State of the InnerSource Survey 2020

Thank you for agreeing to participate in the State of the InnerSource Survey. Your responses will help us figure out how the community is shaping up, what we have been doing right, and what aspects need improvement.

The goal of the survey is to address three questions -
1. What is the state of InnerSource adoption across different organizations?
2. What factors influence the success of InnerSource adoption?
3. What are the main obstacles for adopting InnerSource?

It should take around 5-7 minutes to complete. Even if you don't answer all questions, we request you to submit your response for the ones you do. It will be enormously beneficial for us!

As an additional motivation for completing the survey, we will donate $15 (up to $1500 max.) to the Electronic Frontier Foundation (EFF - eff.org) for each completed survey!!!

Your response is confidential, and only the aggregated data from the survey will be shared with the community.

The Survey is being conducted by InnerSource Commons and Lero, the Irish Software Research Center.

InnerSource Adoption at your organization	It'd be great if you could tell us about the adoption of InnerSource at your organization

1. How would define your organization's current progress with InnerSource adoption?

   Mark only one oval.

	1	2	3	4	5	
Preparing for Adoption	◯	◯	◯	◯	◯	Pioneer of InnerSource

2. Does your organization have a dedicated InnerSource team?

    Mark only one oval.

    ◯ Yes

    ◯ No

    ◯ Don't know/ Not Sure

3. How many projects in your company are using InnerSource practices?
    Please give an approximate answer if you're unsure

    _____

4. How was InnerSource introduced to your company?

    Mark only one oval.

    ◯ Top-Down: Someone from management initiated the adoption

    ◯ Bottom-Up: One/A small group of developers started the initiative

    ◯ A mix of both

    ◯ Other: _____

5. How long ago was InnerSource first adopted in your organization? (years)

    _____

6.   Which factors motivated your organization for participating in InnerSource?

Check all that apply.

☐ Employee satisfaction & talent retention

☐ Innovation

☐ Remove silos & bottlenecks

☐ Knowledge sharing

☐ Improve quality

☐ Increase development speed

☐ Creating reusable software

☐ Eager to take part in the InnerSource trend

Other: ☐ _____

7.   Have you observed any measurable progress since adopting InnerSource in the following areas?

Check all that apply.

☐ Employee satisfaction & talent retention

☐ Innovation

☐ Remove silos & bottlenecks

☐ Knowledge sharing

☐ Improve quality

☐ Increase development speed

☐ Creating reusable software

Other: ☐ _____

8. What steps have you taken to make InnerSource successful at your organization?

   Check all that apply.

   ☐ Following established success patterns
   (https://github.com/InnerSourceCommons/InnerSourcePatterns)

   ☐ Enlisting help from Management

   ☐ Organizing workshops for developers and managers

   ☐ Enlisting help from an InnerSource consultant

   ☐ Asking around InnerSource Commons for advice

   ☐ Organizing regular meetings with stakeholders

   Other: ☐ _____

9. How have you measured the progress / success of InnerSource adoption at your organization?

   _____

   _____

   _____

   _____

10. In your opinion, how successful have InnerSource projects been in your organization?

    Mark only one oval.

	1	2	3	4	5	
Not Successful	◯	◯	◯	◯	◯	Extremely Successful

    Skip to question 11

    ### Factors related to InnerSource Success

    Mark the characteristics of different factors related to InnerSource Success

11. In your opinion/experience, what characteristics of a project make it appropriate for InnerSourcing?

Mark only one oval per row.

	Not Important	Slightly Important	Medium Important	Very Important	Critically Important
Significant Value to the Organization	◯	◯	◯	◯	◯
Modular Design: Having reusable modules	◯	◯	◯	◯	◯
Having Functionality useful to multiple stakeholders	◯	◯	◯	◯	◯
A Minimum Viable Product that "works" and can be experimented on	◯	◯	◯	◯	◯
Allowing new features/ product evolution	◯	◯	◯	◯	◯

12. How do you select an InnerSource project to work on?

Check all that apply.

- [ ] I work on a related project, I have relevant knowledge and/or can reuse some of the work
- [ ] It is valuable to the organization
- [ ] The project looks interesting
- [ ] I just select projects randomly
- [ ] I'm the leader of the initiative/ team/ guild promoting InnerSource

Other: [ ] _____

13. **Which factors motivate you to contribute to InnerSource projects?**

Check all that apply.

