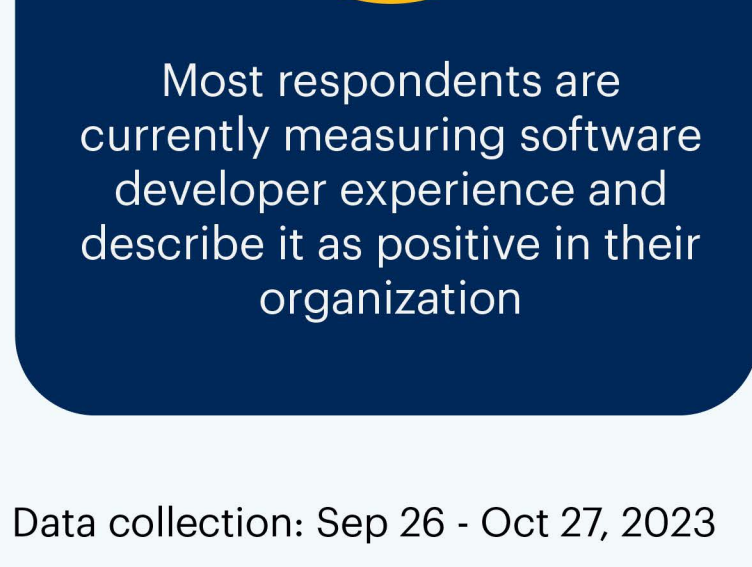
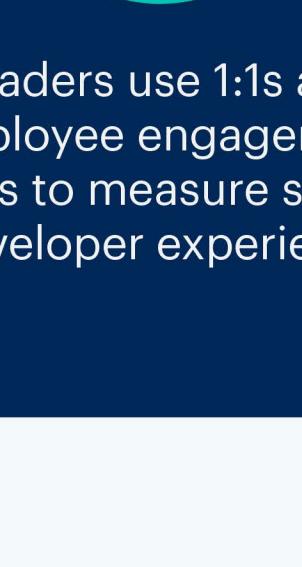


Current State of Software Developer Experience

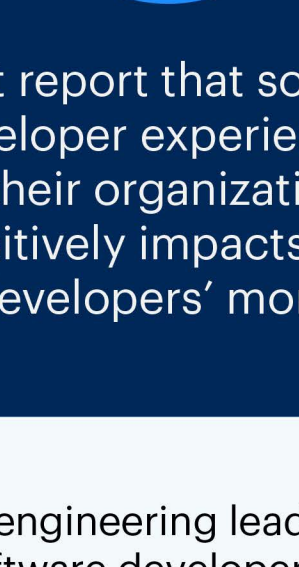
How do organizations measure their software developer experience and what impact does it have on their developers' day to day? Read on to find out.



Most respondents are currently measuring software developer experience and describe it as positive in their organization



Leaders use 1:1s and employee engagement surveys to measure software developer experience



Most report that software developer experience in their organization positively impacts their developers' morale

Data collection: Sep 26 - Oct 27, 2023

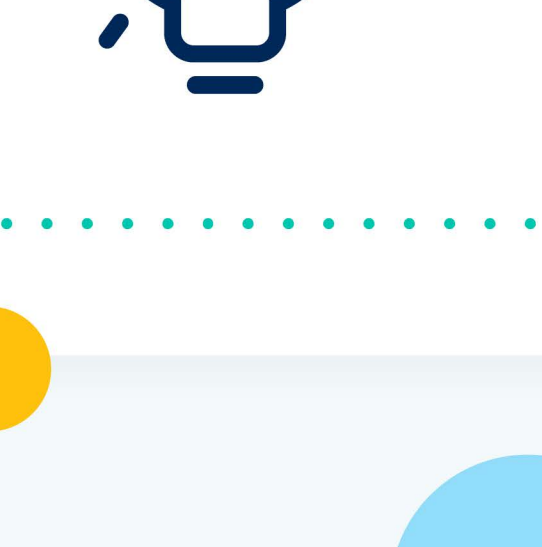
Respondents: 125 software engineering leaders who are involved in managing software developer experience

About Gartner Peer Community One-Minute Insights:

Gartner Peer Community is for technology and business leaders to engage in discussions with peers and share knowledge in real time.

