	Neutral	Somewhat disagree	Strongly disagree	Neutral	Somewhat agree	Strongly agree
A higher salary proposal		2	0		4	7
A repetitive work		1	0		6	4
A toxic management		1	2		3	6
Unmet job expectations			0		3	6
Lack of professional recognition		1	2		6	3
A job offer from a company large and known tech company			0		4	5
Desire to live new professional experiences		2			2	7
Not having a good relationship with co-workers		2	2		4	4
Lack of a career plan		2			3	5
Lack of internal communication in the company		2	2		5	3
Lack of technical challenges		1	2		8	0
Lack of flexibility and autonomy on deciding preferred working time		2			3	5
Lack of autonomy to make decisions at work		1	2		3	5
Working with short lead deadlines		2			6	2
An inadequate working environment/physical infrastructure		1			5	2
A job offer in another country		1	2		1	6
The use of obsolete technologies		2	1		4	2
Working overtime frequently		2	2		4	1
High demand in the industry for software engineers		1	2		2	3
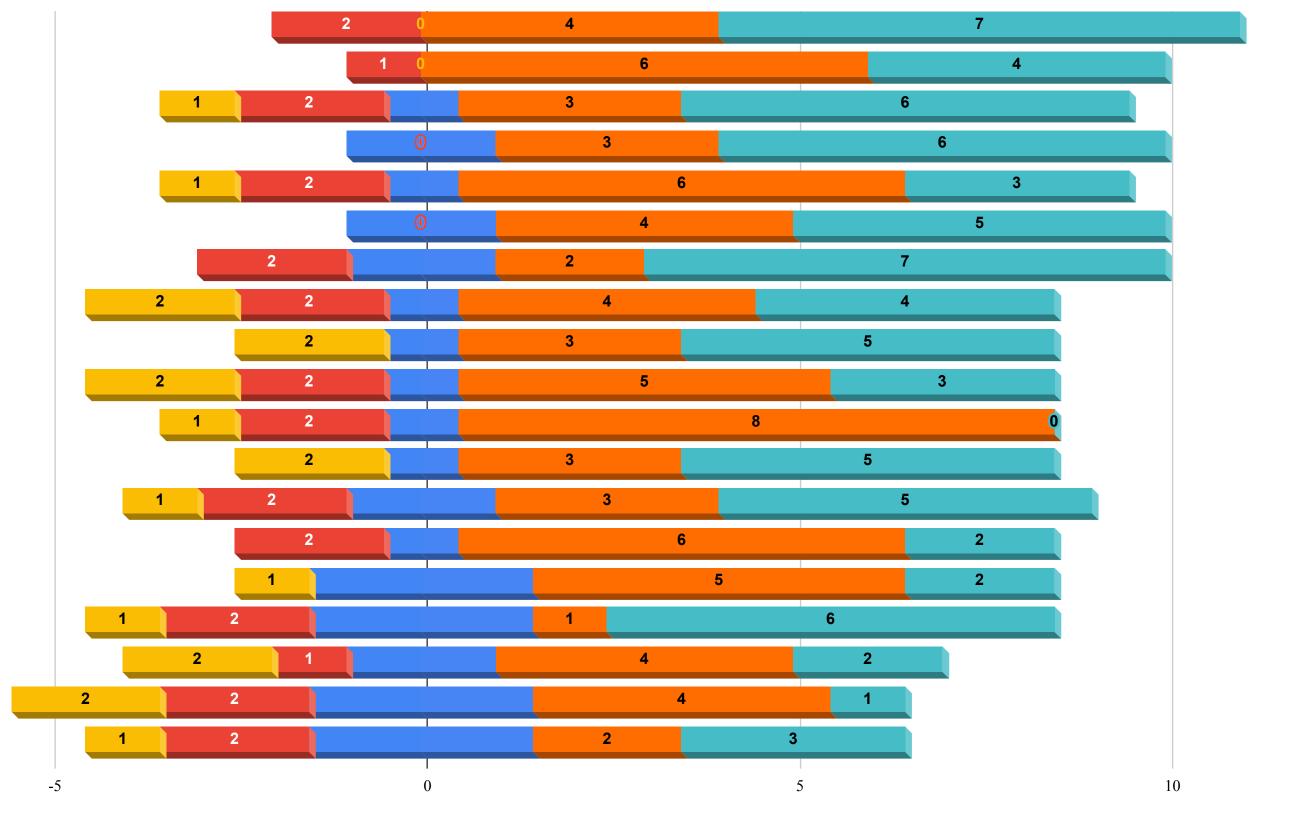
Legend: Neutral, Somewhat disagree, Strongly disagree, Neutral, Somewhat agree, Strongly agree