



Results of the 10th Intent to Change Jobs survey – Jan 2026

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Valenco asked respondents if they were looking to change their jobs in 2026, 2027, or not thinking of a change. If thinking of a change, what would be their primary driver among 5 options given. Also, asked was when they had last moved jobs.

Respondents were predominantly from the USA (84%) and the rest from India and ROW.

Summary of findings

Intent to change

Groups where intent to change is higher than it was in the 2025 survey	Groups where intent to change is similar to the 2025 survey	Groups where intent to change is lower than it was in the 2025 survey
<ol style="list-style-type: none">1. Respondents not in IT sales or delivery2. Respondents with 15-20 years of experience		<ol style="list-style-type: none">1. IT delivery professionals and also IT sales professionals2. Respondents with less than 15 years' experience or more than 20 years' experience

Reasons to seek change

Overall	USA	India / ROW
<ol style="list-style-type: none">1. Richer role #1 reason2. Sharp drop in % expecting higher compensation3. Higher % unemployed	<ol style="list-style-type: none">1. Richer role #1 reason2. Sharp drop in % expecting higher compensation	<ol style="list-style-type: none">1. Richer role #1 reason2. Sharp increase in % expecting higher compensation3. Jump in % unemployed

IT sales professional	IT delivery professional	Not in IT sales or delivery
<ol style="list-style-type: none">1. Richer role #12. Rise in wanting to work for a better company3. Drop in expectation of higher compensation	<ol style="list-style-type: none">1. Richer role #12. Drop in expectation of higher compensation3. Supervisor does not matter	<ol style="list-style-type: none">1. Don't care about company or supervisor - want a richer role and better compensation2. Unemployment high

Less than 15 years' experience	15 – 20 years' experience	20 + years' experience
<ol style="list-style-type: none">Rising level of unemployment	<ol style="list-style-type: none">1. Want a richer role and better company2. Ask for higher compensation has moderated	<ol style="list-style-type: none">1. Want a richer role2. Unemployment creeping up

Attrition - differences from 2025 survey

Overall	USA	India
<ol style="list-style-type: none">Jump in job changes last 2 years	<ol style="list-style-type: none">Jump in job changes last 2 years	<ol style="list-style-type: none">Similar to prior survey

IT sales professional	IT delivery professional	Not in IT sales or delivery
Jump in job changes last 2 years	Attrition lower	Increase in job change last 2 years

Less than 15 years' experience	15-20 years' experience	20+ years' experience
Rise in job changes last 2 years	Sharp increase in job changes last 2 years	Rise in job changes last 2 years

Detailed results

1. Intent to change roles in the next two years

Geography	2026 survey	2025 survey	2024 survey	2023 survey	2022 survey	2021 survey
USA/Canada	76%	81%	82%	71%	64%	66%
India & ROW	58%	63%	65%	65%	70%	73%

Profession	2026 survey	2025 survey	2024 survey	2023 survey	2022 survey	2021 survey
IT sales / account growth	78%	84%	83%	73%	68%	70%
IT SME/Delivery	53%	78%	84%	70%	73%	66%
Others	73%	55%	60%	62%	55%	55%

Work experience	2026 survey	2025 survey	2024 survey	2023 survey	2022 survey	2021 survey
Less than 15 years'	50%	75%	67%	57%	50%	88%
15 – 20 years'	100%	78%	82%	86%	70%	67%
20+ years	71%	80%	79%	69%	67%	65%

2. Key asks when looking for a new role

All respondents	Richer role	Better compensation	Better company	Better supervisor	Out of work
2026 survey	76%	52%	31%	19%	17%
2025 survey	70%	71%	28%	25%	14%
2024 survey	84%	73%	46%	21%	6%
2023 survey	74%	67%	39%	11%	9%
2022 survey	73%	72%	44%	17%	6%
2021 survey	78%	54%	38%	13%	11%

a. Geography

USA & Canada	Richer role	Better compensation	Better company	Better supervisor	Out of work
2026 survey	72%	51%	30%	21%	15%
2025 survey	70%	75%	27%	25%	16%
2024 survey	85%	76%	48%	15%	7%
2023 survey	76%	69%	43%	11%	5%
2022 survey	73%	73%	48%	17%	5%
2021 survey	78%	53%	41%	12%	9%

