

# Software Engineer's Turnover

\*\*\*\*\* [PT] Este survey está disponível em Português no link: / This survey is available in Portuguese at: <https://bit.ly/turnoverSE-PT> \*\*\*\*\*

There is an increasing rate of voluntary turnover (movement of employees among companies) in the Software Engineering area. What are the main reasons that have led Software Engineers to leave their companies? What have IT companies been doing to mitigate this problem?

To find out more, answer this survey in just 20 minutes and at the end of the study you will receive an assessment of your personality traits and you will receive a report on Software Engineer Turnover.

This study is being conducted by researchers from the Federal University of Bahia (UFBA) and the Bahiana School of Medicine and Public Health, in partnership with SOFTEX (Brazil). If you have any questions or comments about this study, please contact us by email:

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\* ~~Indica uma pergunta obrigatória~~

## Informed Consent Form

1. You are being invited to participate voluntarily in this research.
2. Your participation will consist of answering a questionnaire with objective, short-text questions about the topic.
3. Your refusal will not harm your relationship with the researcher or the academic institutions.
4. To minimize any discomfort and maintain your privacy, the questionnaire will be anonymous.
5. The benefits related to your participation are only in contributing to the scientific research. You will be allowed access to the results of this research through scientific publications made from this study.
6. By continuing to complete this questionnaire, you agree to the information described here, but you may discontinue the research at any time without any charge.
7. This survey uses the Google Docs application package, so the collection and use of information from Google is subject to Google's Privacy Policy of Google (<https://www.google.co.uk/policies/privacy/>).

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If you do not want to participate in the research study, please decline participation by selecting "No".

1. I am a Software Engineer/developer/coder/programmer, I have transitioned from one company to another voluntarily at least once, and I agree to participate in this study. \*

*Marcar apenas uma oval.*

☐ Yes

☐ No

## Demographic Information

This section aims to collect demographic information and characterization of your profile as a Software Engineer/Developer

2. How old are you? \*

*Marcar apenas uma oval.*

☐ 18-25 years

☐ 26-41 years

☐ 42-57 years

☐ Over 57 years

☐ I Prefer not to say

☐ Outro: \_\_\_\_\_

3. Please specify your gender identity: \*

*Marcar apenas uma oval.*

☐ Male

☐ Female

☐ Non-binary

☐ I Prefer not to say

## 4. What is your current working style? \*

*Marcar apenas uma oval.*

- ☐ 100% remote work
- ☐ Hybrid work
- ☐ 100% in-office work
- ☐ Outro: \_\_\_\_\_

## 5. What is your highest educational qualification? \*

*Marcar apenas uma oval.*

- ☐ Graduated High School or GED
- ☐ Trade/technical school
- ☐ Bachelor's Degree
- ☐ Advanced degree (Master's, Ph.D., M.D.)
- ☐ Outro: \_\_\_\_\_

## 6. How many years of experience do you have working as a Software Engineer/Developer? \*

*Marcar apenas uma oval.*

- ☐ Less than 1 year
- ☐ 1 to 2 years
- ☐ 3 to 5 years
- ☐ 6 to 8 years
- ☐ 9 to 10 years
- ☐ More than 10 years

7. Including your current job, in how many companies have you worked as a Software Engineer/Developer? \*

*Marcar apenas uma oval.*

- ☐ 1 to 2 companies
- ☐ 3 to 5 companies
- ☐ 6 to 7 companies
- ☐ 8 to 10 companies
- ☐ More than 10 companies

## 8. In which Country do you currently work? \*

If you've been working from home, please respond with the country in which your company is located.

