


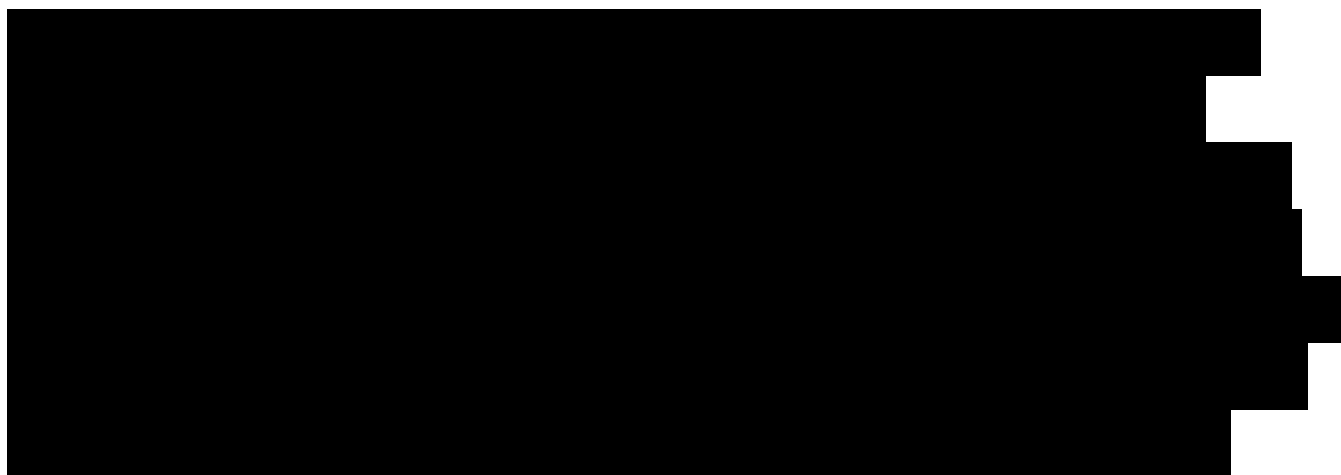
Consent

Please verify that
you're not a bot!

☐ I'm not a robot


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Online Consent Information



Purpose

The purpose of the research is to understand the experiences of programmers with and without ADHD on the job.

Procedures

This survey will ask a variety of questions on your possible experiences with challenges, strengths, strategies, mental health, and neurodivergence at a software job. This survey will take an estimated 15–20 minutes to complete.

Participant Requirements

Participation in this study is limited to individuals age 18 and older who are employed in a professional role that heavily requires the development of software.

Risks

The risks and discomfort associated with participation in this study are no greater than those ordinarily encountered in daily life or during other online activities. You may experience boredom or fatigue during the course of taking this survey. There is also the risk of a breach of confidentiality.

Benefits

There may be no personal benefit from your participation in the study but the knowledge received may be of value to humanity. Findings from this study could help influence company policy or structure and what accommodations are available for employees with ADHD at tech companies. Findings from this study could also put the needs of programmers with ADHD into context with the needs of other neurodivergent and neurotypical programmers.

Compensation & Costs

There is the option of filling out a form at the end of the survey that will enter your name into a drawing for one of two gift cards in the form of a Visa or Mastercard gift card. This gift card will be \$120, if the person drawn is located in the US. If the person drawn is located outside of the US, the gift card will be in the standard currency of the person's country of origin and in a value equivalent to the US gift card according to the country's minimum hourly wage, and capped due to local laws. There will be no cost to you if you participate in this study.

Consent with respect to EU and UK Personal Information

Data Controller:

Contact Information:

We wish to inform you about the manner in which we collect, use, disclose, retain and transfer Personal Information in connection with the survey and obtain your consent as set forth below.

Personal Information

By "Personal Information" we mean information related to you, including your name, address, e-mail address, approximate location generated from your IP address, and any other information related to you that we acquire in connection with this survey.

Collection of Personal Information

We may obtain information directly from you, from your responses to assessments and questionnaires, and from the observations and conclusions of our researchers and personnel. This information will be processed by the Data Controller directly or through its affiliates or third-party service providers.

