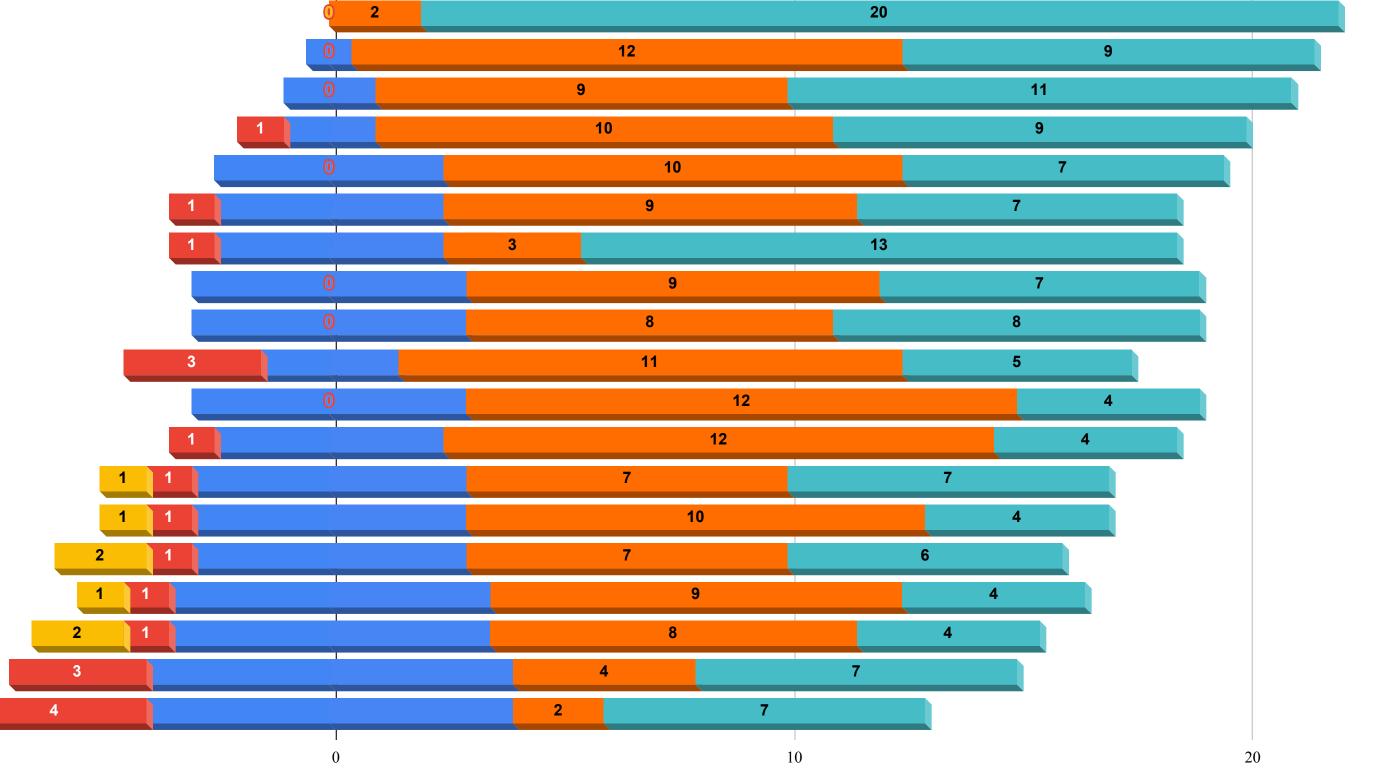
A toxic management A higher salary proposal Lack of a career plan Lack of professional recognition Desire to live new professional experiences A repetitive work Not having a good relationship with co-workers An inadequate working environment/physical infrastructure Unmet job expectations The use of obsolete technologies Lack of technical challenges Lack of autonomy to make decisions at work Working overtime frequently Lack of internal communication in the company A job offer in another country A job offer from a company large and known tech company Lack of flexibility and autonomy on deciding preferred working time High demand in the industry for software engineers Working with short lead deadlines -10



Neutral Somewhat disagree Strongly disagree Neutral Somewhat agree Strongly agree