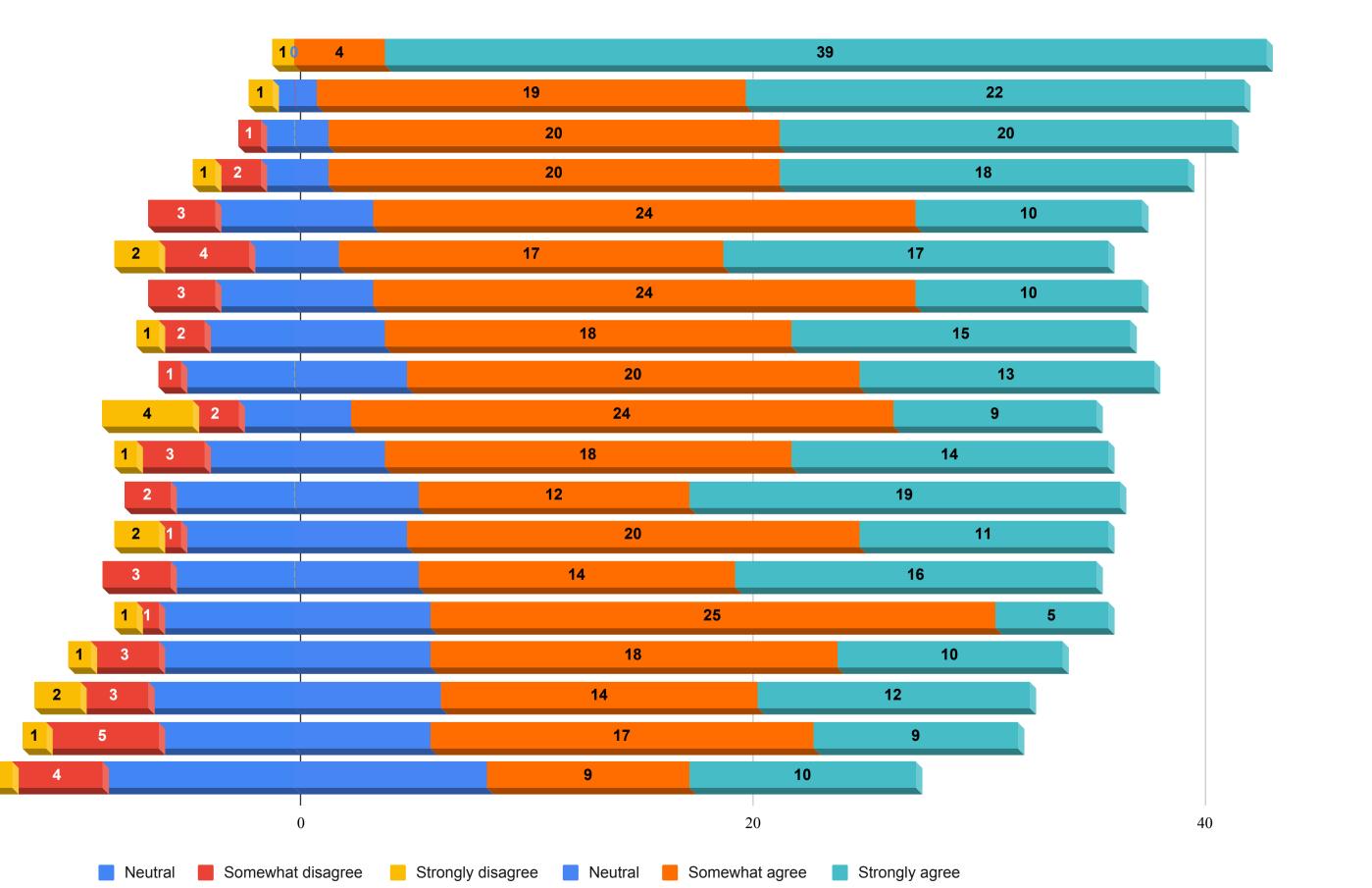
A toxic management Not having a good relationship with co-workers A higher salary proposal Lack of professional recognition Lack of technical challenges Lack of flexibility and autonomy on deciding preferred working time Lack of autonomy to make decisions at work An inadequate working environment/physical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



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