The purpose of this study was to discover factors within leader-subordinate relationships that may impact early teacher attrition. Relationships between the building administrator and middle school teachers were analyzed using a Leader-Member Exchange (LMX-7) survey. In addition to the survey, teachers provided qualitative data through the use of interviews. This study was designed to discover whether certain principal qualities influenced a teacher’s decision to leave their school or the education profession entirely. The mixed-methods study included a quantitative portion (surveys) and a qualitative portion (interviews and open-ended questions). Participants in the study described their relationships with current and previous principals. Teachers answered questions about what qualities would influence their decision to stay or leave their positions within education.