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| --- | --- | --- | --- | --- | --- | --- |
| **Supplemental Table 3:**  |  |  |  |  |  |  |
|  | **Univariate and Multivariable Linear Regression Analysis of Emotional Exhaustion as Continuous Outcome** |  |  |  |
|  |  | **Univariate Analysis** | **Multivariable Analysis** |
|  | **Variable** | **Coefficient** | **95% CI** | **P value** | **AdjustedCoefficient** | **95% CI** | **P value** |
|  | **Practice Environment** |  |  |   |  |  |  |
| 1 | **Private Practice - Hospital Based** | 4.3 | (2.7, 5.9) | **<0.001\*** | 1.7 | (0.3, 3.0) |  **0.015\*** |
| 2 | **Private Practice – Outpatient Based** | Reference | . | . | Reference | . | . |
| 3 | **Community Hospital** | 3.7 | (2.1, 5.3) | **<0.001\*** | 0.9 | (-0.5, 2.3) | 0.195 |
| 4 | **University Hospital/Academic Appointment** | 3.6 | (1.9, 5.2) | **<0.001\*** | 1.0 | (-0.5, 2.4) | 0.184 |
| 5 | **Other** | 3.4 | (0.7, 6.0) |  **0.013\*** | 2.3 | (0.0, 4.5) |  **0.044\*** |
|  | **Not having a professional mentor** | 2.2 | (1.2, 3.1) | **<0.001\*** | -0.4 | (-1.3, 0.5) | 0.365 |
|  | **Time since training complete (years)** | -0.1 | (-0.1, -0.0) | **<0.001\*** | -0.0 | (-0.1, 0.0) | 0.588 |
|  | **Working 40+ hours per week** | 6.4 | (5.2, 7.5) | **<0.001\*** | 3.9 | (2.8, 5.0) | **<0.001\*** |
|  | **Staffing shortages** | 8.3 | (7.5, 9.1) | **<0.001\*** | 5.2 | (4.5, 6.0) | **<0.001\*** |
|  | **Feeling supported in work-life** |  |  |   |  |  |  |
|  | **Little to no support at work** | 17.7 | (16.7, 18.6) | **<0.001\*** | 13.0 | (11.9, 14.1) | **<0.001\*** |
|  | **Moderate support at work** | 8.4 | (7.4, 9.4) | **<0.001\*** | 5.9 | (4.9, 7.0) | **<0.001\*** |
|  | **A lot of support at work** | Reference | . | . | Reference | . | . |
|  | **Feeling supported at home** |  |  |   |  |  |  |
|  | **Little to no support at home** | 8.4 | (7.4, 9.4) | **<0.001\*** | 3.3 | (2.4, 4.3) | **<0.001\*** |
|  | **Moderate support at home** | 3.7 | (2.7, 4.7) | **<0.001\*** | 1.3 | (0.5, 2.1) |  **0.002\*** |
|  | **A lot of support at home** | Reference | . | . | Reference | . | . |
|  | **Not having someone available to safely talk about concerns at work** | 9.5 | (8.7, 10.3) | **<0.001\*** | 2.9 | (0.5, 2.1) |  **0.002\*** |
|  | **Caregiving responsibilities** |  |  |   |  |  |  |
| 0 | **None** | Reference | . | . | Reference | . | . |
| 1 | **1-2 people** | 1.8 | (0.5, 3.0) |  **0.006\*** | 0.5 | (-0.5, 2.1) | 0.334 |
| 2 | **>2 people** | 1.3 | (0.0, 2.5) |  **0.043\*** | 0.7 | (-0.3, 1.7) | 0.169 |
|  | **Gender Identity** |  |  |   |  |  |  |
| 0 | **Female** | 1.5 | (0.7, 2.4) |  **0.001\*** | 1.4 | (0.6, 2.1) | **<0.001\*** |
| 1 | **Male** | Reference | . | . | Reference |  | . |
|  | **Age < 50 years** | 1.2 | (0.3, 2.0) |  **0.007\*** | 0.9 | (-0.3, 2.0) | 0.136 |
|  | **Feel under-represented, Race** | -0.1 | (-1.5, 1.2) | 0.868 |  |  |  |
|  | **Feel under-represented, Religion** | 1.0 | (-0.9, 2.9) | 0.313 |  |  |  |
|  | **Feel under-represented as under-represented based on lesbian, gay, bisexual, transgender/transsexual, queer/questioning, intersex, and asexual status**  | 2.4 | (-0.1, 5.0) | 0.063 |  |  |  |
|  | **Feel under-represented, English as a Second Language** | -2.1 | (-3.8, -0.4) |  **0.018\*** | -2.7 | (-4.1, -1.2) | **<0.001\*** |
|  | Variables with P<0.05 on univariate analysis were included in the multivariable model. |  |  |  |  |
|  | Emotional exhaustion is measured as a continuous variable ranging from 0 to 64 points. Regression coefficients > 0 indicate increased emotional exhaustion. |  |
|  | \*Statistically significant. |  |  |  |  |  |  |