	Neutral	Somewhat disagree	Strongly disagree	Neutral	Somewhat agree	Strongly agree
A higher salary proposal			1		15	21
A toxic management			1		10	26
Lack of professional recognition					20	15
Not having a good relationship with co-workers			1		18	14
Unmet job expectations		1	1		23	9
Lack of a career plan		1	1		11	20
Lack of flexibility and autonomy on deciding preferred working time		1	1		15	16
Lack of internal communication in the company			1		22	8
Desire to live new professional experiences		1			13	16
Lack of technical challenges		2			21	7
A job offer in another country		3	2		10	18
A job offer from a company large and known tech company		3	2		13	15
Working with short lead deadlines		3	2		15	9
A repetitive work		4	2		17	6
An inadequate working environment/physical infrastructure			2		13	8
The use of obsolete technologies		1			13	7
High demand in the industry for software engineers		3	4		10	10
Lack of autonomy to make decisions at work		2	1		12	8
Working overtime frequently		4	3		12	7