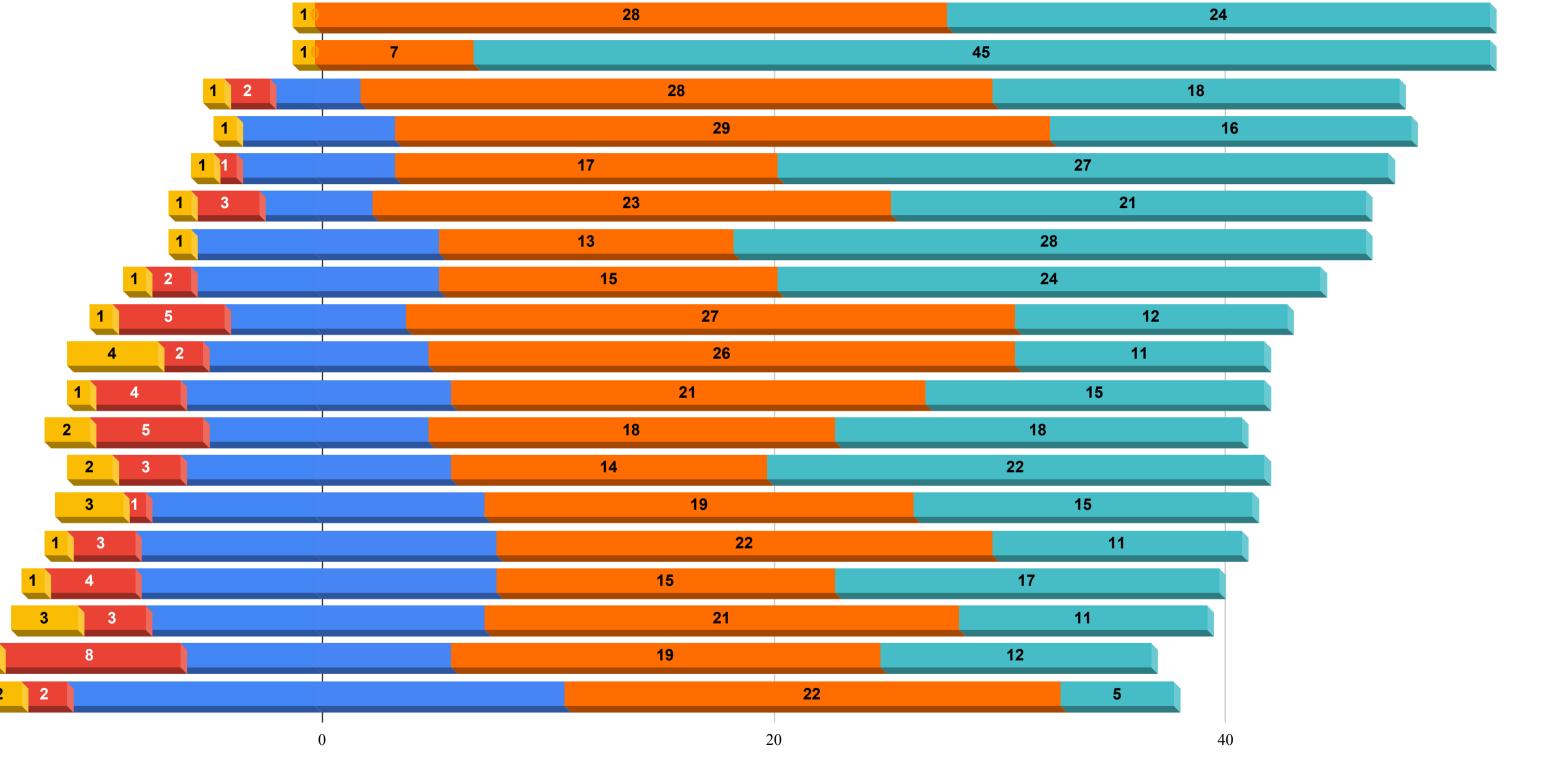
A higher salary proposal A toxic management Unmet job expectations A repetitive work Not having a good relationship with co-workers Desire to live new professional experiences Lack of professional recognition Lack of a career plan Lack of internal communication in the company Lack of technical challenges Working overtime frequently High demand in the industry for software engineers A job offer in another country Lack of flexibility and autonomy on deciding preferred working time Working with short lead deadlines An inadequate working environment/physical infrastructure The use of obsolete technologies A job offer from a company large and known tech company Lack of autonomy to make decisions at work -20



Neutral Somewhat disagree Strongly disagree Neutral Somewhat agree Strongly agree

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