Surveys are designed by Gartner Peer Community editors and appear on the Gartner Peer Community platform. Once the respondent threshold is met, survey results are summarized in a One-Minute Insight.

The results of this summary are representative of the respondents that participated in the survey. It is not market representative.

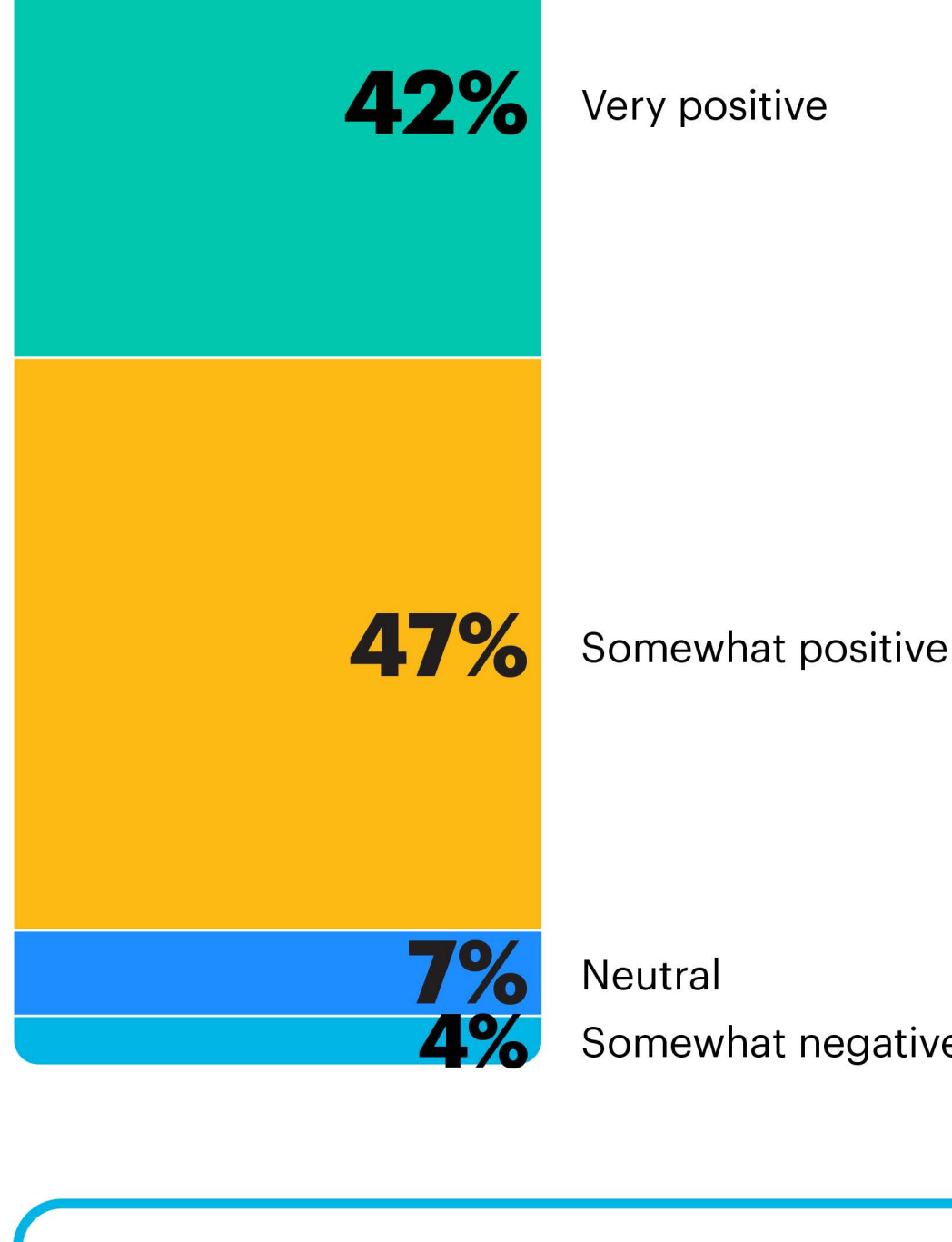
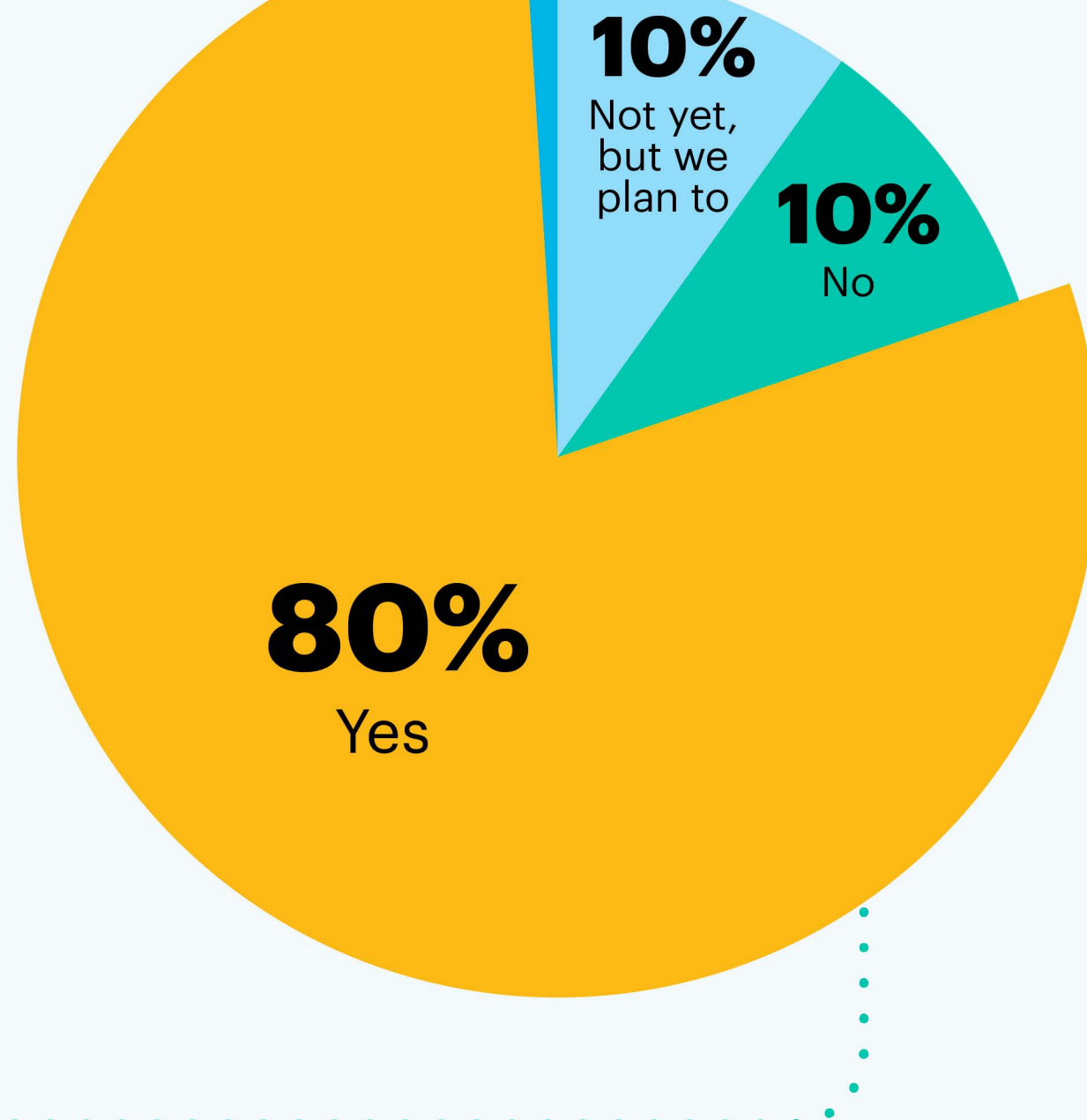


Most are currently measuring developer experience and describe it as positive

80% of all respondent organizations (n = 125) are currently measuring software developer experience. 10% aren't yet, but plan to.