☐ Fun
☐ Enjoy working on other projects
☐ Enjoy solving programming problems
☐ Learning about new technologies
☐ Empowerment to fix defects myself
☐ Enjoy interacting with others with similar interests
☐ Recognition for contributing to InnerSource
☐ Have not contributed to any InnerSource project
☐ My colleague(s)/ friend(s) recommended it

Other: ☐ _____

14. **What effects have InnerSource adoption had on you?**

Leave blank if you haven't contributed to any InnerSource project

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Increased Job Satisfaction	○	○	○	○	○
Working extra hours	○	○	○	○	○
Increased Productivity in my own projects	○	○	○	○	○
Better idea about what other teams are doing	○	○	○	○	○
Learnt a new Technology	○	○	○	○	○

15. What is the attitude of management towards InnerSource projects in your organization?

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Support from upper management is critical for InnerSource success in my organization	◯	◯	◯	◯	◯
New ideas for product features or process improvements are welcomed by my manager	◯	◯	◯	◯	◯
My manager supports me in contributing to InnerSource projects, even if they are not of direct use to my team or department.	◯	◯	◯	◯	◯
The management of my organization don't try to micromanage InnerSource projects	◯	◯	◯	◯	◯

16. Your opinion on the practices used in InnerSource projects in your organization

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Projects are self-assigned, tasks are chosen voluntarily	◯	◯	◯	◯	◯
Time commitments are self-directed	◯	◯	◯	◯	◯
Time commitments are flexible and adjustable	◯	◯	◯	◯	◯
Projects have sufficient documentation for new contributors	◯	◯	◯	◯	◯
Pull Request integrators offer sufficient mentoring	◯	◯	◯	◯	◯

17. Your opinion on the practices used in InnerSource projects in your organization

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Contribution Guidelines are clear and easy to find	◯	◯	◯	◯	◯
Projects list where they need help	◯	◯	◯	◯	◯
Project decisions are transparent	◯	◯	◯	◯	◯
Projects welcome new contributors	◯	◯	◯	◯	◯
Projects are controlled by a handful of people	◯	◯	◯	◯	◯

18.   Collaboration while working on InnerSource projects

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have worked with teams/colleagues I wouldn't have worked with otherwise	◯	◯	◯	◯	◯
My contributions have been peer reviewed by people I have not met in real life.	◯	◯	◯	◯	◯
I am more gentle with my feedback to someone I know personally	◯	◯	◯	◯	◯
I have collaborated with new colleagues with whom I'd like to work again in future	◯	◯	◯	◯	◯

19.   What types of contributions have you made to InnerSource projects?

Check all that apply.

☐ New features
☐ Documentation
☐ Code Review
☐ Mentoring
☐ Pull Request review or merging
☐ Detect and report bugs
☐ Suggest features/ improvements
☐ Code refactoring/ rewriting
☐ Submit patches
Other: ☐ _____

InnerSource Adoption Obstacles

Let's look at the factors that hinder InnerSource success

20.   Which of the following is/are the most significant hindrance(s) for InnerSource
       success in your experience?

       Check all that apply.

       ☐ Lack of Management Buy-in
       ☐ Lack of interest from developers
       ☐ Time constraints for reviewing code
       ☐ Not getting timely feedback on your contribution
       ☐ Unclear contribution guidelines
       ☐ Not having enough time to contribute
       ☐ Chosen projects lack appeal
       ☐ Lack of familiarity with InnerSource principles
       Other: ☐ _____

21.   If you are/were in management, why might you be unwilling to adopt InnerSource?

       Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Unclear about the benefits of InnerSource	○	○	○	○	○
Not being able to allocate resources	○	○	○	○	○
Not being able to identify the person(s) responsible for a failure	○	○	○	○	○
Having to work with other teams not under your management	○	○	○	○	○
Unsure about the quality of contributions from other teams	○	○	○	○	○

22.   If you are/were in development, why might you be unwilling to adopt InnerSource?

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Unclear about the benefits of InnerSource	⬭	⬭	⬭	⬭	⬭
Not having enough time	⬭	⬭	⬭	⬭	⬭
Not interested in contributing to projects outside your scope	⬭	⬭	⬭	⬭	⬭
Feel that your contributions to InnerSource wouldn't be valued by management	⬭	⬭	⬭	⬭	⬭
Being judged by others for any mistakes you might make	⬭	⬭	⬭	⬭	⬭
Not receiving timely feedback on your code	⬭	⬭	⬭	⬭	⬭
Not familiar with the tools used by the project	⬭	⬭	⬭	⬭	⬭
Unclear contribution guidelines	⬭	⬭	⬭	⬭	⬭

23. In your experience, are any of the following factors related to InnerSource project management problematic?

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Lack of transparency in project management	◯	◯	◯	◯	◯
Feature requirements are not negotiated/discussed with others	◯	◯	◯	◯	◯
Lack of communication about roadmaps/ release schedule/ other updates	◯	◯	◯	◯	◯
Lack of project documentation	◯	◯	◯	◯	◯
Lack of code reviewers/ Trusted Committers	◯	◯	◯	◯	◯
Lack of mentoring	◯	◯	◯	◯	◯

24. Are there any other obstacles to InnerSource adoption that you'd like to mention?

_____

_____

_____

_____

_____

Role of InnerSource Commons

Could you tell us your opinion about the InnerSource Commons Platform?