Use of Personal Information

We process personal information to enable us to compensate respondents who wish to be entered into the optional drawing afterward and to remove responses which may be duplicitous. This may include disclosure of Personal Information to third-parties engaged in the research study. We may also disclose Personal Information to third parties who provide services to us, such as providers of assessment services, website hosting, software development, data analysis, and other administrative, back-up, and security services. We may also use your Personal Information to develop and refine our research methodology. We will not use Personal Information for any purpose incompatible with this Consent, unless required or authorized by applicable law, authorized by you, or in your own vital interest (such as in the case of a medical emergency).

You may have the right to access and delete Personal Information, and request that we correct inaccurate Personal

Information by contacting us and demonstrating its inaccuracy or incompleteness to our satisfaction. If you would like to exercise any rights including your right to withdrawal consent for continued processing or have any other inquiries with respect to your Personal Information, please contact the Data Controller at the address set forth above. If you are not satisfied with our answer or how we manage your personal data, you may also have the right to make a complaint to a data protection regulator. If you reside within the EU, a list of National Data Protection Authorities can be found here: http://ec.europa.eu/justice/data-protection/bodies/authorities/index_en.htm

Storage and Transfer of Personal Information

We retain Personal Information electronically or in tangible form. We may transfer Personal Information to offices of our affiliates or other locations where our employees, researchers, consultants, or service providers are located. This may include countries outside your country of residence; the laws of such countries may provide differing levels of data protection than the country where you reside. In addition, your information may be stored outside of your country of residence and may be maintained in locations in the United States of America.

Future Use of Information

In the future, once we have removed all identifiable information from your data, we may use the data for our future research studies, or we may distribute the data to other

researchers for their research studies. We would do this without getting additional informed consent from you (or your legally authorized representative). Sharing of data with other researchers will only be done in such a manner that you will not be identified.

We may remove your response to either this survey or the drawing in the data cleaning phase. Cases in which we might do this include drawing entries which were not made after taking the original survey, unreasonably fast survey completion times, or duplicate responses from one person.

Protecting Personal Information

We will take commercially reasonable technical, organizational, and legal measures to secure Personal Information. We require all third-party service providers who process Personal Information for us to use appropriate measures to protect the confidentiality and security of that information in order to comply with the purposes described in this Consent.

Data Integrity

We will take commercially reasonable measures to ensure that Personal Information we process is reliable for its intended use, accurate and complete as necessary to carry out the purposes described in this Consent.

Privacy Practices

For more information on our Privacy Practices and your rights please review our Privacy Notice available at [REDACTED]

Confidentiality

If you choose to fill out the compensation raffle form at the end of the survey (see Compensation section), your name and email address will not be associated with your survey responses.

We will temporarily capture your estimated location to prevent participants from submitting more than one response. Your estimated location will be deleted and no longer associated with your survey responses at a maximum of two months after your submission.

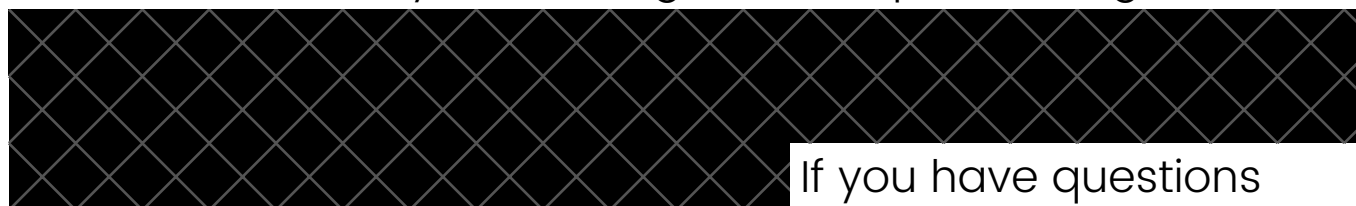
The study will collect your research data through your use of Qualtrics, Google Drive, and GitHub. These companies are not owned by [REDACTED]. The companies will have access to the research data that you produce and any identifiable information that you share with them while using their product. Please note that [REDACTED] does not control the Terms and Conditions of the companies or how they will use or protect any information that they collect.