Is your organization currently measuring software developer experience?

n = 125
Note: May not add up to 100% due to rounding



Based on their measurements, **89%** of respondent organizations (n = 100) report that their **current software developer experience is positive.**

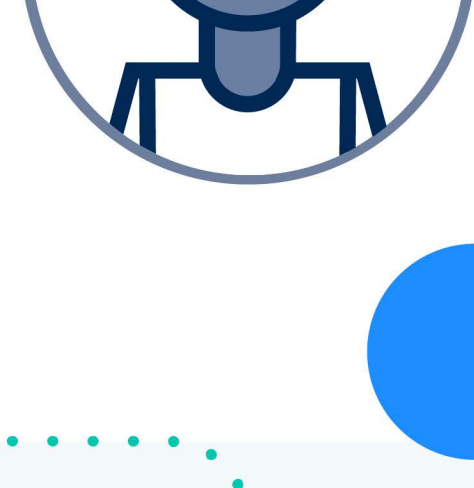
Based on your measurements, how would you characterize the current software developer experience in your organization?¹

Don't know 0% | Very negative 0%

n = 100
Note: May not add up to 100% due to rounding

“It’s encouraging to [see] that this concept is being embraced by more organisations. Developers were providing feedback along the lines of ‘We are told to improve the customer experience in our business process implementations and UX designs — but our experience is being ignored.’”

Director, professional services industry, <1,000 employees

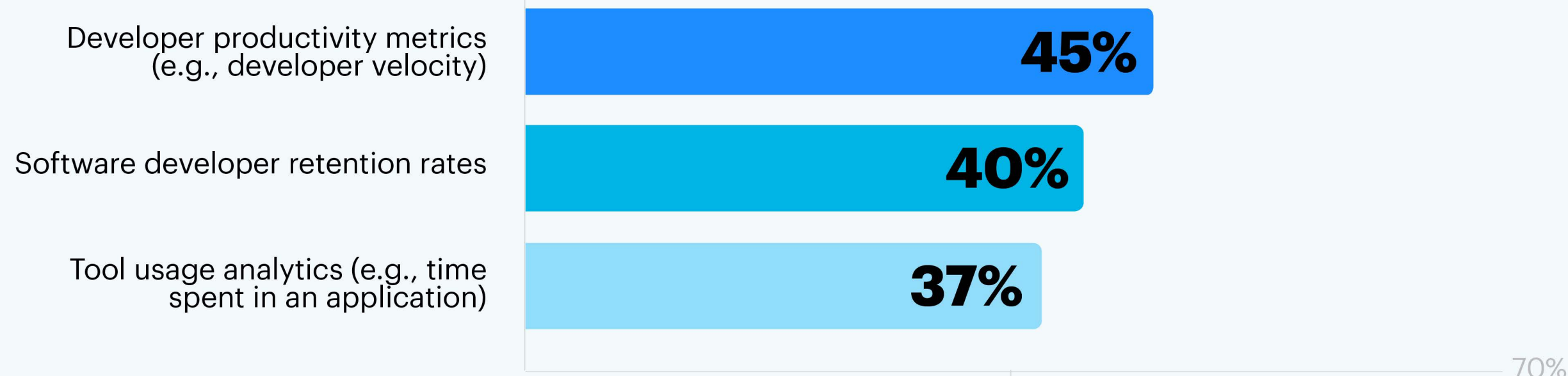


Question: What are your final thoughts on measuring and improving software developer experience?

Leaders use 1:1s and employee engagement surveys to measure developer experience

Respondent organizations that measure their software developer experience (n = 100) commonly do so through **one-on-ones with software developers (68%)** or **employee engagement surveys (66%)**.

