Appendix E.
EmpathiSEr-P Scale Scoring Key

The EmpathiSEr-P scale assesses the extent to which software practitioners perceive themselves as empathetic towards other software practitioners during software development. It composed of multiple subscales representing different dimensions of empathy:

- Cognitive Empathy: The ability to understand the perspectives and emotions of other practitioners.
- Affective Empathy: The ability to emotionally relate to or feel with the other practitioners.
- Empathic Responses: Behavioural empathy or outward expression of empathy through actions, such as active listening or adapting communication based on needs of other practitioners.

Each item was rated on a 7-point Likert scale:

- 1 - Does not describe me at all
- 2 - Barely describes me
- 3 - Somewhat describes me
- 4 - Moderately describes me
- 5 - Generally describes me
- 6 - Mostly describes me
- 7 - Completely describes me

1	I make an effort to understand the work-related needs and concerns of co-workers, by considering how things look from their perspective.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
2	I find it difficult to remain flexible when co-workers face personal emergencies, especially if it affects scheduled tasks.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
3	I feel uneasy during conflicts, disagreements, or tension among co-workers.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me

4	I tend to give feedback without considering how it might be perceived from my co-workers' perspective.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
5	I try to understand the actions and emotions of co-workers.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
6	During my interactions with co-workers, I am emotionally affected due to their emotional tension, stress, and frustration.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
7	I do not actively consider co-workers' perspectives or work-related needs when developing software solutions.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
8	When co-workers point out issues in my work, I usually focus on defending my choices rather than understanding their perspective.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
9	I take co-workers' perspectives into account when discussing different viewpoints during meetings, such as code reviews or design sessions.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
10	I tend to provide feedback without adjusting my tone or approach based on how it might affect co-workers.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
11	I am emotionally sensitive to the emotional states of co-workers during high-pressure project situations, such as tight deadlines or significant challenges.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
12	When working in a team, I don't always make an effort to ensure everyone feels heard and understood.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
13	I understand the technical and domain-specific challenges co-workers face by considering their context, including their individual strengths and weaknesses.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
14	I tend to make decisions without fully considering all relevant perspectives or all sides of a disagreement.	Does not describe	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me

		me at all						
15	I try to understand the concerns of co-workers about proposed solutions by taking their perspective into account.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
16	When assigning work, I do not consider co-workers' expertise, capacity, or capability.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
17	I pay attention to co-workers' work styles and communication preferences to better understand their perspective.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
18	I don't adjust my communication style based on co-workers' roles or level of technical expertise.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
19	I clarify co-workers' doubts about requirements or domain knowledge by taking their perspective into account.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me
20	I try to understand ethnic and cultural differences that influence the communication and behaviour of co-workers.	Does not describe me at all	Barely describes me	Somewhat describes me	Moderately describes me	Generally describes me	Mostly describes me	Completely describes me

Empathy Sub Scale	Included Item Numbers
Cognitive Empathy	1, 5, 7, 9, 13, 15, 17, 19, 20
Affective Empathy	3, 6, 11
Empathic Responses	2, 4, 8, 10, 12, 14, 16, 18

Scoring Method:

- Scoring was performed by summing all item scores within each subscale and for the total scale.
- Positively worded items are scored directly.

- Items that were negatively worded (i.e., those reflecting a lack of empathy) are reverse scored to ensure that higher scores consistently represented higher empathy.
  - **Negatively worded items:** 2, 4, 7, 8 , 10, 12, 14, 16, 18

A higher total score on the EmpathiSEr-P indicates that the practitioner views themselves as more empathetic in their interactions with other practitioners.