Alright, alright, there is a problem.
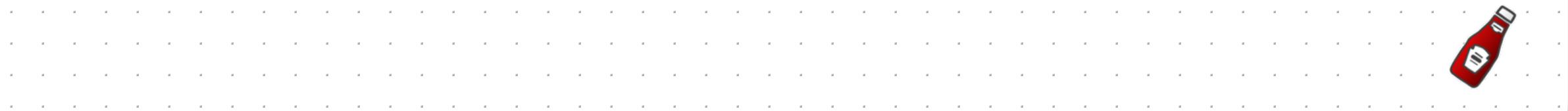
What now?

Software engineers motivation

is not the problem