

Investigating the Effects of AI-Assisted Tool Use on Software Practitioner Well-being

Start of Block: Introduction

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Select the box to start the survey

End of Block: Introduction

Start of Block: Consent Form

Q0 Why am I being invited to take part in a research study? We invite you to take part in a research study because you have experience using AI-assisted tools (e.g., ChatGPT) for software development tasks and are 18 years or older. **What should I know about a research study?** • Someone will explain this research study to you. • Whether or not you take part is up to you. • You can choose not to take part. • You can agree to take part and later change your mind. • Your decision will not be held against you. • You can ask all the questions you want before you decide. **Why is this research being done?** Recent studies suggest practitioners are using AI-assisted tools like ChatGPT to perform software development tasks. We are investigating how these AI-assisted tools may have impact on various aspects (e.g., job satisfaction, job security, productivity) related to the well-being of the practitioners. Central to our investigation is the impact of the AI-assisted tools on practitioners' well-being. **How long will the research last and what will I need to do?** We expect that you will be in this research study for 3 months. More detailed information about the study procedures can be found under "What happens if I say yes, I want to be in this research?" You will be invited to take a 10–15-minute online survey, asking about your thoughts and feelings regarding the impact of AI-assisted tools like ChatGPT on practitioners' well-being for performing software development tasks. You will also be given an opportunity to opt in for a 30–45-minute interview related to this topic by providing your contact email. **Is there any way being in this study could be bad for me?** There are no foreseeable risks for participating in this research. More detailed information about the risks of this study can be found under "Is there any way being in this study could be bad for me? (Detailed Risks)" **Will being in this study help me in any way?** There will be no direct benefits for participation. However, insights from this research can indirectly benefit the well-being of the software practitioners, as well as the tools they use in practice. **What happens**

if I do not want to be in this research? Participation in research is completely voluntary. You can decide to participate, not participate, or discontinue participation at any time without penalty or loss of benefits to which you are otherwise entitled. **Who can I talk to?** If you have

questions, concerns, or complaints, or think the research has hurt you, talk to the research team at fmeem@gmu.edu or 571-591-8275. This research has been reviewed and approved by an Institutional Review Board (“IRB”). You may talk to them at ###-###-#### or irb@gmu.edu if: •

Your questions, concerns, or complaints are not being answered by the research team. • You cannot reach the research team. • You want to talk to someone besides the research team. • You have questions about your rights as a research subject. • You want to get information or provide input about this research.

What happens if I say yes, I want to be in this research? If you decide to participate, you will first be asked a series of questions

in our survey to share your thoughts and feelings regarding the impact of AI-assisted tools like ChatGPT on practitioners’ well-being for performing software development tasks. This will take approximately 10-15 minutes. Once complete, you will have the opportunity to enter a raffle for one of eight \$25 e-gift cards. You will also have the opportunity to express your interest in being contacted to engage in future studies, starting with follow-up interviews with the core research team that will be informed by the responses gathered on the survey. **What happens if I say yes, but I change my mind later?** You can leave the research at any time; it will not be held against you. However, raffle entries are only available for completed surveys. **Is there any way being in this study could be bad for me?** We will do our best to protect your data and

samples during storage and when they are shared. However, there remains a possibility that someone could identify you. There is also the possibility that people who are not supposed to might access your data and samples. In either case, we cannot reduce the risk to zero. **What happens to the information collected for the research?** Efforts will be made to limit the use and disclosure of your personal information, including research study and medical records, to people who have a need to review this information. We cannot promise complete secrecy.

Organizations that may inspect and copy your information include the IRB and other representatives of this organization. Participants may review Qualtrics’ website for information about their privacy statement. <https://www.qualtrics.com/privacy-statement/> While no computer transmission can be perfectly secure, reasonable efforts will be made to protect the confidentiality of your transmission. The Institutional Review Board (IRB) committee that monitors research on human subjects may inspect study records during internal auditing procedures and are required to keep all information confidential. If identifiers are removed from your identifiable private information or identifiable samples that are collected during this research, that information or those samples could be used for future research studies or distributed to another investigator for future research studies without your additional informed consent. See the information found under “Will my data or samples be used for future research?”

