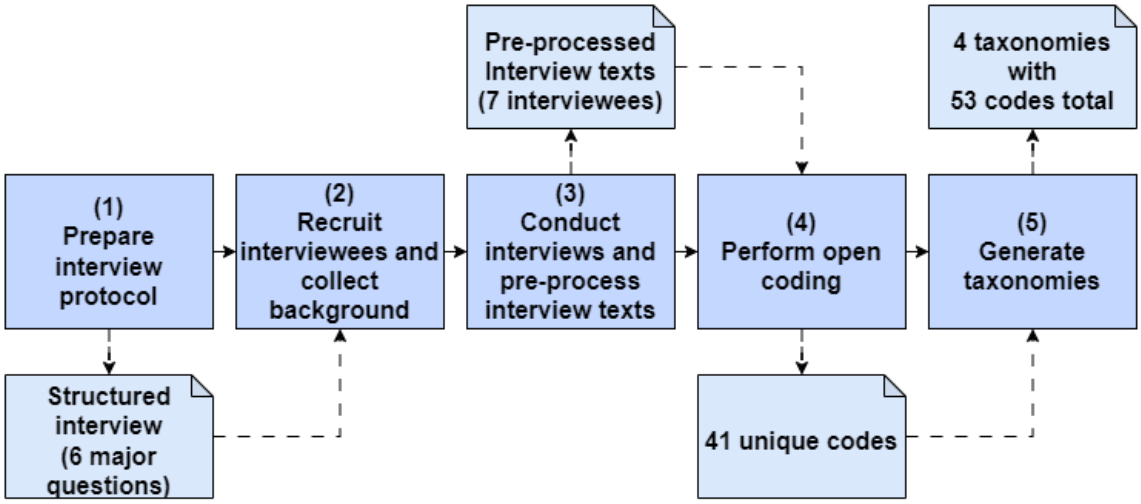
Figure 1: Study Steps



Step 1: Prepare interview protocol – The two first paper authors paired to carefully design (and review) the interview protocol based on strict guidelines [24]. In two meetings, we decided which questions would compose the protocol, as well as the sequence of questions. We defined two background questions whose content could not be extracted from the LinkedIn profiles of the interviewees. We also defined four core interview questions with their respective follow-up questions based on possible answers. The follow-up questions aimed to clarify the interview scope and further elaborate the interviewees' answers.

Step 2: Recruit interviewees and collect background – We relied on our contact lists to invite developers who matched the target interviewee profile described in Section 3.1. We approached each candidate interviewee individually by text using Telegram. We provided them with an overview about our preliminary interview study, asked if they agree to anonymously participate and have their profile anonymously extracted from LinkedIn. Seven developers agreed to participate. We are aware of the small sample size and the implications to our findings, so this will be increased in a future work, as the current presents preliminary results.

Step 3: Conduct interviews and pre-process interview texts - We asked each interviewee for a suitable time to answer our interview questions without any interruptions or distractions. The interviews took place in Telegram chat and the produced interview texts were recorded for analysis. Due to the asynchronous nature of the interviews, some of them had interruptions, which did not affect the progress of the interviews. Each interview lasted around 26 minutes on average, considering only the interviews that had no interruptions. After concluding the interviews, we annotated the interview texts so we know what text refers to each interview question. We also discarded any text unrelated to the study scope, thereby avoiding noise in the data.

Step 4: Perform open coding – We tabulated the pre-processed interview texts in the form of a spreadsheet to facilitate the data analysis. The spreadsheet had six different tabs, each referring to the answers provided by interviewees to an specific

interview question. The interview protocol had six questions: two background questions and four core questions. Since all seven interviewees answered all six questions, 42 answers were tabulated. We performed the thematic synthesis on the answers to the four core interview questions in order to extract codes (open coding). The first two paper authors paired in three meetings for this purpose. We relied on strict guidelines [5] to extract 41 unique codes, which reflect themes cited by interviewees that help answering our RQs.

Step 5: Generate taxonomies – The first two paper authors paired in two meetings to sort the codes (axial coding) and build taxonomies that answer each RQ. We created some abstract themes in order to group correlated codes and visually represented the relationships among codes and themes in a tree-like structure. We annotated each taxonomy with the frequency of each code in terms of how many times this code appeared in the interview texts. The frequency of each theme was computed and annotated based on the sum of the frequencies of its children in the tree-like structure.