*Marcar apenas uma oval.*

- ☐ Afghanistan
- ☐ Albania
- ☐ Algeria
- ☐ Andorra
- ☐ Angola
- ☐ Antigua and Barbuda
- ☐ Argentina
- ☐ Armenia
- ☐ Austria
- ☐ Azerbaijan
- ☐ Bahrain
- ☐ Bangladesh
- ☐ Barbados
- ☐ Belarus
- ☐ Belgium
- ☐ Belize
- ☐ Benin
- ☐ Bhutan
- ☐ Bolivia
- ☐ Bosnia and Herzegovina
- ☐ Botswana
- ☐ Brazil
- ☐ Brunei
- ☐ Bulgaria
- ☐ Burkina Faso
- ☐ Burundi
- ☐ Cabo Verde
- ☐ Cambodia

- ☐ Cameroon
- ☐ Canada
- ☐ Central African Republic
- ☐ Chad
- ☐ Channel Islands
- ☐ Chile
- ☐ China
- ☐ Colombia
- ☐ Comoros
- ☐ Congo
- ☐ Costa Rica
- ☐ Côte d'Ivoire
- ☐ Croatia
- ☐ Cuba
- ☐ Cyprus
- ☐ Czech Republic
- ☐ Denmark
- ☐ Djibouti
- ☐ Dominica
- ☐ Dominican Republic
- ☐ DR Congo
- ☐ Ecuador
- ☐ Egypt
- ☐ El Salvador
- ☐ Equatorial Guinea
- ☐ Eritrea
- ☐ Estonia
- ☐ Eswatini
- ☐ Ethiopia
- ☐ Faeroe Islands
- ☐ Finland
- ☐ France
- ☐ French Guiana

- ☐ Gabon
- ☐ Gambia
- ☐ Georgia
- ☐ Germany
- ☐ Ghana
- ☐ Gibraltar
- ☐ Greece
- ☐ Grenada
- ☐ Guatemala
- ☐ Guinea
- ☐ Guinea-Bissau
- ☐ Guyana
- ☐ Haiti
- ☐ Holy See
- ☐ Honduras
- ☐ Hong Kong
- ☐ Hungary
- ☐ Iceland
- ☐ India
- ☐ Indonesia
- ☐ Iran
- ☐ Iraq
- ☐ Ireland
- ☐ Isle of Man
- ☐ Israel
- ☐ Italy
- ☐ Jamaica
- ☐ Japan
- ☐ Jordan
- ☐ Kazakhstan
- ☐ Kenya
- ☐ Kuwait
- ☐ Kyrgyzstan

- ☐ Laos
- ☐ Latvia
- ☐ Lebanon
- ☐ Lesotho
- ☐ Liberia
- ☐ Libya
- ☐ Liechtenstein
- ☐ Lithuania
- ☐ Luxembourg
- ☐ Macao
- ☐ Madagascar
- ☐ Malawi
- ☐ Malaysia
- ☐ Maldives
- ☐ Mali
- ☐ Malta
- ☐ Mauritania
- ☐ Mauritius
- ☐ Mayotte
- ☐ Mexico
- ☐ Moldova
- ☐ Monaco
- ☐ Mongolia
- ☐ Montenegro
- ☐ Morocco
- ☐ Mozambique
- ☐ Myanmar
- ☐ Namibia
- ☐ Nepal
- ☐ Netherlands
- ☐ Nicaragua
- ☐ Niger
- ☐ Nigeria



- ☐ North Korea
- ☐ North Macedonia
- ☐ Norway
- ☐ Oman
- ☐ Palestine
- ☐ Pakistan
- ☐ Panama
- ☐ Paraguay
- ☐ Peru
- ☐ Philippines
- ☐ Poland
- ☐ Portugal
- ☐ Qatar
- ☐ Réunion
- ☐ Romania
- ☐ Russia
- ☐ Rwanda
- ☐ Saint Helena
- ☐ Saint Kitts and Nevis
- ☐ Saint Lucia
- ☐ Saint Vincent and the Grenadines
- ☐ San Marino
- ☐ Sao Tome & Principe
- ☐ Saudi Arabia
- ☐ Senegal
- ☐ Serbia
- ☐ Seychelles
- ☐ Sierra Leone
- ☐ Singapore
- ☐ Slovakia
- ☐ Slovenia
- ☐ Somalia
- ☐ South Africa

