

This document provides a working example of the coding phases for our study of the happiness of developers. The first column of the table contains a response fragment. The three subsequent columns report how the three different researchers (R1, R2, and R3) open coded the fragment. The fourth column explains how the open codes were merged during the agreement phase. The remaining columns provide the higher-level codes of axial and selective coding, that are the final parts of the coding phase.

Table 1 Example of coding phases for the study

Response fragment	Open coding R1	Open Coding R2	Open Coding R3	Open Coding Merged	Axial Coding	Selective Coding
<p>I am annoyed when a coworkers lack of programming progress limits my programming progress., , I am angry when when I work on code for a long time and it does not work. [...] Eventually I have to walk away to reflect., , I am anxious when I am put in charge of a broken product and feel that massive restructuring is required. I have to justify the major destruction of 'working' code.</p>	<p>Team member not progressing</p> <p>Staying on current broken code</p> <p>Anxiety</p> <p>Handling a broken project</p> <p>Feeling that code must be restructured</p>	<p>Waiting for others to finish their code</p> <p>Working for a long time on code that does not work</p> <p>Having to justify code restructuring</p>	<p>Coding</p> <p>Collaboration</p> <p>Negative outcome</p> <p>Working with legacy</p>	<p>Coordination issue</p> <p>Bad code written by others</p> <p>Unexplained broken code</p> <p>Anxiety</p> <p>Bad code quality and coding practices</p>	<p>Process</p> <p>Code and coding</p> <p>Code and coding</p> <p>Work withdrawal</p> <p>Mental unease or disorder</p> <p>Code and coding</p>	<p>Process</p> <p>Artifact and working with artifact</p> <p>Artifact and working with artifact</p> <p>Individual (Consequences)</p> <p>Individual (Consequences)</p> <p>Artifact and working with artifact</p>