

Appendix to Beliefs, Practices and Personalities of Software Engineers

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Appendix to Beliefs, Practices and Personalities of Software Engineers

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ABSTRACT

This technical report is a companion to the paper "Beliefs, Practices and Personalities of Software Engineers: A Survey in a Large Software Company". The technical report includes (1) the complete survey text and (2) the complete aggregated survey results.

INTRODUCTION

For the complete survey text, please see the next pages.

For the complete aggregated survey results, please see the file "**Personality Results.xlsx**" that is attached to this technical report.

Developer Personality Survey

Developer Personality Survey



We are researchers in Microsoft Research investigating how a developer's personality affects different activities. The answers to this survey will enable us to best focus our research on developer tools and processes to help developers in their daily tasks. As part of this survey you will complete a standard OCEAN 5-factor personality inventory; if you are interested, your anonymous results will be available at a link shared at the end of the survey.

We would be greatly appreciative if you would be willing to answer the following questions. The survey shouldn't take more than 10 minutes. Thank you.

This survey is completely anonymous and all questions are optional. No personal information will be collected. If you have any questions or if you'd rather not participate and want no further contact, please email cbird@microsoft.com.

We selected participants based on demographics such as their role at Microsoft. If you have a role title of SDE or SDET (at any level of seniority), but you do not write code as part of your job, please disregard this invitation.

**Christian Bird
Thomas Zimmermann
Edward Smith**

Don't worry, the second page isn't as long as the first.

1) Describe yourself as you generally are now, not as you wish to be in the future. Describe yourself as you honestly see yourself, in relation to other people you know of the same sex as you are, and roughly your same age. So that you can describe yourself in an honest manner, your responses will be kept in absolute confidence. Indicate for each statement whether it is 1. Very Inaccurate, 2. Moderately Inaccurate, 3. Neither Accurate Nor Inaccurate, 4. Moderately Accurate, or 5. Very Accurate as a description of you. (required)*

	Very Inaccurate	Moderately Inaccurate	Neither Accurate Nor Inaccurate	Moderately Accurate	Very Accurate
Often feel blue.	()	()	()	()	()
Dislike myself.	()	()	()	()	()
Am often down in the dumps.	()	()	()	()	()
Have frequent mood swings.	()	()	()	()	()
Panic easily.	()	()	()	()	()
Rarely get irritated.	()	()	()	()	()
Seldom feel blue.	()	()	()	()	()
Feel comfortable with myself.	()	()	()	()	()
Am not easily	()	()	()	()	()

bothered by things.					
Am very pleased with myself.	()	()	()	()	()
Feel comfortable around people .	()	()	()	()	()
Make friends easily.	()	()	()	()	()
Am skilled in handling social situations.	()	()	()	()	()
Am the life of the party.	()	()	()	()	()
Know how to captivate people.	()	()	()	()	()
Have little to say.	()	()	()	()	()
Keep in the background.	()	()	()	()	()
Would describe my experiences as somewhat dull.	()	()	()	()	()
Don't like to draw attention to myself.	()	()	()	()	()

Don't talk a lot.	()	()	()	()	()
Believe in the importance of art.	()	()	()	()	()
Have a vivid imagination.	()	()	()	()	()
Tend to vote for liberal political candidates.	()	()	()	()	()
Carry the conversation to a higher level.	()	()	()	()	()
Enjoy hearing new ideas.	()	()	()	()	()
Am not interested in abstract ideas.	()	()	()	()	()
Do not like art.	()	()	()	()	()
Avoid philosophical discussions.	()	()	()	()	()
Do not enjoy going to art museums.	()	()	()	()	()
Tend to vote for conservative	()	()	()	()	()

political candidates.					
Have a good word for everyone.	()	()	()	()	()
Believe that others have good intentions.	()	()	()	()	()
Respect others.	()	()	()	()	()
Accept people as they are.	()	()	()	()	()
Make people feel at ease.	()	()	()	()	()
Have a sharp tongue.	()	()	()	()	()
Cut others to pieces.	()	()	()	()	()
Suspect hidden motives in others.	()	()	()	()	()
Get back at others.	()	()	()	()	()
Insult people.	()	()	()	()	()
Am always prepared.	()	()	()	()	()
Pay attention to details.	()	()	()	()	()

Get chores done right away.	()	()	()	()	()
Carry out my plans.	()	()	()	()	()
Make plans and stick to them.	()	()	()	()	()
Waste my time.	()	()	()	()	()
Find it difficult to get down to work.	()	()	()	()	()
Do just enough work to get by.	()	()	()	()	()
Don't see things through.	()	()	()	()	()
Shirk my duties.	()	()	()	()	()

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Validation: Must be numeric

2) How long have you been with Microsoft in years?

Validation: Must be numeric

3) How many times have you moved within the company of your own volition?

4) Are you an SDE or SDET?

SDE

SDET

Neither

5) Please answer the following questions about demographics.

	Yes	No
Are you a manager or lead?	<input type="checkbox"/>	<input type="checkbox"/>
Did you major in computer science?	<input type="checkbox"/>	<input type="checkbox"/>

Do you work remotely?	<input type="checkbox"/>	<input type="checkbox"/>
Do you work on games?	<input type="checkbox"/>	<input type="checkbox"/>

6) Please answer the following questions about your behavior.

	Yes	No
Do you use Stack Overflow?	<input type="checkbox"/>	<input type="checkbox"/>
Do you code in your spare time?	<input type="checkbox"/>	<input type="checkbox"/>
Do you listen to music while working?	<input type="checkbox"/>	<input type="checkbox"/>
Have you built a tool (a script, automation utility, Visual Studio plugin, debugger, etc.) of your own initiative to support	<input type="checkbox"/>	<input type="checkbox"/>

your work?		
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7) Please answer the following questions about your opinions. All responses in this survey are anonymous.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I like my manager.	()	()	()	()	()
Agile development is awesome.	()	()	()	()	()
Code reviews make code better.	()	()	()	()	()
Comments are not useful.	()	()	()	()	()
Readability is the most important aspect of code.	()	()	()	()	()
Design patterns hurt design more than they help.	()	()	()	()	()
Less code is better than more.	()	()	()	()	()

Static typing is better than dynamic typing.	<input type="radio"/>				
Distributed version control is better than centralized version control.	<input type="radio"/>				
There is no one-size-fits-all approach to development.	<input type="radio"/>				
Developers should test their own code.	<input type="radio"/>				
Open workspaces are more productive.	<input type="radio"/>				

8) Monitors

Validation: Must be numeric

How many monitors do you use?: _____

Are any of them in portrait orientation?

Yes

No

Validation: Min character count = 6

9) If you would like to receive your personality test results, enter an identifier here (try to pick something unique) and we will post your score next to that identifier at <http://aka.ms/esepersonality2014> within one week.

Thank You!

Thank you so much for your response. It will help us as we investigate improvements to tools and processes to help developers at Microsoft. You can find your results at URL REMOVED under your chosen identifier if you opted to receive your scores. As another way of saying thanks, we're raffling off two \$50 Amazon gift cards. [Click here to enter by email.](#)