How does your organization measure software developer experience? Select all that apply.¹



Exit interviews 31% | System data (e.g., platform stability) 26% | Software developer turnover rates 24% | Don't know 1% | Other 0%

n = 100

“Measuring it is hard. I’ve personally spent a lot of time over the last year trying to make improvements. Some have gone well and others needed more thoughtful communication from the higher ups. Don’t be afraid to keep experimenting and admitting when things don’t go right.”

Manager, software industry, <1,000 employees



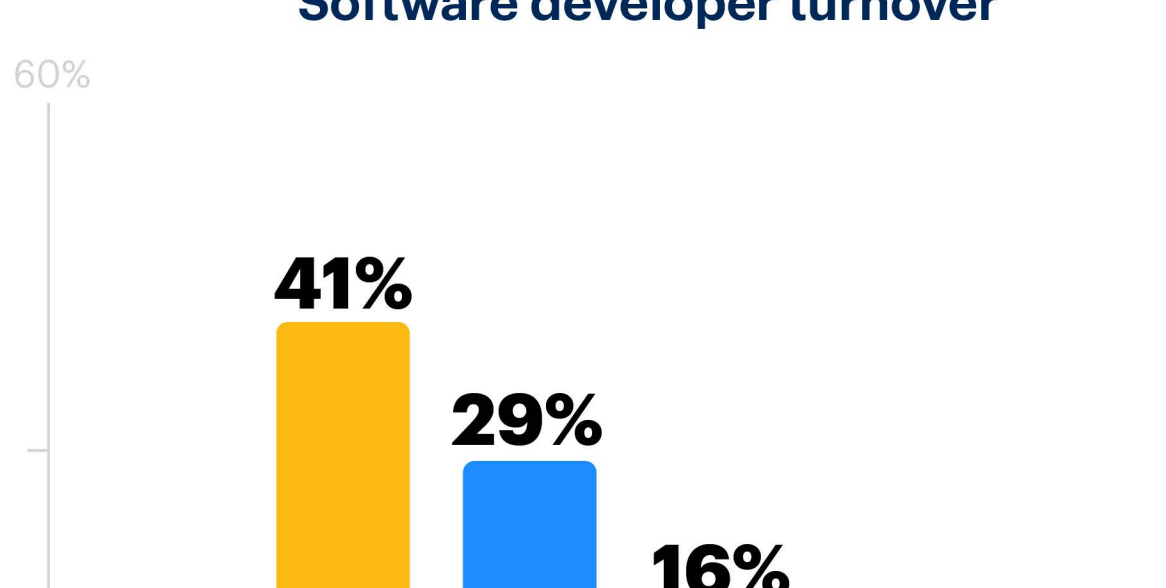
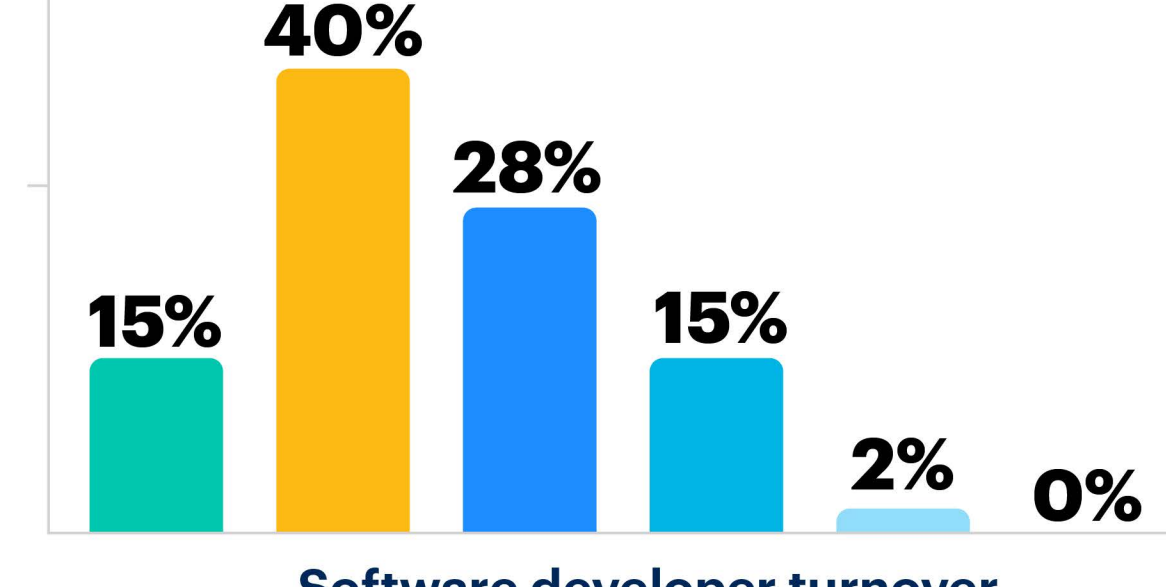
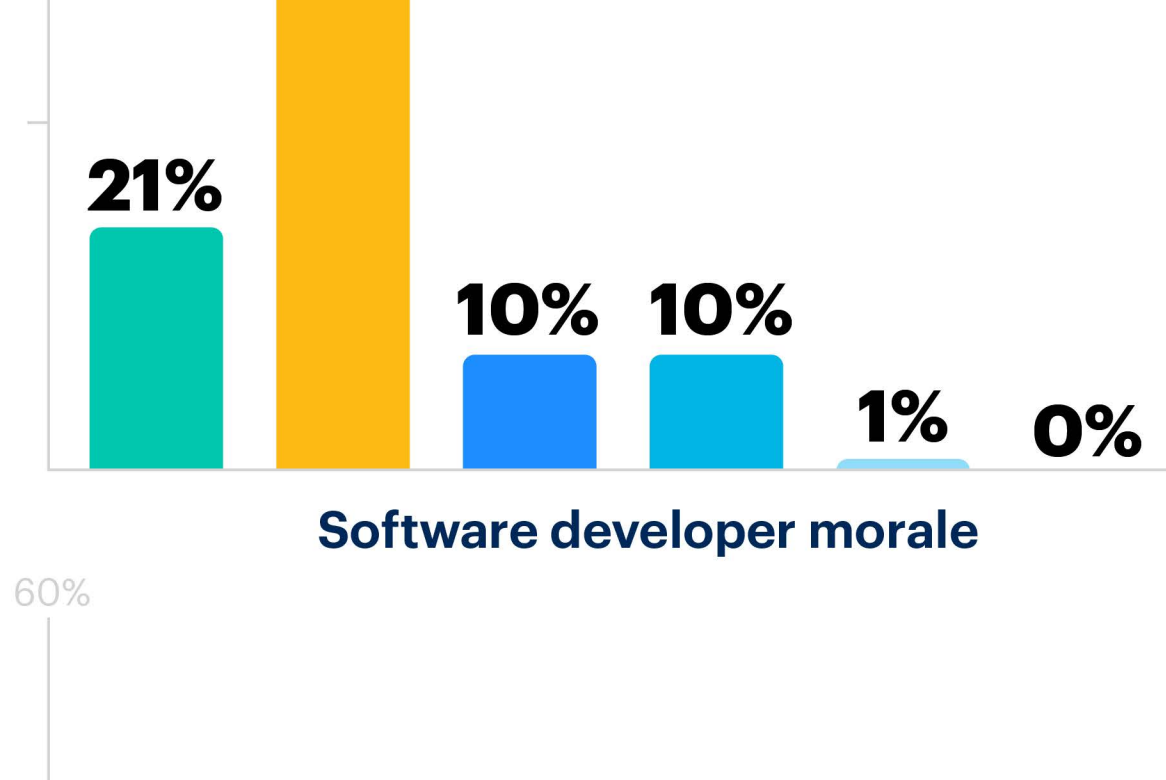
Question: What are your final thoughts on measuring and improving software developer experience?