Will my data or samples be used for future research? This study is collecting data and samples from you. We would like to make your data and samples available for other research studies that may be done in the future. Your data and samples may be shared with researchers around the world. Our goal is to make more research possible. We plan to keep your data and samples for at most 5 years, at which time all data will be destroyed. To get your data or samples, future researchers must seek approval from this institution and review by an IRB may be required. Your name and identifying information will be removed from any data and

samples you provide before they are shared with other researchers. Researchers cannot easily link your identifying information to the data and samples. **What else do I need to know?** If you agree to take part in this research study, you will be compensated for your time and effort with an entry into a raffle for one of eight \$25 Amazon.com gift cards. The raffle entry is contingent upon the completion of a valid survey. "Under the U.S. federal tax law you may have individual responsibilities for disclosing the dollar value of the incentive received on this study.

Additionally, for certain studies, the research team will be collecting an informational tax form and reporting the income to the Internal Revenue Service (IRS) either on 1099-MISC, or on 1042-S tax form. Optional Procedures for the Study It is your choice whether or not to let researchers share your data and samples for research in the future. If you say "yes," you can change your mind later. If you say "no," you can still fully participate in this study. If you change your mind and no longer wish to have us store or share your data and samples, you should contact the investigator. We will do our best to honor your request and to get back any data and samples that have been shared with other researchers. However, there may be times we cannot. For example, if we do not have a way to identify your data and samples, we will not be able to get them back. In addition, if the data and samples have already been used for new research, the information from that research may still be used. We will destroy any samples we have or are able to get back. Please select the appropriate response regarding your interest in participating in this study.

- ☐ I agree to participate in the study and have read and understood the informed consent form. (1)
- ☐ I do not agree to participate in the study. (2)

End of Block: Consent Form

Start of Block: Use of AI-Assisted Tools

In this section, we will ask questions about your use of AI-assisted tools for software development (SD) tasks. **AI-assisted tools** refer to software or systems that use artificial intelligence (AI) to help automate or enhance tasks (e.g., ChatGPT).

Q1 Which AI-assisted tools do you use in your work?

- ☐ ChatGPT (1)
 - ☐ GitHub Copilot (2)
 - ☐ Gemini (3)
 - ☐ Claude AI (4)
 - ☐ Cursor AI (5)
 - ☐ Other (6) _____
-

Q2 For what software development (SD) tasks do you use these AI-assisted tools?

- ☐ Writing code (1)
 - ☐ Debugging and getting help (2)
 - ☐ Documenting code (3)
 - ☐ Learning about a codebase (4)
 - ☐ Testing code (5)
 - ☐ Project planning (6)
 - ☐ Committing and reviewing code (7)
 - ☐ Deployment and monitoring (8)
 - ☐ Collaborating with teammates (9)
 - ☐ Others (10) _____
-

Q3 How often do you use AI-assisted tools for SD tasks?

- ☐ Daily (1)
 - ☐ Weekly (2)
 - ☐ Monthly (3)
 - ☐ Seasonal (4)
 - ☐ Yearly (5)
-

Q4 Does your workplace support the use of AI-assisted tools?

- ☐ Yes (1)
 - ☐ No (2)
 - ☐ I do not know (3)
-

Q5 Does your workplace encourage the use of AI-assisted tools?

- ☐ Yes (1)
- ☐ No (2)
- ☐ I do not know (3)

End of Block: Use of AI-Assisted Tools

Start of Block: Qualitative Job Demands

This section asks about the impact of AI-assisted tools on non-quantifiable aspects of your job, such as the mental and emotional strain required to complete tasks.

Q6 How often do you feel overwhelmed by the volume of information provided by AI assistants?

- ☐ Never – I always manage the information well. (1)
 - ☐ Sometimes – I occasionally find it a bit much. (2)
 - ☐ Often – I frequently feel swamped by the information. (3)
 - ☐ Always – I'm constantly overwhelmed. (4)
-

Q7 How often do you feel mentally exhausted due to the use of AI assistants?

