Table 1: Survey Questions

#	RQ	Question Body	Answer Choices
1	D	What is your gender?	[Male, Female, Non-binary / third gender, Prefer not to say]
2	D	What is your age range?	[18 - 24, 25 - 34, 35 - 44, 45 - 54, 55 - 64, 65+]
3	D	What is your company size range?	[Less than 1,000; 1,000 - 5,000; 5,000 - 10,000; 10,000 - 50,000; 50,000 - 100,000; More than 100,000; I'm not sure]
4	D	What is your role?	[Product manager, Project / Program manager, Software development manager, Other - please specify]
5	D	How long have you been working as a manager?	
6	RQ 1	How much do you or other leadership encourage your team to use AI, if at all?	[None at all, A little, A moderate amount, A lot, A great deal]
7	RQ 1	How has AI impacted the following software metrics? (Number of coding bugs, Test coverage range, Deployment cycle time, Number of support tickets, Product building cost, Number of vulnerabilities and exposures)	[Strongly decrease, Slight decrease, No effect, Slight increase, Strongly increase]
8	RQ 1	What characteristics in developers will be most valued with the rise of AI? (Rank the given items)	[Ability to ask effective questions, Independent thinking, Fast learner, Curiosity, Communication and collaboration]
9	RQ 1	In what areas do you see the software development process evolving with the rise of AI?	
10	RQ 2	Are you involved in your company's hiring process?	[Yes, No]
11*	RQ 2	Have you used any form of AI for filtering the applications you receive for job openings?	[Yes, No]
12*	RQ 2	Have you put any skills of AI as a pre-requisite for the roles you're hiring?	[Yes, No]
13	RQ 2	Has your workload changed with the introduction of AI?	[Strongly decrease, Slight decrease, No effect, Slight increase, Strongly increase]
14	RQ 2	How do you use AI in your own personal work, if at all?	
15	RQ 2	What are your biggest ethical concerns with the widespread adoption of AI in the software development process, if any?	
16	RQ 2	(Optional) Besides ethical concerns, is there anything else you want to add about your attitude toward AI in the future of the software industry?	
17**	RQ 3	How do you think the rise of AI will affect the following aspects of the software development market? (Compensation, Competitiveness, Retention, Number of openings)	[Strongly decrease, Slight decrease, No effect, Slight increase, Strongly increase]
18	RQ 3	How else do you think the introduction of AI will affect the software development market?	

*Questions 11 and 12 only appear when participants select "Yes" for Question 10.
**Question 17 asks participants to provide an individual response for each given aspect.
Questions on rows colored gray are free response.