- ☐ South Korea
- ☐ South Sudan
- ☐ Spain
- ☐ Sri Lanka
- ☐ State of Palestine
- ☐ Sudan
- ☐ Suriname
- ☐ Sweden
- ☐ Switzerland
- ☐ Syria
- ☐ Taiwan
- ☐ Tajikistan
- ☐ Tanzania
- ☐ Thailand
- ☐ The Bahamas
- ☐ Timor-Leste
- ☐ Togo
- ☐ Trinidad and Tobago
- ☐ Tunisia
- ☐ Turkey
- ☐ Turkmenistan
- ☐ Uganda
- ☐ Ukraine
- ☐ United Arab Emirates
- ☐ United Kingdom
- ☐ United States
- ☐ Uruguay
- ☐ Uzbekistan
- ☐ Venezuela
- ☐ Vietnam
- ☐ Western Sahara
- ☐ Yemen
- ☐ Zambia

☐ Zimbabwe

## 9. In which Country do you currently live? \*

Marcar apenas uma oval.

- ☐ Afghanistan      *Pular para a pergunta 11*
- ☐ Albania      *Pular para a pergunta 11*
- ☐ Algeria      *Pular para a pergunta 11*
- ☐ Andorra      *Pular para a pergunta 11*
- ☐ Angola      *Pular para a pergunta 11*
- ☐ Antigua and Barbuda      *Pular para a pergunta 11*
- ☐ Argentina      *Pular para a pergunta 11*
- ☐ Armenia      *Pular para a pergunta 11*
- ☐ Austria      *Pular para a pergunta 11*
- ☐ Azerbaijan      *Pular para a pergunta 11*
- ☐ Bahrain      *Pular para a pergunta 11*
- ☐ Bangladesh      *Pular para a pergunta 11*
- ☐ Barbados      *Pular para a pergunta 11*
- ☐ Belarus      *Pular para a pergunta 11*
- ☐ Belgium      *Pular para a pergunta 11*
- ☐ Belize      *Pular para a pergunta 11*
- ☐ Benin      *Pular para a pergunta 11*
- ☐ Bhutan      *Pular para a pergunta 11*
- ☐ Bolivia      *Pular para a pergunta 11*
- ☐ Bosnia and Herzegovina      *Pular para a pergunta 11*
- ☐ Botswana      *Pular para a pergunta 11*
- ☐ Brazil      *Pular para a pergunta 10*
- ☐ Brunei      *Pular para a pergunta 11*
- ☐ Bulgaria      *Pular para a pergunta 11*
- ☐ Burkina Faso      *Pular para a pergunta 11*
- ☐ Burundi      *Pular para a pergunta 11*
- ☐ Cabo Verde      *Pular para a pergunta 11*
- ☐ Cambodia      *Pular para a pergunta 11*
- ☐ Cameroon      *Pular para a pergunta 11*
- ☐ Canada      *Pular para a pergunta 11*

- ☐ Central African Republic *Pular para a pergunta 11*
- ☐ Chad *Pular para a pergunta 11*
- ☐ Channel Islands *Pular para a pergunta 11*
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- ☐ Comoros *Pular para a pergunta 11*
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- ☐ Côte d'Ivoire *Pular para a pergunta 11*
- ☐ Croatia *Pular para a pergunta 11*
- ☐ Cuba *Pular para a pergunta 11*
- ☐ Cyprus *Pular para a pergunta 11*
- ☐ Czech Republic *Pular para a pergunta 11*
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- ☐ Djibouti *Pular para a pergunta 11*
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- ☐ Dominican Republic *Pular para a pergunta 11*
- ☐ DR Congo *Pular para a pergunta 11*
- ☐ Ecuador *Pular para a pergunta 11*
- ☐ Egypt *Pular para a pergunta 11*
- ☐ El Salvador *Pular para a pergunta 11*
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- ☐ Faeroe Islands *Pular para a pergunta 11*
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- ☐ Gambia *Pular para a pergunta 11*

