

Pandemic Programming

Thank you for participating in our study on the effects of the COVID-19 pandemic on software development. The purpose of this study is to understand how working from home during this crisis is affecting your wellbeing and productivity.

This questionnaire is (or will soon be) available in عربي (Arabic), 國語 (Chinese), English, Italiano, 日本語 (Japanese), 한국어 (Korean), فارسی (Persian), Português, Русский (Russian), Español, and Türkçe. You can select a different language here: <https://paulralph.name/2020/03/27/pandemic-programming-questionnaire/>

You should only take this survey if you are a software professional who began working from home because of the COVID-19 pandemic.

The survey will take about 20 minutes. There is no payment or prize for participating, but if we receive at least 130 responses, we will donate 500 USD to an open source project chosen by respondents.

Please be patient with the questions. This situation is complicated so we need a lot of information. Some questions come from instruments used by the World Health Organization and hospitals. If they don't quite fit your experience in software development, please just answer them as best you can. Please answer as many questions as possible. If you don't want to answer a question, you can skip it and move on to the next one.

Thanks again for your help!

* Required

1. You should only complete this survey if you meet all of the conditions below. (Participants from all countries and organizations are welcome.) *

Check all that apply.

- ☐ I have read the consent form: <https://paulralph.name/wp-content/uploads/2020/03/Pandemic-Programming-Consent-Form.pdf>
- ☐ I agree to participate
- ☐ I am a software professional (programmer, designer, software project manager, etc.)

Where you are Working

(you can't skip this question)

2. Please choose the option that best describes you. *

Mark only one oval.

- ☐ Before the pandemic, I was working at the office. Now I am working from home.
- ☐ I've been working at the office the whole time.
- ☐ I've been working remotely the whole time.
- ☐ Before the pandemic I was working remotely. Now I'm working at the office.

COVID-19 Status

3. Please select all that apply.

Check all that apply.

- ☐ I have tested positive for COVID-19
- ☐ Someone else in my home has tested positive for COVID-19
- ☐ A member of my family has tested positive for COVID-19
- ☐ A close friend of mine has tested positive for COVID-19
- ☐ I am currently or was recently quarantined (ordered not to leave home for any reason)
- ☐ None of the above

4. Choose the option that best describes you.

Mark only one oval.

- ☐ I am not leaving home at all, for any reason.
- ☐ I am leaving home only for essential tasks (e.g. groceries, medical care, exercise)
- ☐ I am leaving home regularly for work or pleasure. I am keeping my distance from others.
- ☐ I am leaving home regularly. I am NOT keeping my distance from others.

Resiliency

Please react to the following statements.

5. Are you fearful that...

Mark only one oval per row.

	Yes	Maybe/Unsure	No
...you are infected with COVID-19	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...you will die from COVID-19	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...a close family member will die from COVID-19	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Right now do you feel...

Mark only one oval per row.

	Yes	Maybe/Unsure	No
...fearful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...helpless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...horrified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Please answer the following questions.

Mark only one oval per row.

	Yes	Maybe/Unsure	No
Are you fearful that you will run out of money if you cannot work for the next 2-3 months?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you usually recover quickly after an illness?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you have any friends you can contact by phone/email/etc. so that you do not feel alone?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. How many different prescription medications are you on?

Disaster Preparedness and Ergonomics

9. Please react to the following statements.

Mark only one oval per row.

	Agree completely	Agree quite a bit	Agree somewhat	Agree a little bit	Do not agree at all	Don't know / no opinion
I discuss with others the information I get on the COVID-19 pandemic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have an emergency supply kit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a plan if I get symptoms of COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am complying with government recommendations regarding the COVID-19 pandemic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know people who will help me if I have to self-isolate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Please indicate the extent to which you agree with each of the following questions about your workspace at home.

Mark only one oval per row.

