considered leaving\Due to gender based experiences	0
Perception\Feeling towards leaving\Considered leaving\Due to gender based experiences\Energy waisted on fighting for a voice	2
Perception\Feeling towards leaving\Considered leaving\Due to gender based experiences\Pregnancy	2
Perception\Feeling towards leaving\Considered leaving\Due to gender based experiences\Struggles related to work life balance	1
Perception\Feeling towards leaving\Considered leaving\Due to gender based experiences\atmoshere of the industry	2
Perception\Feeling towards leaving\Considered leaving\Due to industry related experiences	0

Perception\Feeling towards leaving\Considered leaving\Due to industry related experiences\Bad managers	1
Perception\Feeling towards leaving\Considered leaving\Due to industry related experiences\Energy waisted on fighting for a voice	2
Perception\Feeling towards leaving\Considered leaving\Due to industry related experiences\Struggles related to work life balance	1
Perception\Feeling towards leaving\Not considered leaving	2
Perception\Feeling towards leaving\Not considered leaving\Enjoys the work	6
Perception\Feeling towards leaving\Not considered leaving\Miss the people	2
Perception\Feeling towards leaving\Not considered leaving\Miss the positive atmosphere	2
Perception\Feeling towards leaving\Not considered leaving\More in control	1
Perception\Feeling towards leaving\Not considered leaving\Pays well	2
Perception\Feeling towards leaving\Not considered leaving\To be a good rolemodel	3
Perception\Value	0
Perception\Value\Mixed	4
Perception\Value\Undervalued/not valued	3
Perception\Value\Undervalued/not valued\((Importance of) Work not valued	9
Perception\Value\Undervalued/not valued\Be themselfe	1
Perception\Value\Undervalued/not valued\Because lack of promotion/title	6
Perception\Value\Undervalued/not valued\Because of pay	3
Perception\Value\Undervalued/not valued\by clients/customers	1
Perception\Value\Well valued	5
Perception\Value\Well valued\By boss	5
Perception\Value\Well valued\By clients	1

Perception\Value\Well valued\By colleagues	4
Perception\Value\Well valued\By the work produced	1
Perception\Value\Well valued\Value of the work is recognised	6
Perception\Value\Well valued\by peers	6
Perception\Current work place	6
Perception\Industry	20
Perception\Industry\Age and gender in the industry	4
Perception\Industry\Aging in the industry	8
Perception\Industry\Downward trend of women in 80s	4
Perception\Industry\Gender in the industry	29
Perception\Industry\Importance of good work environment/atmosphere	14
Perception\Industry\People in the industry	8
Perception\Industry\Reason people leave	6
Perception\Of self	0
Perception\Of self\Looking younger	9
Perception\Of self\biases	4
Perception\Of self\biases\Character	16
Perception\Task assignment	0
Perception\Task assignment\Assigned differently	1
Perception\Task assignment\Assigned differently\Assigned differently due to gender	14
Perception\Task assignment\Assigned differently\Assigned differently due to gender\Initial before abilities are known	1
Perception\Task assignment\Assigned differently\Differently due to age	2

Perception\Task assignment\Same as others	6
Strategies	1
Strategies\Age related strategies	0
Strategies\Age related strategies\Accepting your age	5
Strategies\Age related strategies\Be more approachable	3
Strategies\Age related strategies\Behaving younger	0
Strategies\Age related strategies\Behaving younger\Changing way you speak/vocabulair	3
Strategies\Age related strategies\Behaving younger\Fit in with company culture	7
Strategies\Age related strategies\Career related strategies	0
Strategies\Age related strategies\Career related strategies\Find a niche	5
Strategies\Age related strategies\Career related strategies\Have back up plan	5
Strategies\Age related strategies\Career related strategies\Set boundries	1
Strategies\Age related strategies\Career related strategies\Teaching yourself (new) tech/topics	11
Strategies\Age related strategies\Career related strategies\Using/leverging experience as positive	9
Strategies\Age related strategies\Change appearance	0
Strategies\Age related strategies\Change appearance\Plastic surgery/botox	5
Strategies\Age related strategies\Change appearance\((Deliberately) Not trying to look younger	10
Strategies\Age related strategies\Change appearance\Changing hair to look younger	7
Strategies\Age related strategies\Change appearance\Dressing younger	2
Strategies\Age related strategies\Change appearance\Tailor resume	2
Strategies\Age related strategies\Change appearance\To appear younger	2
Strategies\Age related strategies\Changing work enviornment	0