Payment Confidentiality: Payment methods, especially those facilitated by third-party vendors (such as Visa, Mastercard, Prolific, Venmo, Amazon, PayPal, Zelle), may require that the

researchers and/or the vendor collect and use personal information (such as your first and last name, email addresses, phone numbers, banking information) provided by you in order for your payment to be processed. As with any payment transaction, there is the risk of a breach of confidentiality from the third-party vendor. All personal information collected by the researcher will be held as strictly confidential and stored in a password-protected digital file, or in a locked file cabinet, until payments are processed and reconciled. This information will be destroyed at the earliest acceptable time. Personal information held by the third-party vendor will be held according to their terms of use policy.

Right to Ask Questions & Contact Information

If you have any questions about this study, you should feel free to ask them by contacting the Principal Investigator now:



If you have questions later, desire additional information, or wish to withdraw your participation please contact the Principal Investigator by mail or e-mail in accordance with the contact information listed above.

If you have questions pertaining to your rights as a research participant; or to report concerns to this study, you should contact the





Voluntary Participation

Your participation in this research is voluntary. You may discontinue participation at any time during the research activity. You may print a copy of this consent form for your records.

I have read and understand the information above.

☐ Yes

☐ No

I am age 18 or older.

☐ Yes

☐ No

I want to participate in this research and continue with the survey.

☐ Yes

☐ No

Please generate a unique identifier using the button below. Please write this identifier down or copy it somewhere so you can contact the PI to delete your responses if you wish to later.

[Click here to generate a unique identifier](#)

Generated GUID:

Demographics

Thanks for the interest in our survey! We'll now ask you some questions about your **demographics and neurodivergence status** so we can contextualize your responses.

How old are you?

Have you worked or are you currently working at a job that heavily requires the development of software? (This may include tasks like debugging, code review, design, refactoring, etc.)

- ☐ Yes
- ☐ No

Do you have any of the following neurodivergent conditions?
Please include both diagnosed conditions and conditions you suspect, but have not been diagnosed with. Select all that apply.

- ☐ ADHD (Inattentive)
- ☐ ADHD (Hyperactive)
- ☐ ADHD (Combined)
- ☐ Autism
- ☐ Dyslexia
- ☐ Dyspraxia
- ☐ Dyscalculia
- ☐ Tourette's Syndrome
- ☐ Other:
- ☐ I am neurotypical and do not have any of the above conditions

Diagnosis type

What is your diagnosis status for ADHD? We are not asking to validate your status as having this condition, only to gain a better understanding of your experience.

- ☐ I self-identify as having ADHD
- ☐ I am professionally diagnosed with ADHD
- ☐ I am in the diagnosis process (looking for a doctor, undergoing screenings, etc.)
- ☐ I suspect that I may have ADHD

More demographics

Did you realize that you had ADHD in childhood, or as an adult?

- ☐ In childhood (17 or younger)
- ☐ As an adult (18 or older)

What was the primary reason that led you to discover that you had ADHD?

- ☐ Challenges in personal life
- ☐ Challenges at a non-software job
- ☐ A family member was diagnosed
- ☐ Challenges at a software job
- ☐ Advice from friends or family
- ☐ Other:

How many years of experience do you have working in software workplaces?

What is your current or most recent previous job title?

Since you selected "Other," please write your current or most recent previous job title below.

What size is your company?

- ☐ Very small (Less than 10 people)
- ☐ Small (10-50 people)
- ☐ Midsize (50-250 people)
- ☐ Large (More than 250 people)

Which category best describes your race or ethnic group(s)?
Multiple can be selected.

- ☐ Native American or Alaska Native
- ☐ Asian, Pacific Islander, or Native Hawaiian
- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ White / Caucasian
- ☐ WANA (West Asian, North African)
- ☐ Other:

Which gender do you identify with?

☐ Man

☐ Woman

☐ Nonbinary

☐ Agender

☐ Other:

In which country do you currently reside?

If you selected "Other" for the question above, please write in your country here.

Work challenges

Now, we'll ask some questions about software-specific experiences or **challenges** you may have at your workplace, or most recent workplace. In the following questions, we define '**struggling**' as **striving to complete a software task**

in the face of difficulty or resistance. These questions are also focused around work you have to do for your software job.

