* 1. Please indicate whether or not you consent to participate.

◯ I consent to participate in the study

◯ I do not consent, and hence prefer not to participate

* 2. Do you consent to the potential use of your responses in future research?

◯ Yes

◯ No

Communication Dynamics in Industrial Software Development Teams: A Survey of Incivility

Incivility in workplace

Existing literature generally defined incivility as **"features of discussion that convey an unnecessarily disrespectful tone toward the discussion forum, its participants, or its topics."** It also includes various antisocial behaviors that fit inside the incivility/toxicity umbrella, such as **hate speech**, **trolling**, **flaming**, and **cyberbullying**.

However, our survey of incivility is **limited to team discussions** (i.e., via emails or chat forums) of development-related tasks. In specific, when developers develop new features or solve bugs, then code quality, design methodology, potential future bugs, and so on are reviewed or checked by other experienced developers/project leads (a.k.a reviewers) just to make sure the written code follows all the requirements. In this process, the conversation between developers and reviewers includes questions, clarifications, diverse opinions, new suggestions to update the code, and also incivility.

Therefore, the conversations could be heated and turned into a place of uncivil communicational behavior.

* 3. What is your current country of residence?

[   ]

* 4. How many years of experience do you have in software development?

○ 0-2   ○ 9-11
○ 3-5   ○ 12 or more
○ 6-8

* 5. Does your project team practice code review? (Review one developer's source code by one/more other developers parallel with continuous integration.)

○ Yes
○ No
○ Occasional

* 6. Did you ever experience incivility in your workplace related to development?

◯ Yes

◯ No

* 7. How frequently do you experience incivility in your workplace related to development?

◯ Every day

◯ A few times a week

◯ About once a week

◯ A few times a month

◯ Once a month

◯ I have no experience of incivility

◯ Other (please specify)

[   ]

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* 8. What were the causes of uncivil discussion for your experienced cases? (please check all of them that match your answer and include all of your reasons if not listed)

☐ Issues related to design structures and poor code quality

☐ Excessive code update requests that were not required

☐ Too much development workload

☐ Buggy code and not following instructions

☐ Disrespectful reply when asking development help

☐ I had no experience of incivility

☐ Other (please specify)

[   ]

* 9. How do you feel when you are part of an uncivil discussion? (please check all of them that match your answer and include yours if not listed)

☐ Feeling demotivated that decrease productivity

☐ Increase anger that motivates leaving the project/company

☐ Feeling alone and dishearted

☐ Consider incivility as a regular event and move on

☐ Other (please specify)

[   ]

* 10. As per your previous experience, what are the positive consequences of incivility in a software development discussion forum? (please check all of them that match your answer and include all of your experience if not listed)

☐ Work faster and able to catch deadlines

☐ Get motivation for learning

☐ Understand time management and act accordingly

☐ Good relationship with peers after uncivil discussion

☐ No positive consequences

☐ Other (please specify)

[   ]

* 11. As per your previous experience, what are the negative consequences of incivility in a software development discussion forum? (please check all of them that match your answer and include all of your experience if not listed)

☐ Developers leave the project/company

☐ Developers are not productive as before

☐ Increasing interpersonal conflict among team members that hampers project continuation

☐ Project deadlines are missed that include finanncial losses.

☐ No negative consequences

☐ Other (please specify)

[   ]

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* 12. Does your company have a code of conduct for communication in discussion forums?

○ Yes

○ No

○ I don't know

13. How is the satisfaction level of maintaining the code of conduct in your project/company? (If your answer is yes to the previous question)

Extremely Dissatisfied	Somewhat Dissatisfied	Neutral	Somewhat Satisfied	Extremely Satisfied
○	○	○	○	○

14. Could you please briefly mention the reasons for your choice of the previous question? (Why are you satisfied or dissatisfied or neutral?)

[ ]

* 15. Are there any gender-based differences in incivility in your project/company? If yes, then please briefly describe the differences.

[ ]

* 16. How do you resolve when you are part of an uncivil discussion? (please check all of them that match your answer and include all of your experience if not listed)

☐ Complain your boss and request to resolve

☐ Talk to the peers who are involved in the incivility outside workplace and mitigate the conflict

☐ Stop working and wait for the peers to apology

☐ Continue to work and doing nothing

☐ Other (please specify)

[ ]

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* 17. According to your experience and understanding, how can you promote a civil way of communication between developers in professional settings?

* 18. Suppose there is an automatic support/tool that can detect incivility during conversation and suggest alternative sentences on-the-fly maintaining the same meaning. Do you think that would be helpful to promote civil communication?

○ Strongly agree

○ Agree

○ Neither agree nor disagree

○ Disagree

○ Strongly disagree

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19. What is one question you expected to be asked but was not included in this survey?