

Microsoft Research Technical Report
MSR-TR-2020-28

Appendix to **A Tale of Two Cities: Software Developers Working from Home During the COVID-19 Pandemic**

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This technical report includes two surveys that were run in March and April/May 2020 to better understand the impact of working from home during the COVID-19 pandemic.

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[Type here]

[Type here]

[Type here]

Survey 1

Work From Home Survey

 Question has input validation.

Survey Flow

Standard: Consent

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:

[Type here]

[Type here]

[Type here]

Start of Block: Consent

Q1

We are researchers at Microsoft investigating the productivity of employees. We'd like to learn about how work from home impacts you and your productivity. Your response to this short survey will enable us to make recommendations on how to improve work from home at Microsoft.

The survey should only take about 10 minutes to complete. This survey is anonymous. No personal information is collected. Please do not include any personal information in the responses. Almost all questions are optional. Aggregate information may be shared with research collaborators outside of Microsoft and used in publications and reports. We selected you as part of a sample of Microsoft employees based on your job role. By responding to this survey, you agree that you (1) are at least 18 years of age, (2) are participating voluntarily in this survey, and (3) understand you can withdraw from the survey at any time.

We hope you enjoy filling out this survey. After completion of the survey, we invite you to enter your name into a separate form (to preserve your anonymity) to win one of four \$100 Amazon.com Gift Certificates. The sweepstakes is open only to US Microsoft employees and interns. For the official rules, see [...].

If you have any questions about this research, please contact [...].

Thanks a lot for participating!

Q2 Microsoft Research Project Participation Consent Form
[...]

Q3 Do you understand and consent to these terms?

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

[Type here]

[Type here]

[Type here]

Display This Question:

If Q3 = Yes, I agree.

Q4 Are you currently working from home? (required)

Yes

No

End of Block: Consent

[Type here]

[Type here]

[Type here]

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?

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

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

- Yes
 - No
-



Q7 How many **years** have you **worked at Microsoft**? (decimals okay)



[Type here]

[Type here]

[Type here]

Q8 How many **years** have you **lived in the Puget Sound area**? (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 _____

Q11

WORK FROM HOME

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

[Type here]

[Type here]

[Type here]

Please do not include any personal information in the responses.

Q12 Please briefly **describe your home work environment.**

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

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

Q14 Please share details about your answer to the previous question on how your productivity has changed.

[Type here]

[Type here]

[Type here]

Q15 What is **good** about working from home?

Q16 What is **bad** about working from home?

Q17 What **challenges** have you encountered working from home?

[Type here]

[Type here]

[Type here]

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

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

Q19 Are there any **interruptions or distractions** working from home? If yes, please provide details.

- Yes _____
- No
-

[Type here]

[Type here]

[Type here]

Q20 Has your **connectivity** (for example, Internet connection, VPN) hindered your ability to work effectively? If yes, please provide details.

Yes _____

No

Q21 Do you work at the same times as you used to? If no, please provide details.

Yes

No _____

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

Q22 What could be improved about how we do work from home at Microsoft?

[Type here]

[Type here]

[Type here]

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**.

Q24 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** (e.g. via Teams)?
Enter a number between 0 and 100.



[Type here]

[Type here]

[Type here]

Q26 What **percentage** of your meetings involved **ONLY remote participants** (e.g. via Teams)?
Enter a number between 0 and 100.

Q27 What **percentages** of your meetings were...?

Enter numbers between 0 and 100. The Total should sum to 100.

2 people / 1:1 : _____

3-5 people : _____

6+ people : _____

Total : _____

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

- No
- Weekly
- Multiple times a week
- Daily

[Type here]

[Type here]

[Type here]

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 (No commute)
 - 1 day
 - 2 days
 - 3 days
 - 4 days
 - 5 days
 - 6 days
 - 7 days
-

[Type here]

[Type here]

[Type here]

Q32 Before the work from home policy, how did you commute to work? (Check all that apply)

- Car
 - Carpool
 - Public transport (bus, train, ferry)
 - Microsoft transport (Connector, shuttle)
 - Ride sharing apps (Uber, Lyft)
 - Bike
 - Walk
 - No commute (mobile office, work from home)
 - Other. Please specify: _____
-

Q33 ADDITIONAL COMMENTS

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

End of Block: Working From Home

[Type here]

[Type here]

[Type here]

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?

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

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

- Yes
- No



Q37 How many **years** have you **worked at Microsoft**? (decimals okay)



[Type here]

[Type here]

[Type here]

Q38 How many **years** have you **lived in the Puget Sound area**? (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 _____

[Type here]

[Type here]

[Type here]

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?

[Type here]

[Type here]

[Type here]

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

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

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.

[Type here]

[Type here]

[Type here]

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** (e.g. via Teams)?
Enter a number between 0 and 100.



Q50 What **percentage** of your meetings involved **ONLY remote participants** (e.g. via Teams)?
Enter a number between 0 and 100.