What is your work-from-home status?

- ☐ Hybrid: I work from home some days out of the week, and in person others
- ☐ Work from home: I work from home the majority of the time
- ☐ In person: I work in person the majority of the time

How often do you find yourself struggling with **getting distracted**, or finding it difficult to focus, during the following software tasks?

	N/A: I don't do this task	Never	Sometimes	About half the time	Most of the time	Always
Code review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Debugging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reading documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Brainstorming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you find yourself struggling with getting **lost in the small details** of the following software tasks?

	» N/A: I don't do this task	» Never	» Sometimes	» About half the time	» Most of the time	» Always
» Code review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Debugging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Reading documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Brainstorming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Writing documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you find yourself struggling with **starting or continuing** the following software tasks because they feel too big or complex to break down?

	» N/A: I don't do this task	» Never	» Sometimes	» About half the time	» Most of the time	» Always
Prototyping	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Code review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Debugging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Reading documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Brainstorming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Writing documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you struggle with **time management** (e.g., making deadlines, keeping track of time) during the following software tasks?

	» N/A: I don't do this task	» Never	» Sometimes	» About half the time	» Most of the time	» Always
» Code review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Debugging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Reading documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Brainstorming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Writing documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you struggle with **memory** (e.g., forgetting aspects of the problem you were working on, forgetting things people have said to you) during the following software tasks?

	» N/A: I don't do this task	» Never	» Sometimes	» About half the time	» Most of the time	» Always
» Code review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Debugging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Reading documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Brainstorming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Writing documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you struggle with **context switching**, or changing your focus to a new task that's unrelated to the one you were doing previously?

Never	Sometimes	About half the time	Most of the time	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you struggle to **communicate** with coworkers (e.g., misunderstand what someone meant for you to do, struggle with verbal vs. written methods of communication) at your workplace?

Never

☐

Sometimes

☐About half the
time☐

Most of the time

☐

Always

☐

What development environment(s) do you do most of your work in? (i.e., IDE, text editor) Please separate them using commas.

How easy do you find your typical development environment of choice to use?

Extremely difficult

☐Somewhat
difficult☐Neither easy nor
difficult☐

Somewhat easy

☐

Extremely easy

☐

What types of interviews for software jobs do you prefer to take as an applicant? Please select all that you would approve of, if given the choice.

- ☐ Behavioral interview (either in-person or virtually)
- ☐ Unproctored technical assessment (i.e., timed, with no one watching)
- ☐ Untimed take-home project or assessment
- ☐ Proctored technical assessment (i.e., timed, while someone watches)
- ☐ Other:

Do you have a daily standup?

- ☐ Yes
- ☐ No

How much do you think your daily standup helps or hinders the following attributes?

	Hinders a lot	Somewhat hinders	Neither helps nor hinders	Somewhat helps	Helps a lot
Work productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you ever pair programmed before?

- ☐ Yes
- ☐ No

How much do you think pair programming helps or hinders the following attributes?

	Hinders a lot	Somewhat hinders	Neither helps nor hinders	Somewhat helps	Helps a lot
Work productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you struggle with waiting for a program to compile or run?

Never

☐

Sometimes

☐About half the
time☐

Most of the time

☐

Always

☐

How easy do you find your company's method of version control (e.g., GitHub) to use with other programmers?

Extremely difficult

☐Somewhat
difficult☐Neither easy nor
difficult☐

Somewhat easy

☐

Extremely easy

☐

Work strengths

Now, we'll ask you about some experiences or **strengths** you have at your software job or most recent software job.

Please rate the following software tasks according to how skilled or competent you perceive you are at them.

	No level of competence / novice	Low level of competence	Average level of competence	Moderately high level of competence	High level of competence / expert
» Code review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Debugging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Reading documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Brainstorming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Writing documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How motivated are you to complete novel or challenging programming tasks?

Extremely unmotivated	Somewhat unmotivated	Neither motivated nor unmotivated	Somewhat motivated	Extremely motivated
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How motivated are you to complete rote or simple programming tasks?