- ☐ Never – I never feel mentally exhausted. (1)
 - ☐ Sometimes – I sometimes feel mentally tired. (2)
 - ☐ Often – I often feel mentally exhausted. (3)
 - ☐ Always – I am always mentally exhausted. (4)
-

Q8 How mentally demanding do you find working with AI assistants to complete SD tasks?

- ☐ Not demanding, I can do it without much thought. (1)
 - ☐ Somewhat demanding, I need to concentrate. (2)
 - ☐ Quite demanding, I need to solve complex issues. (3)
 - ☐ Extremely demanding, it requires constant attention and problem-solving. (4)
-

Q9 After a day of using AI assistants to support task completion, how does your body feel?

- ☐ No physical discomfort. (1)
 - ☐ Minor discomfort, like mild headaches or slight eye strain. (2)
 - ☐ Noticeable discomfort, needing breaks for physical relief. (3)
 - ☐ Significant discomfort, feeling physically drained or sore. (4)
-

Q10 How often do your work tasks involving AI assistants affect your personal time?

- ☐ Never, I always finish during work hours. (1)
- ☐ Sometimes, but it's manageable. (2)
- ☐ Often, I frequently need to work late. (3)
- ☐ Always, it regularly impacts my home life. (4)

End of Block: Qualitative Job Demands

Start of Block: Quantitative Job Demands

This section asks about the impact of AI assisted tools on the measurable amount of your work or tasks required to complete software development (SD) tasks.

Q11 How often do you feel that the amount of work involved using AI assistants for SD tasks is too much?

- ☐ Never, the workload is well balanced. (1)
- ☐ Occasionally, sometimes it feels a bit much. (2)
- ☐ Often, I regularly have too much to do. (3)
- ☐ Always, I'm constantly overloaded. (4)

Q12 How often do you find yourself with insufficient amount of work when using AI assistants?

- ☐ Never, I always have enough tasks. (1)
 - ☐ Occasionally, there are slow moments. (2)
 - ☐ Often, I frequently run out of things to do. (3)
 - ☐ Always, I'm regularly underutilized. (4)
-

Q13 How do you find the pace of work when using AI assistants?

- ☐ Very relaxed, I can work at a comfortable speed. (1)
- ☐ Manageable, it's fast but reasonable. (2)
- ☐ Pressured, I need to work very quickly. (3)
- ☐ Overwhelming, the pace is too fast to keep up. (4)

End of Block: Quantitative Job Demands

Start of Block: Organizational Demands

This section asks about the impact of AI assisted tools on the broader job-related pressures caused by your organization's structure or culture.

Q14 How often do changes involving AI assistants (changes to the tools themselves/regarding their usage/policies regarding them) negatively affect your work?

- ☐ Never – Changes usually bring improvements. (1)
 - ☐ Occasionally – Sometimes changes cause issues. (2)
 - ☐ Often – Many changes disrupt my work. (3)
 - ☐ Always – Changes consistently have a negative impact. (4)
-

Q15 How frequently do administrative procedures (e.g., mandatory compliance checks before AI use, pre-approval for AI-driven project proposals, periodic AI software update approvals) involving AI assistants complicate your work?

- ☐ Never – Procedures streamline tasks. (1)
 - ☐ Occasionally – Some rules complicate things. (2)
 - ☐ Often – Procedures often slow down work. (3)
 - ☐ Always – Constantly dealing with red tape. (4)
-

Q16 How often does harassment (e.g., being bullied or pressured) related to the use of AI assistants occur at your work?

- ☐ Never – I haven't experienced harassment. (1)
 - ☐ Occasionally – Rare instances of harassment. (2)
 - ☐ Often – Regular occurrences of harassment. (3)
 - ☐ Always – Harassment is a constant issue. (4)
-

Q17 How frequently do your responsibilities involving using AI assistants for completing SD tasks conflict with your other work responsibilities?

- ☐ Never – My roles are well-defined. (1)
 - ☐ Occasionally – Some conflicts arise. (2)
 - ☐ Often – Frequently face role conflicts. (3)
 - ☐ Always – Constantly juggling conflicting duties. (4)
-

Q18 How often do interpersonal conflicts (e.g., tensions or disagreements between coworkers) arise from the use of AI assistants?