Q51 What **percentages** of your meetings were...?

Enter numbers between 0 and 100. The Total must sum to 100.

2 people / 1:1 : _____

3-5 people : _____

6+ people : _____

Total : _____

[Type here]

[Type here]

[Type here]

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

- No
- Weekly
- Multiple times a week
- Daily

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.

[Type here]

[Type here]

[Type here]

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

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

Q56 Before the work from home policy, how did you commute to work? (Check all that apply)

- Car
 - Carpool
 - Public transport (bus, train, ferry)
 - Microsoft transport (Connector, shuttle)
 - Ride sharing apps (Uber, Lyft)
 - Bike
 - Walk
 - No commute (mobile office, work from home)
 - Other. Please specify: _____
-

[Type here]

[Type here]

[Type here]

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

Survey 2

Work From Home Survey April



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:

[Type here]

[Type here]

[Type here]

Start of Block: Consent

Q1

We are researchers at Microsoft investigating the productivity of employees. We'd like to learn about how work from home impacts you and your productivity. **You can help!** Your response to this survey will enable us to make recommendations on how to improve work from home at Microsoft.

The survey should only take about 15 minutes to complete. **This survey is anonymous.** No information is collected that allows you to be directly identified. Please do not include any personal information in the responses. Almost all questions are optional. Aggregate information may be shared with research collaborators outside of Microsoft and used in publications and reports. We selected you as part of a sample of Microsoft employees based on your job role. By responding to this survey, you agree that you (1) are at least 18 years of age, (2) are participating voluntarily in this survey, and (3) understand you can withdraw from the survey at any time.

We hope you enjoy filling out this survey. After completion of the survey, we invite you to enter your name into a separate form (to preserve your anonymity) to **win one of four \$100 Amazon.com Gift Certificates.** The sweepstakes is open only to US Microsoft employees and interns ([official rules](#)).

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

Thanks a lot for participating!

Q2 Microsoft Research Project Participation Consent Form
[...]

Q3 Do you understand and consent to these terms?

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

[Type here]

[Type here]

[Type here]

Display This Question:

If Q3 = Yes, I agree.

Q4 Are you currently working from home? (required)

Yes

No

End of Block: Consent

[Type here]

[Type here]

[Type here]

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: _____
-

[Type here]

[Type here]

[Type here]

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 Microsoft**? (decimals okay)

[Type here]

[Type here]

[Type here]



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 _____

[Type here]

[Type here]

[Type here]

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.

[Type here]

[Type here]

[Type here]

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"/>

[Type here]

[Type here]

[Type here]

Ergonomic desk

Ergonomic chair

Natural daylight

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

[Type here]

[Type here]

[Type here]

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

[Type here]

[Type here]

[Type here]



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"/>

[Type here]

[Type here]

[Type here]

More comfortable clothing

More time to complete my work

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"/>

[Type here]

[Type here]

[Type here]

Connectivity problems
(e.g., Internet, VPN, RDP)

Less awareness of what
colleagues are working
on

Difficult to communicate
with colleagues

Friction with
collaboration tools

Being blocked waiting on
others

Too many meetings

Less physical activity

Missing social
interactions

Fewer breaks

Lack of a routine

Lack of boundary
between work and
personal life

Less time to complete my
work

Lack of childcare

Lack of motivation

[Type here]

[Type here]

[Type here]

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.

[Type here]

[Type here]

[Type here]

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**?

[Type here]

[Type here]

[Type here]

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"/>

[Type here]

[Type here]

[Type here]

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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"/>

[Type here]

[Type here]

[Type here]

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 Teams channels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fun/informal chats, emails, messages (not on Teams)	<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"/>

[Type here]

[Type here]

[Type here]

Flexibility of my schedule

Quality of food

Number of non-work related distractions or interruptions

Number of work-related distractions or interruptions

Control over when I work on tasks

Control over which tasks I work on

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"/>

[Type here]

[Type here]

[Type here]

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?

[Type here]

[Type here]

[Type here]



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: _____
-

[Type here]

[Type here]

[Type here]

Q68 What **advice or best practices** would you like to share with other Microsoft 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
-

[Type here]

[Type here]

[Type here]

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** (e.g. via Teams)?
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
-

[Type here]

[Type here]

[Type here]

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.

[Type here]

[Type here]

[Type here]

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

[Type here]

[Type here]

[Type here]

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 Microsoft**? (decimals okay)

[Type here]

[Type here]

[Type here]



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 _____

[Type here]

[Type here]

[Type here]

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?

[Type here]

[Type here]

[Type here]

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

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

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.

[Type here]

[Type here]

[Type here]

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** (e.g. via Teams)?
Enter a number between 0 and 100.

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

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

[Type here]

[Type here]

[Type here]

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
-

[Type here]

[Type here]

[Type here]

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
