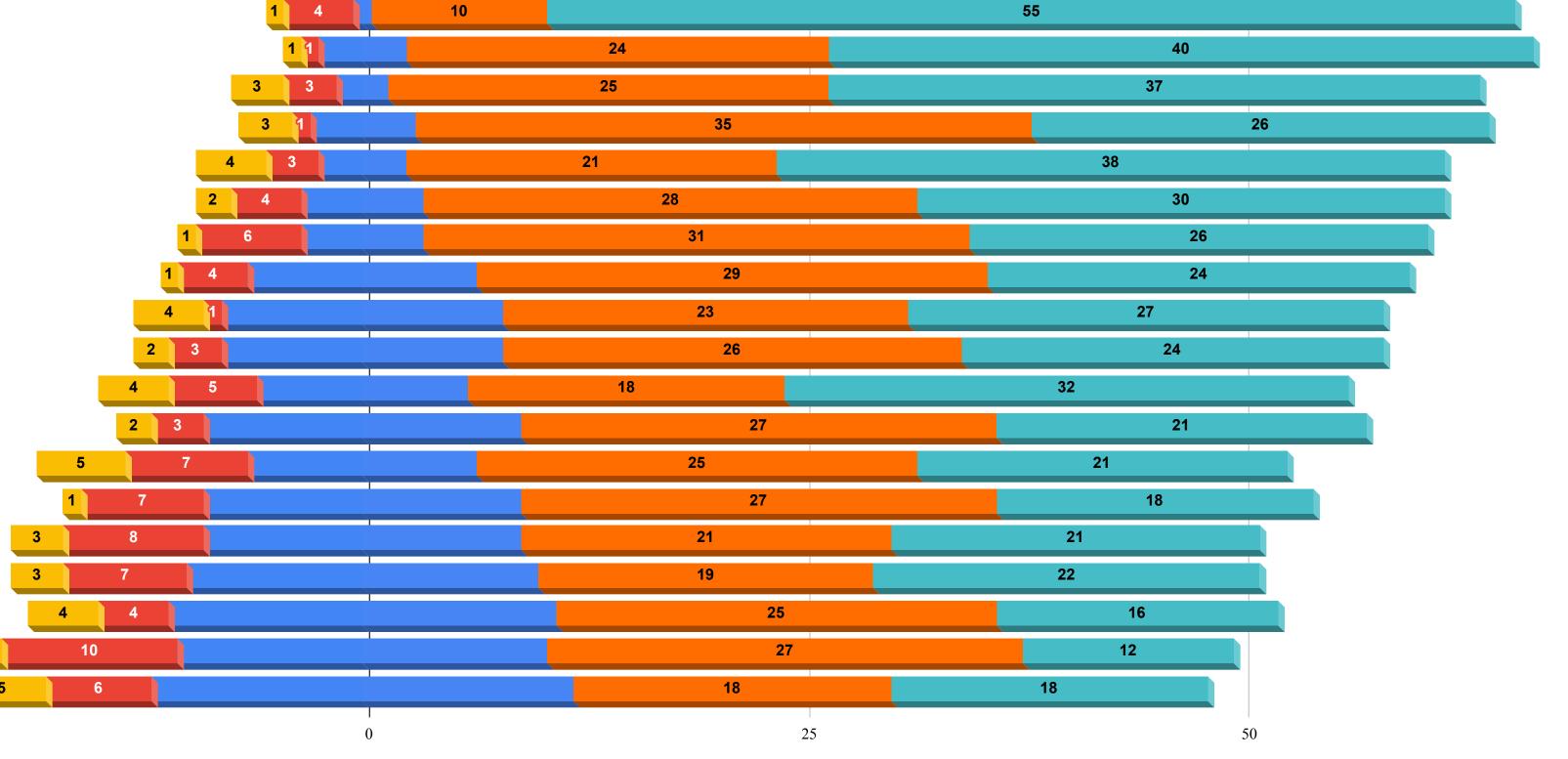
A toxic management A higher salary proposal Not having a good relationship with co-workers Lack of professional recognition Lack of a career plan Desire to live new professional experiences Lack of technical challenges A repetitive work Unmet job expectations Lack of flexibility and autonomy on deciding preferred working time A job offer in another country Lack of internal communication in the company A job offer from a company large and known tech company An inadequate working environment/physical infrastructure Working overtime frequently The use of obsolete technologies Working with short lead deadlines Lack of autonomy to make decisions at work High demand in the industry for software engineers -25



Neutral Somewhat disagree Strongly disagree Neutral Somewhat agree Strongly agree