- ☐ Never – Interactions are harmonious. (1)
- ☐ Occasionally – Some conflicts occur. (2)
- ☐ Often – Regularly deal with conflicts. (3)
- ☐ Always – Constant interpersonal issues. (4)

End of Block: Organizational Demands

Start of Block: Social Resources

This section asks about the impact of AI assisted tools on the support and interactions you receive from others at work.

Q19 How supportive are your coworkers with respect to your use of AI assistants for SD tasks?

- ☐ Very Supportive – Always helpful and collaborative. (1)
 - ☐ Supportive – Generally helpful. (2)
 - ☐ Somewhat Supportive – Occasionally helpful. (3)
 - ☐ Not Supportive – Rarely helpful. (4)
-

Q20 How much support do you receive from your supervisor for the fact of using AI assistants for SD tasks?

- ☐ A Lot – My supervisor is very supportive. (1)
 - ☐ Some – Generally supportive with occasional guidance. (2)
 - ☐ Little – Support is infrequent. (3)
 - ☐ None – I receive no support from my supervisor. (4)
-

Q21 How would you describe the atmosphere in your team when working with AI assistants?

- ☐ Very Positive – We work well together. (1)
 - ☐ Positive – Generally a good team environment. (2)
 - ☐ Neutral – It's average, neither good nor bad. (3)
 - ☐ Negative – The atmosphere is often strained. (4)
-

Q22 How effective is your team when incorporating AI assistants into your workflows?

- ☐ Very Effective – We achieve excellent results. (1)
 - ☐ Effective – We generally meet our goals. (2)
 - ☐ Somewhat Effective – We meet some goals but not others. (3)
 - ☐ Not Effective – We struggle to meet our goals. (4)
-

Q23 How clear are your roles and responsibilities when using AI assistants?

- ☐ Very Clear – I know exactly what to do. (1)
 - ☐ Clear – I have a good understanding of my role. (2)
 - ☐ Somewhat Clear – There are some areas of confusion. (3)
 - ☐ Unclear – It's often unclear what I should be doing. (4)
-

Q24 To what extent does working with AI assistants meet your expectations?

- ☐ Exceeds Expectations – It surpasses what I expected. (1)
 - ☐ Meets Expectations – It aligns with what I anticipated. (2)
 - ☐ Somewhat Meets Expectations – It meets expectations in some areas but not others. (3)
 - ☐ Does Not Meet Expectations – It falls short of what I expected. (4)
-

Q25 How often do you receive recognition for your work when using AI assistants?

- ☐ Always – I am frequently recognized. (1)
- ☐ Often – I am recognized regularly. (2)
- ☐ Sometimes – Recognition is occasional. (3)
- ☐ Rarely – I am seldom recognized. (4)

End of Block: Social Resources

Start of Block: Work Resources

This section asks about the impact of AI assisted tools on the factors that help you perform your job effectively.

Q26 How much control do you feel you have over your tasks when using AI assistants?

- ☐ Complete Control – I can decide how and when to do my work. (1)
 - ☐ High Control – I have a lot of say in my tasks. (2)
 - ☐ Limited Control – I have some input, but not much. (3)
 - ☐ No Control – I have no control over my tasks. (4)
-

Q27 To what extent do your skills and interests align with the SD tasks that you use AI assistants to complete?

- ☐ Perfect Fit – My skills and interests align perfectly. (1)
- ☐ Good Fit – There's a strong alignment. (2)
- ☐ Moderate Fit – Some of my skills and interests align. (3)
- ☐ Poor Fit – There's little to no alignment. (4)

Q28 How varied are the tasks you perform with AI assistants?

- ☐ Very Varied – I work on many different types of tasks. (1)
 - ☐ Somewhat Varied – There is some variety in my tasks. (2)
 - ☐ Little Variety – Most tasks are quite similar. (3)
 - ☐ No Variety – All tasks are the same. (4)
-

Q29 How involved are you in decision-making processes regarding the use of AI assistants?