India / ROW	Richer role	Better compensation	Better company	Better supervisor	Out of work
2026 survey	100%	57%	43%	0%	29%
2025 survey	60%	20%	40%	20%	0%
2024 survey	82%	55%	36%	55%	0%
2023 survey	62%	54%	15%	15%	31%
2022 survey	71%	64%	21%	14%	14%
2021 survey	79%	58%	16%	16%	26%

b. Profession

IT sales or account growth

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2026 survey	72%	51%	33%	26%	15%
2025 survey	67%	77%	23%	27%	15%
2024 survey	80%	73%	46%	22%	7%
2023 survey	78%	69%	44%	11%	5%
2022 survey	81%	77%	46%	15%	2%
2021 survey	81%	52%	40%	16%	8%

IT SME or delivery

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2026 survey	71%	43%	29%	0%	14%
2025 survey	75%	58%	33%	8%	17%
2024 survey	100%	88%	50%	13%	6%
2023 survey	68%	68%	32%	11%	16%
2022 survey	68%	74%	37%	21%	5%
2021 survey	70%	63%	30%	10%	17%

Other professions

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2026 survey	100%	63%	25%	0%	25%
2025 survey	80%	40%	60%	40%	0%
2024 survey	86%	43%	43%	29%	0%
2023 survey	62%	54%	31%	38%	8%
2022 survey	45%	45%	45%	18%	27%
2021 survey	75%	50%	40%	0%	20%

c. Years of experience

Less than 15 years' work experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2026 survey	100%	0%	0%	0%	50%
2025 survey	67%	67%	33%	33%	33%
2024 survey	100%	75%	50%	25%	
2023 survey	75%	100%			
2022 survey	50%	50%	50%	0%	0%
2021 survey	71%	29%	43%	0%	0%

15 – 20 years' work experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2026 survey	89%	50%	78%	11%	0%
2025 survey	57%	100%	14%	14%	14%
2024 survey	78%	89%	44%	33%	11%
2023 survey	67%	67%	75%	13%	8%
2022 survey	100%	86%	71%	29%	0%
2021 survey	80%	75%	45%	15%	10%

More than 20 years' experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2026 survey	72%	51%	23%	21%	19%
2025 survey	71%	68%	29%	25%	14%
2024 survey	84%	71%	46%	19%	6%
2023 survey	75%	65%	35%	13%	8%
2022 survey	72%	70%	51%	16%	7%
2021 survey	78%	52%	36%	13%	12%

2. Job stability & attrition

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
Overall			
2026 survey	38%	26%	36%
2025 survey	25%	36%	39%
2024 survey	26%	39%	35%
2023 survey	34%	31%	35%
2022 survey	36%	27%	37%
2021 survey	34%	31%	34%
USA	Last two years	The previous 3 years	5 of more years ago
2026 survey	42%	27%	31%
2025 survey	28%	35%	37%
2024 survey	25%	41%	33%
2023 survey	35%	30%	35%
2022 survey	39%	30%	31%
2021 survey	36%	30%	34%
India	Last two years	The previous 3 years	5 of more years ago
2026 survey	17%	17%	87%
2025 survey	0%	38%	63%
2024 survey	29%	29%	41%
2023 survey	25%	35%	40%
2022 survey	20%	15%	65%
2021 survey	23%	38%	39%

Profession

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
IT sales professionals			
2026 survey	42%	24%	34%
2025 survey	27%	40%	32%
2024 survey	17%	49%	34%
2023 survey	33%	30%	37%
2022 survey	38%	24%	38%
2021 survey	39%	25%	36%

IT Delivery professionals	Last two years	The previous 3 years	5 of more years ago
2026 survey	23%	31%	46%
2025 survey	21%	40%	32%
2024 survey	37%	32%	32%
2023 survey	41%	26%	33%
2022 survey	31%	38%	31%
2021 survey	22%	46%	33%
Other professions	Last two years	The previous 3 years	5 of more years ago
2026 survey	35%	27%	36%
2025 survey	18%	27%	55%
2024 survey	57%		43%
2023 survey	29%	38%	33%
2022 survey	35%	25%	40%
2021 survey	33%	36%	31%

Years of work experience

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
< 15 years' work ex.			
2026 survey	25%	25%	50%
2025 survey	50%		50%
2024 survey	17%	17%	50%
2023 survey	43%	14%	43%
2022 survey	36%	26%	38%
2021 survey	13%	38%	50%
15-20 years	Last two years	The previous 3 years	5 of more years ago
2026 survey	56%	22%	22%
2025 survey		44%	56%
2024 survey	18%	55%	36%
2023 survey	57%	14%	29%
2022 survey	50%	10%	40%
2021 survey	27%	33%	40%
20+ years	Last two years	The previous 3 years	5 of more years ago
2026 survey	36%	26%	38%
2025 survey	27%	36%	37%
2024 survey	28%	39%	33%
2023 survey	31%	35%	37%
2022 survey	36%	26%	31%
2021 survey	37%	30%	33%