Strategies\Age related strategies\Changing work environment\Changing role	0
Strategies\Age related strategies\Changing work environment\Changing role\Consulting	3
Strategies\Age related strategies\Changing work environment\Changing role\Moving up the chain	3
Strategies\General strategies	0
Strategies\General strategies\Bringing up issues	2
Strategies\General strategies\Changing work environment	0
Strategies\General strategies\Changing work environment\Changing company	9
Strategies\General strategies\Ignoring situation	1
Strategies\General strategies\Inform others work atmosphere	2
Strategies\General strategies\Knowing your worth	1
Strategies\General strategies\Let things run their course	3
Strategies\General strategies\Life balance	2
Strategies\General strategies\Setting barriers	1
Strategies\General strategies\Unionize	1
Strategies\Age and gender related strategies	0
Strategies\Age and gender related strategies\Against the bias	0
Strategies\Age and gender related strategies\Against the bias\Being yourself	1
Strategies\Age and gender related strategies\Against the bias\Gathering Allies	13
Strategies\Age and gender related strategies\Against the bias\Get coach/therapist	4
Strategies\Age and gender related strategies\Against the bias\Get people to back you up	2
Strategies\Age and gender related strategies\Against the bias\Knowing your worth	9
Strategies\Age and gender related strategies\Against the bias\Separating identity from work	5

Strategies\Age and gender related strategies\Against the bias\Stading up for yourself	2
Strategies\Age and gender related strategies\Against the bias\Use age and gender	1
Strategies\Age and gender related strategies\Career related	0
Strategies\Age and gender related strategies\Career related\Networking	11
Strategies\Age and gender related strategies\Career related\Take sabbatical	1
Strategies\Age and gender related strategies\Career related\Using your influence	8
Strategies\Age and gender related strategies\Career related\Using/leveraging experience	5
Strategies\Age and gender related strategies\Changing work environment	0
Strategies\Age and gender related strategies\Changing work environment\Changing company	0
Strategies\Age and gender related strategies\Changing work environment\Changing company\New company/entrepreneur	4
Strategies\Age and gender related strategies\Changing work environment\Changing company\To a different company	15
Strategies\Age and gender related strategies\Changing work environment\Changing role	0
Strategies\Age and gender related strategies\Changing work environment\Changing role\Consulting	4
Strategies\Age and gender related strategies\Changing work environment\Changing role\moving up the chain	11
Strategies\Age and gender related strategies\Creating safe spaces	2
Strategies\Age and gender related strategies\Side projects	1
Strategies\Age and gender related strategies\Side projects\Informing others/mentoring/coaching	10
Strategies\Age and gender related strategies\Side projects\Research	2
Strategies\Age and gender related strategies\Side projects\Serve on boards	3
Strategies\Age and gender related strategies\Side projects\Speak (at confrences)	6
Strategies\Age and gender related strategies\Side projects\Teach people	3
Strategies\Age and gender related strategies\Side projects\Write books/articles/blog posts	7

Strategies\Gender related strategies	0
Strategies\Gender related strategies\Accept reality	4
Strategies\Gender related strategies\Against gender bias strategies	0
Strategies\Gender related strategies\Against gender bias strategies\Backing other women up	11
Strategies\Gender related strategies\Against gender bias strategies\Don't allow for a selffulfilling prophecy	2
Strategies\Gender related strategies\Against gender bias strategies\Don't take things personal	5
Strategies\Gender related strategies\Against gender bias strategies\Educate others	7
Strategies\Gender related strategies\Against gender bias strategies\Exposing biases	8
Strategies\Gender related strategies\Against gender bias strategies\Interrupting/Dominating the conversation	3
Strategies\Gender related strategies\Against gender bias strategies\Raising others by putting others down	1
Strategies\Gender related strategies\Against gender bias strategies\Standing up for yourself	33
Strategies\Gender related strategies\Career related strategies	0
Strategies\Gender related strategies\Career related strategies\Asking (hard) questions	7
Strategies\Gender related strategies\Career related strategies\Asking for too much to not get a job	1
Strategies\Gender related strategies\Career related strategies\Check in occasionally	1
Strategies\Gender related strategies\Career related strategies\Claim credit/give credit	9
Strategies\Gender related strategies\Career related strategies\Involving people in work	4
Strategies\Gender related strategies\Career related strategies\Micromanage	1
Strategies\Gender related strategies\Career related strategies\Negotiate for more money	3
Strategies\Gender related strategies\Career related strategies\Note accomplishments/worth you bring	10
Strategies\Gender related strategies\Career related strategies\Set boundries	13
Strategies\Gender related strategies\Career related strategies\Show your work (step by step)	2