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
My home working environment is free of distractions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The noise level of my home workspace is acceptable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The temperature of my home workspace environment is acceptable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The lighting in my home workspace is acceptable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My chair is comfortable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My home workspace has good ergonomics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Organizational Support

11. Below is a series of statements about how your organization might support you while you are working from home. For each item, first, if your company is doing it, please check the "true" box; if not, leave it blank. (Please also select "true" if your organization doesn't have to reassure you of something because it is obvious.) Second, if you think it is helping or would help, check the "helpful" box; if not leave it blank.

Check all that apply.

	Statement is true	Is or would be helpful
I can (or could) take equipment (e.g. monitors) home from my workplace	<input type="checkbox"/>	<input type="checkbox"/>
My organization will buy new equipment we need to work from home	<input type="checkbox"/>	<input type="checkbox"/>
My organization will pay for software we need to work from home	<input type="checkbox"/>	<input type="checkbox"/>
My organization will pay for some or all of my internet charges	<input type="checkbox"/>	<input type="checkbox"/>
My organization has reassured me that I will keep my job	<input type="checkbox"/>	<input type="checkbox"/>
My organization has reassured me that I will continue to be paid	<input type="checkbox"/>	<input type="checkbox"/>
My organization has reassured me that I can take time off if I'm sick or need to care for dependents	<input type="checkbox"/>	<input type="checkbox"/>
My organization has reassured me that they understand if my work performance suffers	<input type="checkbox"/>	<input type="checkbox"/>
My team is continuing to have regular meetings (e.g. via video chat)	<input type="checkbox"/>	<input type="checkbox"/>
My team is avoiding synchronous communication (e.g. video chat)	<input type="checkbox"/>	<input type="checkbox"/>
My organization is encouraging staff to touch base regularly with each other	<input type="checkbox"/>	<input type="checkbox"/>
My team is having virtual social events (e.g. via video chat)	<input type="checkbox"/>	<input type="checkbox"/>
For most of the day, I work with an open video or audio call to some or all of my team.	<input type="checkbox"/>	<input type="checkbox"/>

My organization is sending food to staff working from home	<input type="checkbox"/>	<input type="checkbox"/>
My organization is providing activities to occupy staff member's children	<input type="checkbox"/>	<input type="checkbox"/>
My organization is providing at-home exercise programs	<input type="checkbox"/>	<input type="checkbox"/>
My organization is encouraging staff to use this time for professional training	<input type="checkbox"/>	<input type="checkbox"/>
My team has good work-from-home infrastructure (e.g. source control, VPN, remote desktop, file sharing)	<input type="checkbox"/>	<input type="checkbox"/>
My team is peer reviewing commits, change requests or pull requests (peer code review)	<input type="checkbox"/>	<input type="checkbox"/>
My team uses a build system to automate compilation and testing	<input type="checkbox"/>	<input type="checkbox"/>
My organization is improving documentation of its processes (e.g. how code changes are approved)	<input type="checkbox"/>	<input type="checkbox"/>
Someone is keeping high priority work ready and our backlog organized	<input type="checkbox"/>	<input type="checkbox"/>

Emotional Wellbeing

Please react to the following statements.

12. Thinking of the 4 weeks (28 days) prior to when you began working from home...

Mark only one oval per row.

	All of the time	Most of the time	More than half of the time	Less than half of the time	Some of the time	At no time
...I felt cheerful and in good spirits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I felt calm and relaxed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I felt active and vigorous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I woke up feeling fresh and rested	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...My daily life was filled with things that interest me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Since I began working at home due to the COVID-19 pandemic...

Mark only one oval per row.

	All of the time	Most of the time	More than half of the time	Less than half of the time	Some of the time	At no time
...I have felt cheerful and in good spirits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I have felt calm and relaxed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I have felt active and vigorous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I wake up feeling fresh and rested	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...My daily life has been filled with things that interest me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Productivity
and
Performance
Before the
Pandemic

This block of questions is about the time you spent working in the 4 weeks (28 days) prior to when you began working from home. Select the one response for each question that comes closest to your experience.