- ☐ Fully Involved – I make or help make all/most decisions. (1)
 - ☐ Partially Involved – I am involved in some decisions. (2)
 - ☐ Rarely Involved – I am seldom involved in decisions. (3)
 - ☐ Not Involved – I am not involved in decisions. (4)
-

Q30 To what extent are you able to use your skills when working with AI assistants?

- ☐ Very Effectively – I use all my skills. (1)
 - ☐ Effectively – I use many of my skills. (2)
 - ☐ Ineffectively – I use some of my skills but not effectively. (3)
 - ☐ Very Ineffectively – I can hardly use my skills. (4)
-

Q31 How available are the necessary tools and resources to support your ability to work with AI assistants (effectively)?

- ☐ Always Available – I always have what I need. (1)
- ☐ Usually Available – I mostly have the necessary tools. (2)
- ☐ Sometimes Available – I sometimes struggle to find what I need. (3)
- ☐ Rarely Available – I rarely have the necessary tools. (4)

End of Block: Work Resources

Start of Block: Organizational Resources

This section asks about the impact of AI assisted tools on the support and structures provided by your organization.

Q32 How effective is the communication within your organization when it comes to completing SD tasks using AI assistants?

- ☐ Very Effective – Information flows smoothly and clearly. (1)
 - ☐ Effective – Generally good communication. (2)
 - ☐ Ineffective – There are frequent misunderstandings or information gaps. (3)
 - ☐ Very Ineffective – Communication is consistently poor or lacking. (4)
-

Q33 To what extent does your use of AI assistants of SD tasks align with the organization's goals?

- ☐ Perfectly Aligned – My work directly supports organizational objectives. (1)
 - ☐ Well Aligned – There is a good match with organizational goals. (2)
 - ☐ Poorly Aligned – There is some mismatch with organizational goals. (3)
 - ☐ Not Aligned – My tasks do not align with organizational objectives. (4)
-

Q34 How much do you trust the decisions made by your leaders regarding the use of AI assistants?

- ☐ Completely Trust – I fully trust their decisions. (1)
 - ☐ Generally Trust – I trust their decisions most of the time. (2)
 - ☐ Seldom Trust – I rarely trust their decisions. (3)
 - ☐ Do Not Trust – I do not trust their decisions at all. (4)
-

Q35 How equitable and justified do you find the policies and practices governing the use of AI assistants in your organization?

- ☐ Very Fair – All policies and practices are based on sound reasoning and are applied consistently. (1)
 - ☐ Fair – Most policies and practices are reasonable and generally applied equally. (2)
 - ☐ Unfair – Many policies and practices seem biased or inconsistently applied. (3)
 - ☐ Very Unfair – Policies and practices are consistently biased and applied inequitably. (4)
-

Q36 Do you believe you are fairly compensated for the work you do with the support of AI assistants?

- ☐ Strongly Agree – I am very satisfied with my compensation. (1)
 - ☐ Agree – I am satisfied with my compensation. (2)
 - ☐ Disagree – I am unsatisfied with my compensation. (3)
 - ☐ Strongly Disagree – I am very unsatisfied with my compensation. (4)
-

Q37 To what extent do your personal values align with the values of your organization with respect to use of AI assistants?

- ☐ Perfectly Aligned – My values completely align with those of the organization. (1)
- ☐ Aligned – There is a good agreement between my values and the organization's. (2)
- ☐ Misaligned – There are some differences between my values and the organization's. (3)
- ☐ Completely Misaligned – My values do not align at all with the organization's. (4)

End of Block: Organizational Resources

Start of Block: Developmental resources

This section asks about the impact of AI assisted tools on the opportunities and support for growth and improvement in your role.

Q38 How frequently do you receive useful feedback on your work completed with the support of AI assistants?

- ☐ Very Frequently – I receive feedback that helps me improve regularly. (1)
 - ☐ Frequently – I often get constructive feedback. (2)
 - ☐ Rarely – Feedback is infrequent and not always helpful. (3)
 - ☐ Almost Never – I hardly ever receive feedback. (4)
-

Q39 How often do you have opportunities to learn and develop new skills when working with AI assistants?

