	Neutral	Somewhat disagree	Strongly disagree	Neutral	Somewhat agree	Strongly agree
A higher salary proposal			1		28	24
A toxic management			1		7	45
Unmet job expectations		2	1		28	18
A repetitive work			1		29	16
Not having a good relationship with co-workers		1	1		17	27
Desire to live new professional experiences		3	1		23	21
Lack of professional recognition			1		13	28
Lack of a career plan		2	1		15	24
Lack of internal communication in the company		5	1		27	12
Lack of technical challenges		2	4		26	11
Working overtime frequently		4	1		21	15
High demand in the industry for software engineers		5	2		18	18
A job offer in another country		3	2		14	22
Lack of flexibility and autonomy on deciding preferred working time		1	3		19	15
Working with short lead deadlines		3	1		22	11
An inadequate working environment/physical infrastructure		4	1		15	17
The use of obsolete technologies		3	3		21	11
A job offer from a company large and known tech company		8	2		19	12
Lack of autonomy to make decisions at work		2	2		22	5

Neutral ■ Somewhat disagree ■ Strongly disagree ■ Neutral ■ Somewhat agree ■ Strongly agree