According to our study of more than 550 people, the reasons most people assume someone quits his or her job—such as bad work assignments, unacceptable hours, or low pay—are actually the least common concerns. In fact, more than 50 percent of employees surveyed said a disagreeable boss was their number-one reason to pack up and leave.

In fact, two out of every three people who are bugged by their boss are in the process of looking for other options. But the problem is not primarily the disagreeable boss; the problem is people’s unwillingness to candidly share concerns about their boss-employee relationship.

Only one in five people have even attempted to fully lay out their concerns with the boss. Almost two-thirds will quit without ever really speaking their mind. It turns out that when it matters most, most of us do our worst at communicating our concerns. And the worst is saying nothing.

In contrast, those surveyed who do speak up and who are skilled at holding crucial confrontations with their bosses were more satisfied with their jobs and less likely to take another job. They were also less likely to badmouth the boss to others or to work around the boss’s weaknesses.

An innovator in corporate training and leadership development, VitalSmarts combines three decades of original research with 50 years of the best social science thinking to help leaders and organizations change human behavior and achieve new levels of performance. VitalSmarts has identified four high-leverage skill sets that, when used in combination, create healthy corporate cultures. These skills are taught in the Company’s award-winning training programs and New York Times bestselling books of the same titles: Crucial Conversations, Crucial Accountability, Influencer, and Change Anything. VitalSmarts has consulted with more than 300 of the Fortune 500 companies and trained more than one million people worldwide. www.vitalsmarts.com