A higher salary proposal Lack of a career plan A toxic management Unmet job expectations Lack of internal communication in the company Lack of professional recognition A job offer from a company large and known tech company Desire to live new professional experiences Lack of flexibility and autonomy on deciding preferred working time A job offer in another country Unmet job expectations An inadequate working environment/physical infrastructure Working overtime frequently Working with short lead deadlines The use of obsolete technologies High demand in the industry for software engineers Lack of technical challenges Lack of autonomy to make decisions at work A repetitive work -10