»	»	»	»	»
Extremely unmotivated	Somewhat unmotivated	Neither motivated nor unmotivated	Somewhat motivated	Extremely motivated
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How **creative** do you perceive you are when completing programming tasks? We define creativity here as the ability to come up with novel ideas or solutions to problems with "out of the box" thinking.

Extremely uncreative	Somewhat uncreative	Neither creative nor uncreative	Somewhat creative	Extremely creative
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you find yourself **"in the zone"** or **hyperfocusing** when completing software tasks?

Never	Sometimes	About half the time	Most of the time	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Which work environment do you work best in?

- ☐ Remote: working entirely out-of-office
- ☐ Hybrid: partially working out-of-office, and some in-office
- ☐ In-person: working entirely in-office

What specific software job environments, roles, or tasks do you excel at or enjoy the most? Why do you think so?

Work strategies

We'll now ask you questions relating to **strategies or resources** you use at your software job for **productivity, work quality, or wellbeing**.

Have you used any of the following strategies or resources to help you complete software tasks or improve wellbeing at your job? Select all that apply.

- | | |
|---|--|
| <input type="checkbox"/> Breaking up a task into smaller steps | <input type="checkbox"/> Task visualization or diagramming |
| <input type="checkbox"/> Wellness strategies like meditation, diet, better sleep, exercise, etc. | <input type="checkbox"/> Changing my work or virtual environment to focus (e.g., using a simpler IDE, working from home, moving to a quieter space, etc.) |
| <input type="checkbox"/> Adding stimuli for focus (e.g., using stim objects, listening to music that gets me "in the zone," doodling, etc.) | <input type="checkbox"/> Creating regular work routines and deadlines during my week |
| <input type="checkbox"/> Using timers or the pomodoro method | <input type="checkbox"/> Recording meetings or taking notes during meetings |
| <input type="checkbox"/> Mindset changes, mental strategies, or self-help | <input type="checkbox"/> Blocking distractions in your work or virtual environment to focus (e.g., wearing noise-canceling headphones, turning off or filtering notifications/PRs, etc.) |
| <input type="checkbox"/> Following rituals or outlined procedures to complete tasks | <input type="checkbox"/> Using a reward system |
| <input type="checkbox"/> Prescribed medication | <input type="checkbox"/> Taking frequent breaks |
| <input type="checkbox"/> Working alongside others or "body doubling" | <input type="checkbox"/> Deliberately choosing a job that supports my work style or needs |
| <input type="checkbox"/> Professional help (e.g., therapy or job coaching) | <input type="checkbox"/> Frequent communication with others to reduce confusion around tasks |

For any of the strategies you chose above, did you build your own tool to aid with it? For example, you might write a script that regularly takes screenshots of your computer to more accurately fill out time tracking sheets.

☐ Yes

☐ No

Can you describe in detail one of the tools you built to aid with some aspect of your work or wellbeing at work?

For a selection of the strategies you chose before, please rate how effective they are for you.

	Not effective at all	Slightly effective	Moderately effective	Very effective	Extremely effective
» Mindset changes, mental strategies, or self-help	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Following rituals or outlined procedures to complete tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Task visualization or diagramming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Blocking distractions in your work or virtual environment to focus (e.g., wearing noise-canceling headphones, turning off or filtering notifications/PRs, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Recording meetings or taking notes during meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Disclosure (NT)

We'll now ask you some questions about situations in which coworkers may or may not have **disclosed a neurodivergent condition to you**, and how that experience may have gone.

Has someone at work ever disclosed to you that they are neurodivergent? (i.e., that they have ADHD, ASD, Tourette's syndrome, dyspraxia, dyscalculia, etc.) Select all that apply.

- ☐ Yes, a coworker
- ☐ Yes, a boss/supervisor
- ☐ Yes, an employee (or person who reports to me)
- ☐ Yes, someone else at work
- ☐ No

How would you describe the outcomes or interaction(s) of being disclosed to at work?

- ☐ Positive
- ☐ Mixed (both positive and negative)
- ☐ Negative
- ☐ Neutral

What were some of the positive outcomes of being disclosed to at work? Select all that apply.

