Factor	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree
A higher salary proposal		1		21	33
A toxic management	3	1		14	37
Desire to live new professional experiences	2			19	31
Lack of a career plan	1	2		17	32
Lack of professional recognition	1			23	25
Not having a good relationship with co-workers	2	2		24	21
Lack of internal communication in the company	1	1		27	18
Unmet job expectations	2	2		25	19
Lack of flexibility and autonomy on deciding preferred working time	3	1		21	21
A job offer in another country	2	5		14	28
A job offer from a company large and known tech company	5	3		20	22
Lack of technical challenges	5			22	19
A repetitive work	2	2		17	14
The use of obsolete technologies	5			16	15
Working overtime frequently	8	3		17	13
High demand in the industry for software engineers	1	4		14	16
Lack of autonomy to make decisions at work	6	1		22	7
Working with short lead deadlines	5	2		17	16
An inadequate working environment/physical infrastructure	5	2		16	15

Legend: Neutral, Strongly disagree, Somewhat disagree, Neutral, Somewhat agree, Strongly agree