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- ☐ Guinea-Bissau *Pular para a pergunta 11*
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- ☐ Holy See *Pular para a pergunta 11*
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- ☐ Iceland *Pular para a pergunta 11*
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- ☐ Indonesia *Pular para a pergunta 11*
- ☐ Iran *Pular para a pergunta 11*
- ☐ Iraq *Pular para a pergunta 11*
- ☐ Ireland *Pular para a pergunta 11*
- ☐ Isle of Man *Pular para a pergunta 11*
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- ☐ Italy *Pular para a pergunta 11*
- ☐ Jamaica *Pular para a pergunta 11*
- ☐ Japan *Pular para a pergunta 11*
- ☐ Jordan *Pular para a pergunta 11*
- ☐ Kazakhstan *Pular para a pergunta 11*
- ☐ Kenya *Pular para a pergunta 11*
- ☐ Kuwait *Pular para a pergunta 11*
- ☐ Kyrgyzstan *Pular para a pergunta 11*
- ☐ Laos *Pular para a pergunta 11*
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- ☐ Lebanon *Pular para a pergunta 11*
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- ☐ Liechtenstein *Pular para a pergunta 11*
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- ☐ Luxembourg *Pular para a pergunta 11*
- ☐ Macao *Pular para a pergunta 11*
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- ☐ South Korea *Pular para a pergunta 11*
- ☐ South Sudan *Pular para a pergunta 11*



- ☐ Spain *Pular para a pergunta 11*
- ☐ Sri Lanka *Pular para a pergunta 11*
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- ☐ Trinidad and Tobago *Pular para a pergunta 11*
- ☐ Tunisia *Pular para a pergunta 11*
- ☐ Turkey *Pular para a pergunta 11*
- ☐ Turkmenistan *Pular para a pergunta 11*
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- ☐ United Arab Emirates *Pular para a pergunta 11*
- ☐ United Kingdom *Pular para a pergunta 11*
- ☐ United States *Pular para a pergunta 11*
- ☐ Uruguay *Pular para a pergunta 11*
- ☐ Uzbekistan *Pular para a pergunta 11*
- ☐ Venezuela *Pular para a pergunta 11*
- ☐ Vietnam *Pular para a pergunta 11*
- ☐ Western Sahara *Pular para a pergunta 11*
- ☐ Yemen *Pular para a pergunta 11*
- ☐ Zambia *Pular para a pergunta 11*
- ☐ Zimbabwe *Pular para a pergunta 11*

## Demographic Information

10. In which state do you live?

*Marcar apenas uma oval.*

- ☐ Acre (AC)
- ☐ Alagoas (AL)
- ☐ Amapá (AP)
- ☐ Amazonas (AM)
- ☐ Bahia (BA)
- ☐ Ceará (CE)
- ☐ Distrito Federal (DF)
- ☐ Espírito Santo (ES)
- ☐ Goiás (GO)
- ☐ Maranhão (MA)
- ☐ Mato Grosso (MT)
- ☐ Mato Grosso do Sul (MS)
- ☐ Minas Gerais (MG)
- ☐ Pará (PA)
- ☐ Paraíba (PB)
- ☐ Paraná (PR)
- ☐ Pernambuco (PE)
- ☐ Piauí (PI)
- ☐ Rio de Janeiro (RJ)
- ☐ Rio Grande do Norte (RN)
- ☐ Rio Grande do Sul (RS)
- ☐ Rondônia (RO)
- ☐ Roraima (RR)
- ☐ Santa Catarina (SC)
- ☐ São Paulo (SP)
- ☐ Sergipe (SE)
- ☐ Tocantins (TO)

## Reasons for Software Engineer's Turnover

This section aims to identify the main reasons of the voluntary turnover among Software Engineers.

11. Please indicate your level of agreement for each statement below about the reasons you think can cause turnover :

\*

*Marcar apenas uma oval por linha.*

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree
<b>A higher salary proposal</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>A repetitive work</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Not having a good relationship with co-workers</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Lack of a career plan</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>A toxic management</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>An inadequate working environment/physical infrastructure</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Working overtime frequently</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Unmet job expectations</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Lack of internal communication in the company</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>The use of obsolete technologies</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Lack of technical challenges</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Lack of flexibility and autonomy on deciding preferred working time</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Lack of professional recognition</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

recognition					
Lack of professional recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High demand in the industry for software engineers					
High demand in the industry for software engineers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of autonomy to make decisions at work					
Lack of autonomy to make decisions at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with short lead deadlines					
Working with short lead deadlines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A job offer in another country					
A job offer in another country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A job offer from a company large and known					
A job offer from a company large and known	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A job offer from a new tech company					
A job offer from a new tech company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Desire to live new professional experiences					
Desire to live new professional experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. In addition to the aspects mentioned above, would you like to mention any other reason that may cause Software Engineer turnover?

