

Work From Home Survey



Question has input validation.



Items are displayed in randomized order.

Survey Flow

Standard: Consent (6 Questions)
Branch: New Branch If Do you understand and consent to these terms? No thanks, I do not want to do this survey Is Selected
EndSurvey:
Branch: New Branch If Are you currently working from home? (required) Yes Is Selected
Block: Working From Home
EndSurvey:
Branch: New Branch If Are you currently working from home? (required) No Is Selected
Standard: Not Working From Home
EndSurvey:

Page Break

Start of Block: Consent

Q1

We are researchers at [REMOVED FOR DOUBLE BLIND]

If you have any questions or comments about this research, please contact ...

Thanks a lot for participating!

Q2 Consent Form

[...]

Q3 Do you understand and consent to these terms?

- Yes, I agree.
 - No thanks, I do not want to do this survey
-

Display This Question:

If Q3 = Yes, I agree.

Q4 Are you currently working from home? (required)

- Yes
- No

End of Block: Consent

Branch: New Branch

If Are you currently working from home? (required) Yes Is Selected

Block: Working From Home

Start of Block: Working From Home

Q5 Which of the following **disciplines** best describes your job role?

- Data & Applied Science. (Example job titles: Applied Scientist, Data Scientist, Data Scientist Lead, Applied Science Mgr, etc.)
- Program Management. (Example job titles: Program Manager, Program Manager Lead, PM Manager, etc)
- Software Engineering. (Example job titles: Software Engineer, SDE, Software Engineering Mgr, etc.)
- Not listed. Please specify: _____

Q75 In what **location** do you work?

- North America: USA - Puget Sound regions (Redmond, Bellevue, Seattle, Sammamish, etc.)
 - North America: USA - Other
 - North America: Canada, Mexico
 - Central America and South America
 - Europe
 - Asia: China
 - Asia: India
 - Asia: Middle East
 - Asia: Other
 - Australia, New Zealand, Oceania
 - Africa
 - Not listed. Please specify: _____
-

Q6 Do you have any **direct reports**?

Yes

No



Q7 How many **years** have you **worked at [COMPANY]**? (decimals okay)



Q72 How many years have you **been with your current team**? (decimals okay)

Q9 With what **gender** do you identify the most?

Male

Female

Not listed _____

Prefer not to answer

Q10 Did you work from home regularly prior to the work from home policy?

- No
 - Yes, when needed
 - Yes, on specific days a week
 - Yes, worked from home exclusively
 - Other _____
-

Q94 Kids in school? Before working from home, did you have children in school or in childcare?

- Yes
 - No
 - Prefer not to answer
-

Display This Question:

If Q94 Kids in school? = Yes

Q96 Find childcare How easy or difficult has it been for you to handle child care responsibilities during the coronavirus outbreak?

- Very easy
 - Somewhat easy
 - Somewhat difficult
 - Very difficult
 - Prefer not to answer
-

Q11

WORK FROM HOME

Please answer the following questions based on your **current experience working from home**.

Please do not include any personal information in the responses.

Q12 Please briefly describe your **home work environment**. Check all that apply.

- I work in a private room.
 - I work in a shared room (e.g., with a housemate).
 - I have no dedicated workspace (e.g., work at a dining table).
 - None of the above
-

Q84 Please briefly describe your home work environment.

	I have	I don't have but would like	I don't have and don't need
Laptop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Desktop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multiple screens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Headphones	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keyboard	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Desk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Whiteboard	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ergonomic desk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ergonomic chair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Natural daylight	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q13 Compared to working in office, how has your productivity changed?

- Significantly more productive
 - More productive
 - About the same
 - Less productive
 - Significantly less productive
-

Q104 Compared to working in office, how has your **job satisfaction** changed?

- Significantly more satisfied
 - More satisfied
 - About the same
 - Less satisfied
 - Significantly less satisfied
-

Q85 Compared to working in office, how much **work do you get done in an hour** on average?

- Much more work
 - More
 - About the same
 - Less
 - Much less work
-

Q86 Compared to working in office, how have the **hours that you work** changed?

- More hours
 - Same hours but at different times as before
 - Same hours at the same time as before
 - Fewer hours
-

Display This Question:

If Which of the following disciplines best describes your job role? Not listed. Please specify: Is Equal to ed0f9144-8587-498b-8e90-3f313d59f3bd

Q103 Compared to working in office, do you think the quality of work has changed? If yes, please explain.

- Yes _____
 - No
-



Q15 What **benefits** have you experienced working from home and how **important** are these benefits?