25.   How useful do you think the InnerSource commons platform is?

Mark only one oval.

	1	2	3	4	5	
Not Useful at all	⬭	⬭	⬭	⬭	⬭	Extremely Useful

26.   Which of the features in InnerSource Commons are most appealing to you?

Check all that apply.

☐ The Slack channel
☐ The resources (books, papers etc.)
☐ The GitHub page
☐ The InnerSource summits
Other: ☐ _____

27.   What is the one thing you like most about this platform?

_____

_____

_____

_____

_____

28.   What features could be added to make InnerSource Commons more useful to you?

_____

_____

_____

_____

_____

Some Details about Your Company

We'd be grateful if you share some details about your company

29. **What is the size of your organization in terms of the no. of employees?**

    Please give an estimated answer if you're unsure

    _____

30. **How many software developers are there in your organization?**

    Please give an estimated answer if you're unsure

    _____

31. **In which regions does your organization operate?**

    Check all that apply.

    ☐ North Americas
    ☐ Central or South Americas
    ☐ Europe
    ☐ Africa
    ☐ Middle East
    ☐ Central, South, or South-East Asia
    ☐ East Asia or Pacific Region
    ☐ Oceania

32. What is the primary type of work undertaken at your organization?

    Mark only one oval.

    ○ Accommodation & Food Services

    ○ Administration & Business Support Services

    ○ Agriculture, Forestry, Fishing & Hunting

    ○ Arts, Entertainment & Recreation

    ○ Advisory & Financial Services

    ○ Automotive & Aerospace

    ○ Banking, Finance & Insurance

    ○ Construction

    ○ Consumer Goods & Services

    ○ Educational Services

    ○ Energy

    ○ Health-care & Pharmacy

    ○ Manufacturing, including Industrial Machinery, Gas & Chemicals

    ○ Mining

    ○ Online Retail

    ○ Personal Services

    ○ Professional, Scientific & Technical Services

    ○ Public Administration & Safety

    ○ Real Estate, Rental & Leasing

    ○ Retail Trade

    ○ Technology: Hardware

    ○ Technology: Web Software Development

    ○ Technology: Telecommunication

    ○ Technology: IT Consulting

    ○ Technology: Software as a Service

    ○ Technology: Information Security

    ○ Technology: AI solutions

    ○ Transportation & Warehousing

    ○ Utilities

    ○ Wholesale Trade

Wholesale Trade

A Little bit about You

Finally, we would like to know a little bit about you.

33. Where are you from?

Mark only one oval.

○ North Americas

○ Central or South Americas

○ Europe

○ Africa

○ Middle East

○ Central, South, or South-East Asia

○ East Asia or Pacific Region

○ Oceania

34. Do you identify as

Mark only one oval.

○ Male

○ Female

○ Other

○ Prefer not to say

35. How old are you? (years)

_____

36. What is your Professional Role?

Mark only one oval.

◯ Developer, back-end/ front-end/ full-stack/ QA/ other

◯ DevOps specialist

◯ Database administrator

◯ System administrator

◯ Data or business analyst

◯ Data scientist or machine learning specialist

◯ Engineering manager

◯ Product manager

◯ Senior executive/VP

◯ Marketing or sales professional

◯ Academic researcher

◯ Educator

◯ Scientist

◯ Agile coach / Scrum master

◯ InnerSource evangelist / Innovation planner

◯ Other

37. How many years of Professional Experience do you have across all roles?

_____

Summing Up

38. How likely are you to recommend InnerSource to colleagues outside your organization?

Mark only one oval.

	1	2	3	4	5	
Won't Recommend	( )	( )	( )	( )	( )	Definitely Recommend

39. What is the one aspect that needs immediate attention for ensuring the success of InnerSource adoption in your organization?

_____

40. We might conduct short follow-up interviews based on the survey results. If you're interested in participating in the interview, please provide your email address so that we can get in touch with you! Your email will not be shared with anyone outside the research team and won't be used for unsolicited communication.

_____

41. We would very much appreciate if you could share the survey with your colleagues! You can share the link with them: https://forms.gle/YrVZfH9jFMvUHmzh6 . Alternatively, if you provide their email addresses, we can get in touch with them as well! Please also indicate if it is OK for us to say you recommended them or not (YES/NO). Once again, the emails will not be shared with anyone outside the research team and won't be used for unsolicited communication.

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