14. In the 4 weeks before you began working from home...

Mark only one oval per row.

	All of the time	Most of the time	Some of the time	A little of the time	None of the time
How often was your performance higher than most workers on your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often was your performance lower than most workers on your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often did you do no work at times when you were supposed to be working?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often did you find yourself not working as carefully as you should?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often was the quality of your work lower than it should have been?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often did you not concentrate enough on your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often did concern about the COVID-19 pandemic limit the kind or amount of work you could do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. How would you compare your overall job performance with the performance of most other workers who have a similar type of job during the 4 weeks (28 days) prior to when you began working from home?

Mark only one oval.

- ☐ You were a lot better than other workers
- ☐ You were somewhat better than other workers
- ☐ You were a little better than other workers
- ☐ You were about average
- ☐ You were a little worse than other workers
- ☐ You were somewhat worse than other workers
- ☐ You were a lot worse than other worker

Productivity
and
Performance
at Home

This block of questions is about the time since you began working at home due to the COVID-19 pandemic. Select the one response for each question that comes closest to your experience.

16. Since you began working from home...

Mark only one oval per row.

	All of the time	Most of the time	Some of the time	A little of the time	None of the time
How often was your performance higher than most workers on your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often was your performance lower than most workers on your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often did you do no work at times when you were supposed to be working?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often did you find yourself not working as carefully as you should?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often was the quality of your work lower than it should have been?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often did you not concentrate enough on your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often did concern about the COVID-19 pandemic limit the kind or amount of work you could do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. How would you compare your overall job performance, since you began working from home, with the performance of most other workers who have a similar type of job?

Mark only one oval.

- ☐ You were a lot better than other workers
- ☐ You were somewhat better than other workers
- ☐ You were a little better than other workers
- ☐ You were about average
- ☐ You were a little worse than other workers
- ☐ You were somewhat worse than other workers
- ☐ You were a lot worse than other worker

Overall
Productivity

On a scale from 1 to 10 where 1 is the worst job performance anyone could have at your job and 10 is the performance of a top worker:

18. How would you rate the usual performance of most workers in a job similar to yours?

Mark only one oval.

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. How would you rate your usual job performance over the past year or two?

Mark only one oval.

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. How would you rate your overall job performance on the days you worked since you began working at home due to the COVID-19 pandemic?

Mark only one oval.

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Work Roles and Demographics

21. Which of the following best describes your role?

Check all that apply.

- ☐ Analyst
- ☐ Product Designer
- ☐ Product or Project Manager
- ☐ Quality Assurance Specialist
- ☐ Software Developer

Other: ☐ _____

22. How many years of professional experience do you have working in software development?

23. How many years of professional experience do you have working from home?

24. My primary job is:

Mark only one oval.

- ☐ Full time
- ☐ Part time
- ☐ Other: _____

25. How many people live in your home, including you?

26. How many of the people who live with you are children under the age of 12?

27. How old are you (in years)?

Mark only one oval.

☐ Less than 20

☐ 20-24

☐ 25-29

☐ 30-34

☐ 35-39

☐ 40-44

☐ 45-49

☐ 50-54

☐ 55-59

☐ 60-64

☐ 65+

28. What is your gender?

Mark only one oval.

☐ Female

☐ Male

☐ Non-binary / third gender

☐ Other: _____

29. In what country do you live?

Mark only one oval.