	I don't experience this benefit	I experienced this benefit but it's *not* important to me	I experience this benefit and it's *important* to me	I experience this benefit and it's *very important* to me
Better work environment at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More control over work (e.g., task priority, task selection)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better focus time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More efficient meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Less distractions or interruptions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Less time spent on commute	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible work hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More physical activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More breaks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduced health risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being closer to family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spending less money on commute, food, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More comfortable clothing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More time to complete my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q107 Have you experienced any **additional benefits** that were not mentioned in the previous question?



Q17 What work-related challenges have you experienced working from home and how impactful are these challenges?

	I don't experience this challenge	I experience this challenge but it's a *minor issue* for me	I experience this challenge and it's a *major issue* for me
Poor work environment at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insufficient hardware, monitors or devices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More distractions or interruptions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connectivity problems (e.g., Internet, VPN, RDP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Less awareness of what colleagues are working on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Difficult to communicate with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friction with collaboration tools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being blocked waiting on others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too many meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Less physical activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Missing social interactions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fewer breaks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of a routine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of boundary between work and personal life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Less time to complete my work

Lack of childcare

Lack of motivation

Difficult to find dining options

Poor ergonomics of work environment at home

Q108 Have you experienced any **additional work-related challenges** that were not mentioned in the previous question?

Q98 Has the **nature or type of work** you do changed since working from home? If yes, please explain.

Yes _____

No

Q77
YOUR TEAM

Please answer the following questions about your team. If you are an *individual contributor*, “your team” is the team that you are on. If you are a *people manager*, “your team” is the team that you manage.

Please do not include any personal information in the responses.

Q82 Compared to working in office, how has the productivity of your team changed?

- Significantly more productive
 - More productive
 - About the same
 - Less productive
 - Significantly less productive
 - I don't know
-

Q79 How has your **team culture** changed?

Q80 How has your **team supported you during this crisis**?

Q113 Compared to working in office, do you think the ability of the team to meet milestones has changed? If yes, please explain.

- Yes _____
- No
-



Q18 How has communication with your team members changed since working from home?

	Significantly increased	Increased	About the same	Decreased	Significantly decreased
Frequency of notifications from team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awareness of what colleagues are working on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectiveness of communication with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication ease with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impactful contributions I make to my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Positive interactions with my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Positive interactions with my manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frequency of scheduled meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of scheduled meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling of social connectedness to my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge flow within my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Frequency of
ad-hoc
meetings



Q78
OTHER QUESTIONS



Q69 How do you **stay socially connected** with your colleagues (in place of hallway conversation, coffee breaks, etc.)?

	Multiple times per day	Once per day	2-4 times week	Once a week	Rarely or never
Scheduled Virtual lunches or Coffee Breaks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unscheduled Virtual Lunches or Coffee Breaks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal one-on-one meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sharing pictures and memes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Play online games together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fun/informal channels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fun/informal chats, emails, messages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start or end meetings with non-work conversations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
External team bonding activities (e.g., Virtual Happy Hour)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not listed. Please specify:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q97 Compared to working in office, please rate the following items.

	Significantly increased	Increased	About the same	Decreased	Significantly decreased
My ability to focus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enthusiasm to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexibility of my schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of food	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Number of non-work related distractions or interruptions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Number of work-related distractions or interruptions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Control over when I work on tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Control over which tasks I work on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If Q5 Discipline = Software Engineering. (Example job titles: Software Engineer, SDE, Software Engineering Mgr, etc.)



Q112 Compared to working in office, please rate how the following items have changed.

	Significantly increased	Increased	About the same	Decreased	Significantly decreased
Number of pull requests that you complete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time it takes you to complete pull requests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My satisfaction with the engineering system (all tools and processes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time spent writing code	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time spent reviewing code	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time spent writing documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time spent on design activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time spent on new features vs bug fixes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q111 What has changed in the way you work at home since you initially started working from home?



Q22 What could be improved about working from home (WFH)? Choose up to three (3) items.

- Provide more/better hardware for home (more screens, more powerful laptop, etc)
 - Improve connectivity (fewer VPN drops, reimburse for faster internet)
 - Provide a stipend for improving work from home environment
 - Make improvements to communication tools
 - Provide ergonomic furniture
 - Support remote work better during normal circumstances
 - Provide guidance for successfully working from home (e.g., online meeting etiquette)
 - Improve and encourage team socialization
 - Be more understanding of WFH scenarios beyond COVID-19
 - Encourage people to be more responsive
 - Minimize the number of meetings
 - Give guidance to management on how to manage WFH employees
 - Not listed. Please specify: _____
-

Q68 What **advice or best practices** would you like to share with other employees or teams working from home?