- ☐ Very Often – There are many opportunities for skill development. (1)
 - ☐ Often – There are several opportunities for learning. (2)
 - ☐ Seldom – Opportunities for development are infrequent. (3)
 - ☐ Very Seldom – There are hardly any opportunities for learning new skills. (4)
-

Q40 How do you think using AI assistants impacts your career prospects within your organization?

- ☐ Positively Enhances – Working with AI assistants significantly improves my career prospects. (1)
- ☐ Somewhat Enhances – It somewhat improves my career opportunities. (2)
- ☐ No Impact – It has no impact on my career prospects. (3)
- ☐ Negatively Impacts – It hinders my career development within the organization. (4)

End of Block: Developmental resources

Start of Block: Engaged Leadership

This section asks about the impact of AI assisted tools on leadership qualities that inspire and motivate you.

Q41 How well do you handle challenges and stress when completing SD tasks with AI assistants?

- ☐ Very Well – I easily overcome difficulties. (1)
 - ☐ Well – I generally manage challenges effectively. (2)
 - ☐ Poorly – I struggle with challenges. (3)
 - ☐ Very Poorly – I find it hard to cope with stress. (4)
-

Q42 How confident are you in your ability to complete tasks effectively with AI assistants?

- ☐ Very Confident – I feel fully capable. (1)
 - ☐ Confident – I feel capable most of the time. (2)
 - ☐ Somewhat Confident – I sometimes doubt my abilities. (3)
 - ☐ Not Confident – I often doubt my ability to manage tasks. (4)
-

Q43 How optimistic are you about the outcomes of your work when using AI assistants?

- ☐ Very Optimistic – I always expect the best results. (1)
 - ☐ Optimistic – I usually expect good outcomes. (2)
 - ☐ Pessimistic – I often expect less favorable outcomes. (3)
 - ☐ Very Pessimistic – I generally expect poor results. (4)
-

Q44 How flexible are you in adapting to new methods and changes involving the use of AI assistants?

- ☐ Very Flexible – I adapt very easily. (1)
 - ☐ Flexible – I adapt quite well. (2)
 - ☐ Somewhat Flexible – I find some changes challenging. (3)
 - ☐ Not Flexible – I struggle with change. (4)
-

Q45 How effective are you at setting and maintaining boundaries (e.g., which tasks they should be used or not used for) in your work with AI assistants?

- ☐ Very Effective – I set clear boundaries. (1)
 - ☐ Effective – I usually maintain good boundaries. (2)
 - ☐ Ineffective – I sometimes fail to set boundaries. (3)
 - ☐ Very Ineffective – I struggle with boundary setting. (4)
-

Q46 How proactive are you in initiating projects or initiating solving problems with AI assistants?

- ☐ Very Proactive – I always take initiative. (1)
 - ☐ Proactive – I often take initiative. (2)
 - ☐ Reactive – I react more than I initiate. (3)
 - ☐ Very Reactive – I rarely take the lead. (4)
-

Q47 How focused are you on achieving specific goals when using AI assistants?

- ☐ Very Focused – I consistently work towards explicitly set goals. (1)
 - ☐ Focused – I usually keep my goals in sight. (2)
 - ☐ Somewhat Focused – I occasionally lose sight of goals. (3)
 - ☐ Unfocused – I often work without clear goals. (4)
-

Q48 How often do you engage in activities to develop your skills and competencies when using AI assistants to complete SD tasks?

- ☐ Very Often – I regularly seek self-improvement. (1)
- ☐ Often – I frequently engage in development activities. (2)
- ☐ Rarely – I seldom participate in development activities. (3)
- ☐ Never – I do not engage in self-development. (4)

End of Block: Engaged Leadership

Start of Block: Employee Well-Being

This section asks about the impact of AI assisted tools on employee well-being, which refer to your overall mental, emotional, and physical health.

Q49 How often do you feel burned out from using AI assistants in your work?