Strategies\Gender related strategies\Career related strategies\Using gender as leverage	2
Strategies\Gender related strategies\Career related strategies\Using leaving as leverage	2
Strategies\Gender related strategies\Career related strategies\Volunteering for tasks	4
Strategies\Gender related strategies\Changing work environment	0
Strategies\Gender related strategies\Changing work environment\Changing company	7
Strategies\Gender related strategies\Changing work environment\Changing role	0
Strategies\Gender related strategies\Changing work environment\Changing role\Getting a better title	1
Strategies\Gender related strategies\Changing work environment\Choose workplace based on positive/diverse environment	13
Strategies\Gender related strategies\Changing work environment\Increasing internal diversity	0
Strategies\Gender related strategies\Changing work environment\Increasing internal diversity\Help create opportunities	2
Strategies\Gender related strategies\Changing work environment\Increasing internal diversity\Help diverse hiring	9
Strategies\Gender related strategies\Changing work environment\Making consensus between workplace environment and pay	4
Strategies\Gender related strategies\Changing work environment\Switching teams	2
Strategies\Gender related strategies\Changing your appearance	0
Strategies\Gender related strategies\Changing your appearance\Do change their appearance	3
Strategies\Gender related strategies\Changing your appearance\Dressing feminine	0
Strategies\Gender related strategies\Changing your appearance\Dressing feminine\Less feminine/more gender natural	13
Strategies\Gender related strategies\Changing your appearance\Dressing feminine\More feminine	7
Strategies\Gender related strategies\Changing your appearance\Dressing strategically	5
Strategies\Gender related strategies\Changing your appearance\Get botox/plastic surgery	1
Strategies\Gender related strategies\Changing your appearance\To be memorable	2
Strategies\Gender related strategies\Communication methods	0

Strategies\Gender related strategies\Communication methods\Be precise in communication	5
Strategies\Gender related strategies\Communication methods\Framing/minding tone	11
Strategies\Gender related strategies\Communication methods\More straight to the point	4
Strategies\Gender related strategies\Ignoring situations	0
Strategies\Gender related strategies\Ignoring situations\Do ignore situations	15
Strategies\Gender related strategies\Ignoring situations\Don't ignore situations	3
Strategies\Gender related strategies\Ignoring situations\Strategically choosing you battles	3
Strategies\Gender related strategies\Pretending to be someone else	3
Strategies\Gender related strategies\Self acceptance	5
Strategies\Gender related strategies\Strategies for confrences	9
Strategies\Gender related strategies\Traditionally Feminine	0
Strategies\Gender related strategies\Traditionally Feminine\Being more passive	11
Strategies\Gender related strategies\Traditionally Feminine\Less work oriented	7
Strategies\Gender related strategies\Traditionally Feminine\Talking yourself down	1
Strategies\Gender related strategies\Traditionally Masculine	0
Strategies\Gender related strategies\Traditionally Masculine \Be more aggressive	11
Strategies\Gender related strategies\Traditionally Masculine \More work oriented then family	12
Strategies\Gender related strategies\Traditionally Masculine \Taking up physical space	3
Strategies\Gender related strategies\Traditionally Masculine \one of the boys	3
Demographic information	0
Demographic information\Transgender	1
Demographic information\Race	0

Demographic information\Race\White/undefined	12
Demographic information\Race\POC	1
Demographic information\Race\Korean	1
Demographic information\Left industry at a point	2
Demographic information\NAtionality	0
Demographic information\NAtionality\North American	11
Demographic information\NAtionality\European	3
Demographic information\Made career switch	1
Demographic information\Made career switch\From consultancy to company	4
Demographic information\Made career switch\Into management	6
Demographic information\Made career switch\company	2
Demographic information\Made career switch\Into consultancy	5
Demographic information\Parenthood	4
Demographic information\Years of experience	0
Demographic information\Years of experience\45+	1
Demographic information\Years of experience\25-29	3
Demographic information\Years of experience\<18	1
Demographic information\Years of experience\40-44	2
Demographic information\Years of experience\18-24	7
Demographic information\Specific industry	0
Demographic information\Specific industry\OSS	1
Demographic information\Specific industry\Design	1

Demographic information\Specific industry\Specific programming language programmer	1
Demographic information\Specific industry\API development	1
Demographic information\Specific industry\Testing	2
Demographic information\Specific industry\web development/CMS	3
Demographic information\Specific industry\Video games	1
Demographic information\Specific industry\Data intelligence	1
Demographic information\Working in SD	0
Demographic information\Working in SD\Not working	2
Demographic information\Working in SD\Working	12
Demographic information\Age	0
Demographic information\Age\55-59	1
Demographic information\Age\60+	4
Demographic information\Age\45-49	1
Demographic information\Age\35-39	1
Demographic information\Age\50-54	4
Demographic information\Age\40-44	3
Demographic information\Gender	0
Demographic information\Gender\non-binary	1
Demographic information\Gender\women	13
Others	56
Later in career	18
Early career	33

Disadvantage of strategy	22
Reason for career switch	22
Benefits of strategy	19
Reason for strategy	23