Software Engineers Engagement and Job Satisfaction: A Survey with Practitioners Working Remotely in a Public Organization - **Supplementary material**

SURVEY INSTRUMENT - WORK ENGAGEMENT AND JOB SATISFACTION

INDIVIDUAL SATISFACTION (How do you feel about your work?)	Q1 In my job,I feel bursting with energy.
	Q2 I am enthusiastic about my work.
	Q3 When I get up in the morning, I feel like going to work.
	Q4 I am proud of my work.
	Q5 I am immersed in my work.
	Q6 The "time flies" when I am working.
PSYCHOLOGICAL SAFETY	Q7 I notice that team members feel they can fail or speak out without feeling inhibited or pressured.
TEAM EFFECTIVENESS (On team effectiveness)	Q8 When team members say they will do something, they do it.
	Q9 When problems or delays occur, team members proactively communicate with each other and commit to the solution.
	Q10 I notice that team members know what the team's goals are. Q11 I notice that team members feel they have autonomy in the projects they participate in.
	Q12 Work is matched with team members based on their knowledge, skills and interests.
	Q13 I see my work as part of a change for the better or a greater purpose.
PERFORMANCE (On team effectiveness)	Q14 I am satisfied with the overall performance of the team.

ALLOCATION	Q15 I identify balancing situations in the team in the allocation of activities, that is, without overload x idleness of team members.

CAREER DEVELOPMENT	Q16 I receive significant feedback from my leader and other teammates.
	Q17 I talk about career development with my manager.
	Q18 I am recognized by my manager for the actions and work I do.
RECOMMENDATION	Q19 How highly would you recommend your team (your division) to a friend to work on it?
MAGIC WAND	Q20 If you had a magic wand, what would you do to im prove your work environment?