Q23

PRIOR TO THE WORK FROM HOME POLICY

Please respond to the following questions based on a **typical work week** when you were working on site **before the work from home policy was implemented.**

Q76 Before the work from home policy, how many people were in your office work environment?

- 1 person (just me)
 - 2 people
 - 3-5 people
 - 6-14 people
 - 15 or more people
-

Q24 Meetings per day How **many meetings** (including 1:1) did you have on an **average day**?

- Less than 1 a day
 - 1-2 a day
 - 3-4 a day
 - 5 or more a day
-



Q25 What **percentage** of your meetings involved **remote participants**?

Enter a number between 0 and 100.

Q28 Did your team have a **regularly scheduled standup**?

- Daily
 - Multiple times a week
 - Weekly
 - No
 - No but we do now
-

Q29 How many people did you **coordinate your work** with on a regular basis?

- No one (I don't need to coordinate my work)
 - 2 people
 - 3-5 people
 - 6-14 people
 - 15-29 people
 - 30+ people
-



Q30 Before the work from home policy, how many minutes was your round trip average daily commute to work? This is the travel time from your home to your office and back.

Q31 Before the work from home policy, how many days per week do you commute to work?

- 0 days (usually no commute)
 - 1 day
 - 2 days
 - 3 days
 - 4 days
 - 5 days
 - 6 days
 - 7 days
-

Q33 ADDITIONAL COMMENTS

Q34 Other comments Is there anything else that you would like to share about working from home?

End of Block: Working From Home

Branch: New Branch

If Are you currently working from home? (required) No Is Selected

Standard: Not Working From Home

Start of Block: Not Working From Home

Q35 Which of the following **disciplines** best describes your job role?

- Data & Applied Science. (Example job titles: Applied Scientist, Data Scientist, Data Scientist Lead, Applied Science Mgr, etc.)
 - Program Management. (Example job titles: Program Manager, Program Manager Lead, PM Manager, etc)
 - Software Engineering. (Example job titles: Software Engineer, SDE, Software Engineering Mgr, etc.)
 - Not listed. Please specify: _____
-

Q36 Do you have any **direct reports**?

- Yes
 - No
-



Q37 How many **years** have you **worked at [COMPANY]**? (decimals okay)



Q110 How many years have you **been with your current team**? (decimals okay)

Q39 With what **gender** do you identify the most?

- Male
 - Female
 - Not listed _____
 - Prefer not to answer
-

Q40 Have you ever worked from home?

- No
 - Yes, I've worked from home before when needed
 - Yes, I've worked from home before on specific days a week
 - Yes, I've worked from home before exclusively
 - Other _____
-

Q41 Are any of your team members currently working from home?

- Yes
 - No
 - I don't know
-

Q42

WORK FROM HOME

Please answer the following questions based on your opinion on working from home.

Please do not include any personal information in the responses.

Q43 What is **good** about working from home?

Q44 What is **bad** about working from home?

Q45 What **challenges** do you expect working from home?

Q46 What could be improved about how we do work from home?

Q47

PRIOR TO THE WORK FROM HOME POLICY

Please respond to the following questions based on a **typical work week** when you were working on site before the work from home policy was implemented.

Q48 How **many meetings** (including 1:1) did you have on an **average day**?

- Less than 1 a day
- 1-2 a day
- 3-4 a day
- 5 or more a day



Q49 What **percentage** of your meetings involved **remote participants**?

Enter a number between 0 and 100.

Q52 Did your team have a **regularly scheduled standup**?

- Daily
 - Multiple times a week
 - Weekly
 - No
-

Q53 How many people did you **coordinate your work** with on a regular basis?

- No one (I don't need to coordinate my work)
 - 2 people
 - 3-5 people
 - 6-14 people
 - 15-29 people
 - 30+ people
-



Q54 Before the work from home policy, how many minutes was your round trip average daily commute to work? This is the travel time from your home to your office and back.

Q55 Before the work from home policy, how many days per week do you commute to work?

- 0 days (usually no commute)
- 1 day
- 2 days
- 3 days
- 4 days
- 5 days
- 6 days
- 7 days

Q57 ADDITIONAL COMMENTS

Q58 Is there anything else that you would like to share about working from home?

End of Block: Not Working From Home
