

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 delivery 2. Respondents with 15-20 years of experience | | <ol style="list-style-type: none"> 1. IT delivery professionals and also IT sales professionals 2. 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 reason 2. Sharp drop in % expecting higher compensation 3. Higher % unemployed | <ol style="list-style-type: none"> 1. Richer role #1 reason 2. Sharp drop in % expecting higher compensation | <ol style="list-style-type: none"> 1. Richer role #1 reason 2. Sharp increase in % expecting higher compensation 3. Jump in % unemployed |

| IT sales professional | IT delivery professional | Not in IT sales or delivery |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> 1. Richer role #1 2. Rise in wanting to work for a better company 3. Drop in expectation of higher compensation | <ol style="list-style-type: none"> 1. Richer role #1 2. Drop in expectation of higher compensation 3. Supervisor does not matter | <ol style="list-style-type: none"> 1. Don't care about company or supervisor - want a richer role and better compensation 2. Unemployment high |

| Less than 15 years' experience | 15 – 20 years' experience | 20 + years' experience |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| Rising level of unemployment | <ol style="list-style-type: none"> 1. Want a richer role and better company 2. Ask for higher compensation has moderated | <ol style="list-style-type: none"> 1. Want a richer role 2. Unemployment creeping up |

Attrition - differences from 2025 survey

| Overall | USA | India |
|----------------------------------|----------------------------------|-------------------------|
| Jump in job changes last 2 years | Jump in job changes last 2 years | 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% |