Many say their developer experience positively impacts their developers' morale

Among those measuring (n = 100), **79%** say their organization’s software developer experience had a **positive impact** on their **software developer morale**. **17%** say it had a **negative impact** on turnover and hiring.

Has your organization’s software developer experience had a positive or negative impact on the following factors?¹

Very positive Moderately positive
No impact Moderately negative
Very negative Don't know



n = 100

“Improving software developer experience is a positive spiral; it acts as a positive loop to improve overall organisation experience.”

Director, healthcare industry, <1,000 employees



Question: What are your final thoughts on measuring and improving software developer experience?

In their own words...

“Although we strive a lot to improve the developer experience, we fall short at measuring it effectively. This is left to managers to ask for and collect. However, this method does not help measure it in a calibrated way across different pods/teams so the feedback is not being put to use.”

- Manager, professional services industry, 1,000 - 5,000 employees

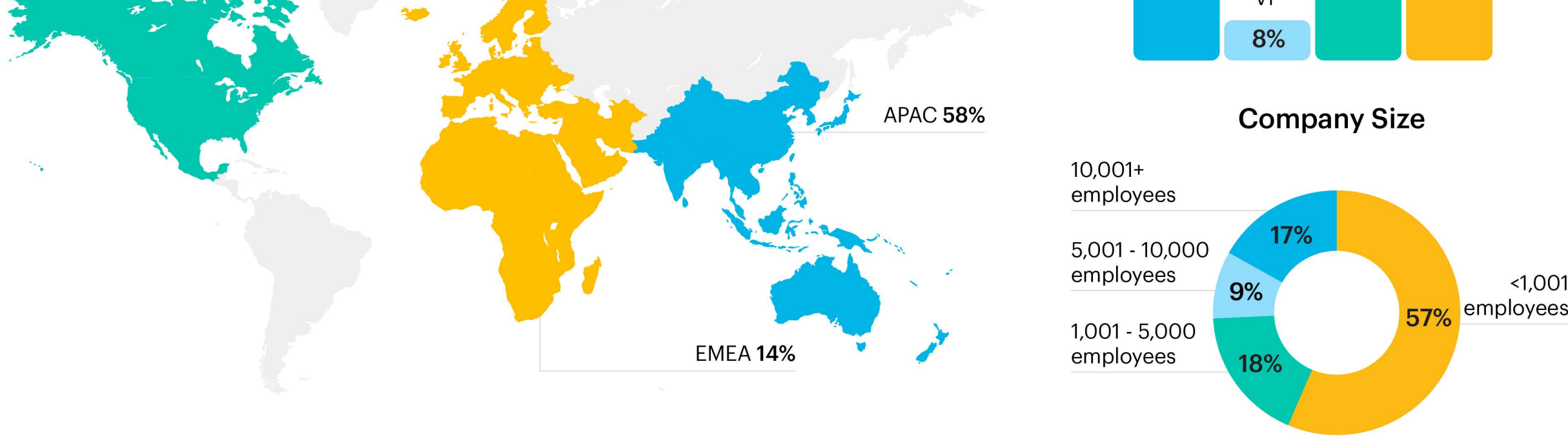
Question: What are your final thoughts on measuring and improving software developer experience?

“Software developer experience is an intensive, all-out process; we term it ‘hire to retire.’ From the point of onboarding to engaging developers through communities, providing platform solutions and measuring the overall developer experience has been an integral part of our journey. This requires multiple parts of the organization to come together to create these elevated experiences.”

- C-suite, software industry, 5,000 - 10,000 employees



Respondent Breakdown



Note: May not add up to 100% due to rounding
Respondents: 125 software engineering leaders who are involved in managing software developer experience

Want more insights like this from leaders like yourself?

Click [here](#) to explore the revamped, retooled and reimagined Gartner Peer Community. You'll get access to synthesized insights and engaging discussions from a community of your peers.

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Source: Gartner Peer Community, Software Developer Experience (DX): Metrics and Improvement survey

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¹ Question shown only to respondents who answered “Yes” to “Is your organization currently measuring software developer experience?”