- ☐ The disclosee received accommodations
- ☐ Others perceived you well for how you handled the disclosure
- ☐ Had positive interactions or a good conversation with the disclosee
- ☐ Gave the disclosee advice on work/coping strategies to use on the job
- ☐ Worked with the disclosee to find solutions that fit their needs
- ☐ Gave the disclosee advice on accommodations
- ☐ Understood the disclosee more and felt you would be able to help them more in the future
- ☐ Other:

What were some of the negative outcomes of being disclosed to at work? Select all that apply.

- ☐ Others perceived you poorly for how you handled the disclosure
- ☐ Weren't able to understand the disclosee or how to help them
- ☐ The disclosee experienced job insecurity or loss (e.g., being put on a PIP, being fired, etc.)
- ☐ Stigma or discrimination against the disclosee from others in the workplace
- ☐ Had negative interactions or a bad conversation with the disclosee
- ☐ Other:

Disclosure (ND)

We'll now ask you some questions about situations where you **did or did not disclose your status as neurodivergent.**

Have you ever disclosed to anyone at your job that you are neurodivergent? Select all that apply.

- ☐ No
- ☐ Yes, to a coworker
- ☐ Yes, to a boss/supervisor
- ☐ Yes, to someone else

Why did you disclose to your boss/supervisor? Multiple reasons can be selected.

- ☐ To learn coping strategies to use at work (e.g., using a simpler IDE, wearing headphones, etc.)
- ☐ To seek accommodations
- ☐ Other:
- ☐ Solidarity with your boss/supervisor
- ☐ To gain empathy/understanding
- ☐ Transparency
- ☐ Personal values about antidiscrimination and openness

Why did you disclose to a coworker? Multiple reasons can be selected.

- ☐ Solidarity with your coworker
- ☐ To learn coping strategies to use at work (e.g., using a simpler IDE, wearing headphones, etc.)
- ☐ To gain empathy/understanding
- ☐ Personal values about antidiscrimination and openness
- ☐ Transparency
- ☐ To seek information about accommodations
- ☐ Other:

How would you describe the outcomes of disclosing to your coworker?

- ☐ Positive
- ☐ Mixed (both positive and negative outcomes)
- ☐ Negative
- ☐ Neutral

How would you describe the outcomes of disclosing to your boss/supervisor?

- ☐ Positive
- ☐ Mixed (both positive and negative outcomes)
- ☐ Negative
- ☐ Neutral

What were some of the positive outcomes of disclosing to your boss/supervisor?

- ☐ Had positive interactions or a good conversation with your boss/supervisor
- ☐ Received accommodations
- ☐ Other:
- ☐ Employer worked with you to find solutions that fit your needs
- ☐ Learned coping strategies to use at work (e.g., using a simpler IDE, wearing headphones, etc.)
- ☐ Employer adjusted expectations of you to fit your capabilities

What were some of the negative outcomes of disclosing to your boss/supervisor? Multiple can be selected.

- ☐ Employer told others you were neurodivergent without your consent
- ☐ Withheld accommodations or low support
- ☐ Stigma or discrimination from your employer
- ☐ Job insecurity or loss (e.g., being put on a PIP, being fired, etc.)
- ☐ Other:
- ☐ Stigma or discrimination from others in the workplace

What were some of the positive outcomes of disclosing to a coworker? Multiple can be selected.

- ☐ Had positive interactions or a good conversation with your coworker
- ☐ Coworker adjusted expectations of you to fit your capabilities
- ☐ Learned coping strategies to use at work (e.g., using a simpler IDE, wearing headphones, etc.)
- ☐ Learned more about accommodations at your company
- ☐ Coworker worked with you to find solutions that fit your needs
- ☐ Other:

What were some of the negative outcomes of disclosing to a coworker? Multiple can be selected.

- ☐ Coworker told others that you were neurodivergent without your consent
- ☐ Stigma or discrimination from your coworker
- ☐ Stigma or discrimination from others
- ☐ Had negative interactions or a poor conversation with your coworker
- ☐ Other:

Why haven't you disclosed your neurodivergence to anyone at work? Multiple reasons can be selected.