- ☐ Afghanistan
- ☐ Akrotiri
- ☐ Albania
- ☐ Algeria
- ☐ American Samoa
- ☐ Andorra
- ☐ Angola
- ☐ Anguilla
- ☐ Antarctica
- ☐ Antigua and Barbuda
- ☐ Argentina
- ☐ Armenia
- ☐ Aruba
- ☐ Ashmore and Cartier Islands
- ☐ Australia
- ☐ Austria
- ☐ Azerbaijan
- ☐ Bahamas, The
- ☐ Bahrain
- ☐ Bangladesh
- ☐ Barbados
- ☐ Bassas da India
- ☐ Belarus
- ☐ Belgium
- ☐ Belize
- ☐ Benin
- ☐ Bermuda
- ☐ Bhutan
- ☐ Bolivia
- ☐ Bosnia and Herzegovina
- ☐ Botswana
- ☐ Bouvet Island

- ☐ Brazil
- ☐ British Indian Ocean Territory
- ☐ British Virgin Islands
- ☐ Brunei
- ☐ Bulgaria
- ☐ Burkina Faso
- ☐ Burma
- ☐ Burundi
- ☐ Cambodia
- ☐ Cameroon
- ☐ Canada
- ☐ Cape Verde
- ☐ Cayman Islands
- ☐ Central African Republic
- ☐ Chad
- ☐ Chile
- ☐ China
- ☐ Christmas Island
- ☐ Clipperton Island
- ☐ Cocos (Keeling) Islands
- ☐ Colombia
- ☐ Comoros
- ☐ Congo, Democratic Republic of the
- ☐ Congo, Republic of the
- ☐ Cook Islands
- ☐ Coral Sea Islands
- ☐ Costa Rica
- ☐ Cote d'Ivoire
- ☐ Croatia
- ☐ Cuba
- ☐ Cyprus
- ☐ Czech Republic
- ☐ Denmark
- ☐ Dhekelia
- ☐ Djibouti

- ☐ Dominica
- ☐ Dominican Republic
- ☐ Ecuador
- ☐ Egypt
- ☐ El Salvador
- ☐ Equatorial Guinea
- ☐ Eritrea
- ☐ Estonia
- ☐ Ethiopia
- ☐ Europa Island
- ☐ Falkland Islands (Islas Malvinas)
- ☐ Faroe Islands
- ☐ Fiji
- ☐ Finland
- ☐ France
- ☐ French Guiana
- ☐ French Polynesia
- ☐ French Southern and Antarctic Lands
- ☐ Gabon
- ☐ Gambia, The
- ☐ Gaza Strip
- ☐ Georgia
- ☐ Germany
- ☐ Ghana
- ☐ Gibraltar
- ☐ Glorioso Islands
- ☐ Greece
- ☐ Greenland
- ☐ Grenada
- ☐ Guadeloupe
- ☐ Guam
- ☐ Guatemala
- ☐ Guernsey
- ☐ Guinea
- ☐ Guinea-Bissau

- ☐ Guyana
- ☐ Haiti
- ☐ Heard Island and McDonald Islands
- ☐ Holy See (Vatican City)
- ☐ Honduras
- ☐ Hong Kong
- ☐ Hungary
- ☐ Iceland
- ☐ India
- ☐ Indonesia
- ☐ Iran
- ☐ Iraq
- ☐ Ireland
- ☐ Isle of Man
- ☐ Israel
- ☐ Italy
- ☐ Jamaica
- ☐ Jan Mayen
- ☐ Japan
- ☐ Jersey
- ☐ Jordan
- ☐ Juan de Nova Island
- ☐ Kazakhstan
- ☐ Kenya
- ☐ Kiribati
- ☐ Korea, North
- ☐ Korea, South
- ☐ Kuwait
- ☐ Kyrgyzstan
- ☐ Laos
- ☐ Latvia
- ☐ Lebanon
- ☐ Lesotho
- ☐ Liberia
- ☐ Libya

- ☐ Liechtenstein
- ☐ Lithuania
- ☐ Luxembourg
- ☐ Macau
- ☐ Macedonia
- ☐ Madagascar
- ☐ Malawi
- ☐ Malaysia
- ☐ Maldives
- ☐ Mali
- ☐ Malta
- ☐ Marshall Islands
- ☐ Martinique
- ☐ Mauritania
- ☐ Mauritius
- ☐ Mayotte
- ☐ Mexico
- ☐ Micronesia, Federated States of
- ☐ Moldova
- ☐ Monaco
- ☐ Mongolia
- ☐ Montserrat
- ☐ Morocco
- ☐ Mozambique
- ☐ Namibia
- ☐ Nauru
- ☐ Navassa Island
- ☐ Nepal
- ☐ Netherlands
- ☐ Netherlands Antilles
- ☐ New Caledonia
- ☐ New Zealand
- ☐ Nicaragua
- ☐ Niger
- ☐ Nigeria