- ☐ Never – I always feel energized. (1)
- ☐ Rarely – I occasionally feel worn out. (2)
- ☐ Often – I frequently feel exhausted. (3)
- ☐ Always – I constantly feel overwhelmed. (4)

Q50 How involved and enthusiastic are you about your work while using AI assistants?

- ☐ Very Engaged – I'm highly motivated and committed. (1)
 - ☐ Engaged – I'm generally interested and involved. (2)
 - ☐ Somewhat Engaged – My interest and involvement are inconsistent. (3)
 - ☐ Disengaged – I lack interest and motivation. (4)
-

Q51 How often do you experience stress or anxiety from using AI assistants in your work?

- ☐ Never – I feel calm and stress-free. (1)
 - ☐ Sometimes – I occasionally feel stressed. (2)
 - ☐ Often – I regularly experience stress. (3)
 - ☐ Always – I am constantly under stress. (4)
-

Q52 How often do you feel bored when using AI assistants to complete SD tasks?

- ☐ Never – My work is always interesting. (1)
 - ☐ Rarely – I seldom feel bored. (2)
 - ☐ Often – I frequently feel bored. (3)
 - ☐ Always – I am constantly bored. (4)
-

Q53 How often does your use of AI assistants for work affect your sleep quality?

- ☐ Never – My sleep is never affected. (1)
 - ☐ Rarely – My sleep is occasionally affected. (2)
 - ☐ Often – My sleep is frequently affected. (3)
 - ☐ Always – My sleep is always affected. (4)
-

Q54 How satisfied are you with your job when you use AI assistants to complete SD tasks?

- ☐ Very Satisfied – I am extremely pleased with my job. (1)
- ☐ Satisfied – I am generally happy with my job. (2)
- ☐ Dissatisfied – I am unhappy with aspects of my job. (3)
- ☐ Very Dissatisfied – I am very unhappy with my job. (4)

End of Block: Employee Well-Being

Start of Block: Mental Health State & Performative Efficiency

This section focuses on how AI-assisted tools may be impacting your mental health.

Q55 To what extent do you believe AI-assisted tools have impacted your mental health?

- ☐ Significantly worsened (1)
- ☐ Somewhat worsened (2)
- ☐ No change (3)
- ☐ Somewhat improved (4)
- ☐ Significantly improved (5)

Q56 Can you describe any situation where AI-assisted tools had an influence (positive/negative, short-term/long-term) on your mental health?

Q57 How do you feel the use of AI assistants impact your productivity?

- ☐ Increases Significantly – They greatly enhance my productivity. (1)
 - ☐ Increases Moderately – They improve my productivity somewhat. (2)
 - ☐ No Impact – They do not affect my productivity. (3)
 - ☐ Decreases – They reduce my productivity. (4)
-

Q58 How do you feel the use of AI assistants impact your confidence in your work skills?

- ☐ Increases Significantly – Using AI assistants has greatly boosted my confidence. (1)
 - ☐ Increases Moderately – I feel more confident with AI assistants. (2)
 - ☐ No Impact – My confidence hasn't changed since using AI assistants. (3)
 - ☐ Decreases Moderately - I feel less confident since starting to use AI assistants. (4)
 - ☐ Decreases Significantly – My confidence has greatly diminished due to using AI assistants. (5)
-

Q59 Do you find AI-assisted tools help manage the stress related to your job?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Somewhat (3)

Q60 What features do you feel AI-assisted tools have to better support your mental health and well-being?

Q61 What features do you think AI-assisted tools are missing to better support your mental health and well-being?

Q62 What kind of challenges do you face while using AI-assisted tools to complete SD tasks?

Q63 What policies do you think are needed in your workplace to better support effective integration and use of AI-assisted tools?

Q64 Are there any other issues or feelings you would like to talk about regarding the use of AI-assisted tools at work?

End of Block: Mental Health State & Performative Efficiency

Start of Block: Demographics & Background

Q65 Which of the following describes your current job?