- ☐ The potential for information about your status being shared with others
- ☐ Don't see a benefit to disclosing
- ☐ Other:
- ☐ The potential for stigma or discrimination against you
- ☐ Company has low support for neurodivergent people
- ☐ Company has an unwelcoming or hostile attitude toward minority groups

Accommodations

We will now ask some questions about **accommodations** at your software job, or most recent software job. For the purposes of this survey, we define an accommodation as **any adaptation that needs approval from someone higher up in your organization** (e.g., getting approval from your supervisor to work from home due to some need). This does not necessarily need to be a formal process, and you do not have to have disclosed any diagnoses to get an accommodation as we define it.

Do you know if it is possible to receive accommodations **for neurodivergence** at your job?

- ☐ Yes, I know it is possible
- ☐ I think it is possible
- ☐ I'm not sure
- ☐ I don't think it is possible
- ☐ No, I know it is not possible

Have you wanted or asked for any of the following accommodations at your job? Select all that apply.

- ☐ Extra or modified training for a task
- ☐ Assistive technology, such as speech-to-text or noise-canceling headphones
- ☐ Adjusted work hours or schedule
- ☐ Adjusted working space
- ☐ Being given different job tasks
- ☐ Different mode of communication
- ☐ Help from some personnel, such as a job coach or a note-taker for meetings
- ☐ Relaxed deadlines
- ☐ Additional notes or materials, such as scripts for phone calls, written instructions for tasks, or recorded meetings
- ☐ Other:
- ☐ I have never asked for nor wanted accommodations at my job

Have you received any of the following accommodations at your job? Select all that apply.

- ☐ » Relaxed deadlines
- ☐ » Different mode of communication
- ☐ » Adjusted working space
- ☐ » Adjusted work hours or schedule
- ☐ »
Assistive technology, such as speech-to-text or noise-canceling headphones
- ☐ » Extra or modified training for a task
- ☐ »
Help from some personnel, such as a job coach or a note-taker for meetings
- ☐ »
Additional notes or materials, such as scripts for phone calls, written instructions for tasks, or recorded meetings
- ☐ » Being given different job tasks
- ☐ » Other:
- ☐ I have never received accommodations at my job

Did you disclose your status as neurodivergent to receive accommodations at your job?

- ☐ Yes, I provided documentation
- ☐ Yes, I told someone at my job
- ☐ No

How difficult do you perceive it is to receive accommodations for neurodivergence at your workplace?

Extremely difficult Somewhat difficult Neither easy nor difficult Somewhat easy Extremely easy

☐ ☐ ☐ ☐ ☐

Who came up with the idea for your accommodation? You can select multiple people if it was a joint effort.

- ☐ An external resource, such as a book or someone on the internet
- ☐ Boss
- ☐ Coworker
- ☐ A professional (e.g., job coach, therapist, etc.)
- ☐ Me
- ☐ Friend or family
- ☐ Other:

In general, do coworkers react positively or negatively to you receiving and using accommodations?

Extremely negatively Somewhat negatively Neither positively nor negatively Somewhat positively Extremely positively

☐ ☐ ☐ ☐ ☐

Mental health and job satisfaction

Now, we'll ask you a few questions related to **mental health and job satisfaction**.

Do you have any other mental health or sleep conditions?
Please write any others you may have (e.g., OCD, depression, insomnia, etc.) in the box below, separated by commas.

How frequently do you perceive you experience stigma related to your neurodivergence at work?

Never

Rarely

Sometimes

Often

Every day

How satisfied or dissatisfied are you with your current software job and workplace?

Very dissatisfied

Somewhat
dissatisfiedNeither satisfied
nor dissatisfiedSomewhat
satisfied

Very satisfied

Please indicate how strongly you agree or disagree with the following statements.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I am in good physical and emotional condition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I manage well to fulfill my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, I am confident.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I am actually well equipped to deal with life and its difficulties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All in all, I am satisfied with my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am often carefree and in good spirits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am a calm, balanced human being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Much of what I do brings me joy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Qual followups and end

You've almost made it to the end of the survey! Thank you for taking the time out of your day to fill it out. **We have a couple more general questions** about any experiences we did not ask about. Please feel free to answer them in any amount of detail you would like.

Do you have any more comments about your experience working at a software company in terms of accessibility for neurodivergent people?

Are there some things you wish you could change about your job?