- ☐ Niue
- ☐ Norfolk Island
- ☐ Northern Mariana Islands
- ☐ Norway
- ☐ Oman
- ☐ Pakistan
- ☐ Palestine
- ☐ Palau
- ☐ Panama
- ☐ Papua New Guinea
- ☐ Paracel Islands
- ☐ Paraguay
- ☐ Peru
- ☐ Philippines
- ☐ Pitcairn Islands
- ☐ Poland
- ☐ Portugal
- ☐ Puerto Rico
- ☐ Qatar
- ☐ Reunion
- ☐ Romania
- ☐ Russia
- ☐ Rwanda
- ☐ Saint Helena
- ☐ Saint Kitts and Nevis
- ☐ Saint Lucia
- ☐ Saint Pierre and Miquelon
- ☐ Saint Vincent and the Grenadines
- ☐ Samoa
- ☐ San Marino
- ☐ Sao Tome and Principe
- ☐ Saudi Arabia
- ☐ Senegal
- ☐ Serbia and Montenegro
- ☐ Seychelles

- ☐ Sierra Leone
- ☐ Singapore
- ☐ Slovakia
- ☐ Slovenia
- ☐ Solomon Islands
- ☐ Somalia
- ☐ South Africa
- ☐ South Georgia and the South Sandwich Islands
- ☐ Spain
- ☐ Spratly Islands
- ☐ Sri Lanka
- ☐ Sudan
- ☐ Suriname
- ☐ Svalbard
- ☐ Swaziland
- ☐ Sweden
- ☐ Switzerland
- ☐ Syria
- ☐ Taiwan
- ☐ Tajikistan
- ☐ Tanzania
- ☐ Thailand
- ☐ Timor-Leste
- ☐ Togo
- ☐ Tokelau
- ☐ Tonga
- ☐ Trinidad and Tobago
- ☐ Tromelin Island
- ☐ Tunisia
- ☐ Turkey
- ☐ Turkmenistan
- ☐ Turks and Caicos Islands
- ☐ Tuvalu
- ☐ Uganda
- ☐ Ukraine

- ☐ United Arab Emirates
- ☐ United Kingdom
- ☐ United States
- ☐ Uruguay
- ☐ Uzbekistan
- ☐ Vanuatu
- ☐ Venezuela
- ☐ Vietnam
- ☐ Virgin Islands
- ☐ Wake Island
- ☐ Wallis and Futuna
- ☐ West Bank
- ☐ Western Sahara
- ☐ Yemen
- ☐ Zambia
- ☐ Zimbabwe

30. What is the highest level of education you have completed?

Mark only one oval.

- ☐ PhD or equivalent
- ☐ Masters degree or equivalent
- ☐ Undergraduate degree or equivalent
- ☐ Some post-secondary education
- ☐ No post-secondary education

31. How many employees does your whole organization (not your team) have?

Mark only one oval.

- ☐ 0 to 9
- ☐ 10 to 99
- ☐ 100 to 999
- ☐ 1000 to 9999
- ☐ 10,000 to 99,999
- ☐ 100,000 or more

32. Do you have a disability (or disabilities) that affects your work?

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Maybe
- ☐ Prefer not to answer

Open Responses

33. Is there anything else your employer is or could be doing to help while you are working from home?

34. Has your employer done anything that made working from home more difficult?

35. Is there anything else you want to tell us about how the COVID-19 pandemic has affected you or your team?

36. Is there anything else you would like to tell us about productivity?

37. What open source project or organization should we donate to?

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