- ☐ Developer (full-stack/back-end/front-end/mobile/game or graphics) (1)
 - ☐ Manager (Project manager/Engineering manager/QA, Automation Engineer/Product manager) (2)
 - ☐ QA Specialist (3)
 - ☐ Data Analyst/ Data Scientist/ Data Engineer (4)
 - ☐ Senior Executive (C-Suite, VP, etc.) (5)
 - ☐ Other (6) _____
-

Q66 Which of the following describes your work arrangement?

- ☐ In-person (1)
 - ☐ Virtual/Remote (2)
 - ☐ Hybrid (3)
-

Q67 Including any education, how many years of experience do you have in programming or writing code?

- ☐ less than a year (1)
 - ☐ 1-4 years (2)
 - ☐ 5-9 years (3)
 - ☐ 10-14 years (4)
 - ☐ 15-19 years (5)
 - ☐ 20-24 years (6)
 - ☐ 25-29 years (7)
 - ☐ 30-34 years (8)
 - ☐ 35-39 years (9)
 - ☐ 40-44 years (10)
 - ☐ 45-49 years (11)
 - ☐ 50+ years (12)
-

Q68 Which programming language do you primarily code in or prefer?

☐ Java (1)

☐ Python (2)

☐ C++ (3)

☐ C (4)

☐ SQL (5)

☐ Javascript (6)

☐ HTML/CSS (7)

☐ Typescript (8)

☐ Bash/Shell (9)

☐ C# (10)

☐ Other (11) _____

Q69 What is your age?

- ☐ 18-24 (1)
 - ☐ 25-29 (2)
 - ☐ 30-34 (3)
 - ☐ 35-39 (4)
 - ☐ 40-44 (5)
 - ☐ 45-49 (6)
 - ☐ 50 or above 50 (7)
 - ☐ Prefer not to answer (8)
-

Q70 Which of the following describes your gender?

- ☐ Female (1)
 - ☐ Male (2)
 - ☐ Non-binary, genderqueer, or gender non-conforming (3)
 - ☐ Prefer not to answer (4)
 - ☐ Other (5) _____
-

Q71 Which of the following describe you, if any? Please check all that apply.

- ☐ I am blind / have difficulty seeing (1)
 - ☐ I am deaf / hard of hearing (2)
 - ☐ I am unable to / find it difficult to walk or stand without assistance (3)
 - ☐ I am unable to / find it difficult to type (4)
 - ☐ I have a concentration and/or memory disorder (e.g., ADHD, etc.) (5)
 - ☐ I have an anxiety disorder (6)
 - ☐ I have a mood or emotional disorder (e.g., depression, bipolar disorder, etc.) (7)
 - ☐ I have autism / an autism spectrum disorder (e.g. Asperger's, etc.) (8)
 - ☐ I have learning differences (e.g., Dyslexic, Dyslexia, etc.) (9)
 - ☐ None of the above (10)
 - ☐ Prefer not to answer (11)
 - ☐ Other (12) _____
-

Q72 Which of the following describes your race or ethnicity the most?

- ☐ White (1)
- ☐ European (2)
- ☐ Indian (3)
- ☐ Asian (4)
- ☐ Hispanic or Latino/a (5)
- ☐ Middle Eastern (6)
- ☐ South American (7)
- ☐ North American (8)
- ☐ African (9)
- ☐ South Asian (10)
- ☐ Southeast Asian (11)
- ☐ Multiracial (12)
- ☐ East Asian (13)
- ☐ Black (14)
- ☐ Biracial (15)
- ☐ North African (16)
- ☐ Caribbean (17)
- ☐ Central American (18)
- ☐ Central Asian (19)
- ☐ Ethnoreligious group (20)
- ☐ Indigenous (such as Native American or Indigenous Australian) (21)

- ☐ Pacific Islander (22)
- ☐ None of the above (23)
- ☐ I do not know (24)
- ☐ Prefer not to answer (25)
- ☐ Other (26) _____

End of Block: Demographics & Background

Start of Block: Follow-up Interview

Q73 Are you interested in being contacted for a follow-up interview regarding your response?

- ☐ No (1)
- ☐ Yes (2)



Q74 Please enter your email address if you want to attend a follow-up interview or be considered for compensation.

End of Block: Follow-up Interview
