

second choice, twelve their third choice, and so on.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
lack of communication	16	6	12	2	4	1	1	2	0	0	0	1	0	0	1
misunderstood communication	10	14	5	2	6	2	0	2	0	1	1	1	0	0	1
lack of openness and honesty	3	3	5	5	3	3	4	3	2	1	1	1	3	0	5
financial pressure	2	0	0	3	2	0	1	1	3	3	1	5	5	5	20
dissatisfaction with work	1	2	1	2	0	3	0	2	4	3	0	6	5	5	4
spiritual immaturity	4	2	1	4	2	4	2	4	2	3	4	0	1	1	5
style of leadership	4	1	3	7	4	4	4	1	2	5	2	0	3	1	1
fear of failure	1	2	1	0	3	2	5	4	2	1	0	3	4	3	7
personality clashes	2	4	6	6	5	3	0	1	1	3	2	4	0	1	2
lack of preparation for position	3	4	1	1	1	1	3	3	2	2	2	2	6	3	4
not keeping within the limits of one's responsibilities	1	1	5	1	4	1	4	0	3	4	0	1	5	2	5
not fulfilling one's responsibilities	1	3	2	6	6	3	1	1	3	3	1	5	1	2	2
envy of another's gifts, position, or success	0	2	3	1	1	1	1	2	3	5	3	3	2	5	6
lack of recognition of one's work	1	0	3	2	1	2	3	4	3	7	3	1	2	1	4
lack of opportunity to exercise gifts	0	0	2	1	2	2	2	3	1	2	6	1	0	3	12