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## Employee Retention Strategies

This section aims to identify the most effective strategies to minimize software engineer's turnover.

13. Regarding the strategies applied by companies to minimize turnover, please indicate your level of agreement for each strategy below:

\*

*Marcar apenas uma oval por linha.*

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree
<b>Offer a more robust onboarding process</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Offer internal professional engagement programs</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Offer training to improve technical development skills</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Offer opportunity for rapid career growth</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Offer opportunity for the employee to switch between projects and/or roles if she/he aims it</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Provide a good organizational structure / well-defined roles</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Provide good and capable management</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

management teams	management teams	management teams	management teams	management teams	management teams
Offer an open relationship with the CEO(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide mentorship programs and ongoing follow-up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promote recognition and rewards systems for good performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offer home office work options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offer a market-level compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conduct continuous one-on-one meetings (performance feedback)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible working hours arrangements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promote stock investment plans at the company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make use of modern technologies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



technologies  
Hire

professionals  
Hire  
aligned with  
professionals  
the  
aligned with  
company's  
the  
culture  
company's

☐☐☐☐☐

culture  
Offer

corporate  
Offer  
perks  
corporate  
perks

☐☐☐☐☐

## Warning Signs of Turnover

This section aims to identify the main signs that can indicate that a software engineer wants to leave the company.

14. Please indicate the top three (3) factors below that in your opinion may indicate the Software Engineer's intention to leave the company: \*

*Marque todas que se aplicam.*

- ☐ Decrease in productivity
- ☐ Feeling overloaded
- ☐ Lack of commitment to the company's objectives
- ☐ Low engagement at work
- ☐ Signs of demotivation
- ☐ Conflicts with the team
- ☐ Absenteeism and tardiness
- ☐ Outro: \_\_\_\_\_

## Personality Test

In this section, we present 20 statements on personal characteristics. Read each one carefully and indicate whether each characteristic describes you or not.

## 15. I see myself as someone who... \*

*Marcar apenas uma oval por linha.*

	Strongly disagree	somewhat disagree	Neutral	somewhat agree	Strongly agree
<b>is talkative, communicative.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>is meticulous, detail-oriented on my work.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>insists until completing a task or work.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>likes to cooperate with others.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>is original, always has new ideas.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>is temperamental, changes moods easily.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>is inventive, creative.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>is helpful and helps others.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>is kind, cares about others.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>does things efficiently.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>is sociable, outgoing.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>is full of energy.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

is a reliable

is a creative					
employee.					
has a fertile					
imagination.					
gets tense					
often.					
gets nervous					
easily.					
spreads a lot of					
enthusiasm.					
likes to reflect,					
to play with					
ideas.					
has the					
capacity to					
forgive, forgives					
easily.					
worries a lot					
about					
everything.					
everything.					

### Wrap-up

16. Are there any comments related to this survey that you would like to share with us?

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If you are interested in receiving the results of the personality test and the results of this survey, please enter your e-mail address below:

17. E-mail:

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18. Consent for use of information \*

*Marque todas que se aplicam.*

☐ I authorize the use of the information collected on this form to contribute to this research, which aims to understand the main reasons that have led Software Engineers to leave their companies.

19. Brazilian Data Protection Law (LGPD) - As amended by Law No. 13,853/2019 \*

*Marcar apenas uma oval.*

☐ I authorize my e-mail address to be included in a specific mailing list of Software Engineers that may be used for future contact.

☐ I do NOT authorize my e-mail address to be included in a specific mailing list of Software engineers to be used for future contact.

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Este conteúdo não foi criado nem aprovado pelo Google.

Google Formulários

