|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Supplemental Table 5:**  |  |  |  |  |  |  |
|  | **Univariate and Multivariable Linear Regression Analysis of Feelings of Personal Accomplishment 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** | -1.7 | (-2.8, -0.8) | **<0.001\*** | -1.1 | (-2.0, -0.3) | **0.008\*** |
| 2 | **Private Practice - Outpatient Based** | Reference | . | . | Reference | . | . |
| 3 | **Community Hospital** | -1.6 | (-2.5, -0.7) |  **0.001\*** | -1.0 | (-1.8, -0.1) | **0.03\*** |
| 4 | **University Hospital/Academic Appointment** | -1.1 | (-1.0, -0.1) |  **0.033\*** | -0.6 | (-1.5, 0.3) | 0.167 |
| 5 | **Other** | -1.5 | (-3.0, 0.1) | 0.064 | -1.2 | (-2.6, 0.2) | 0.105 |
|  | **Not having a professional mentor** | -1.6 | (-2.2, -1.1) | **<0.001\*** | -1.0 | (-1.6, -0.5) | **<0.001\*** |
|  | **Time since training complete (years)** | 0.1 | (0.1, 0.1) | **<0.001\*** | 0.1 | (0.0, 0.1) | **<0.001\*** |
|  | **Working 40+ hours per week** | -0.6 | (-1.3, 0.1) | 0.072 |  |  |  |
|  | **Staffing shortages** | -1.7 | (-2.2, -1.2) | **<0.001\*** | -0.7 | (-1.2, -0.2) |  **0.004\*** |
|  | **Feeling supported in work-life** |  |  |   |  |  |  |
|  | **Little to no support at work** | -6.5 | (-7.1, -5.9) | **<0.001\*** | -4.2 | (-4.9, -3.5) | **<0.001\*** |
|  | **Moderate support at work** | -2.9 | (-3.5, -2.3) | **<0.001\*** | -1.6 | (-2.2, -0.9) | **<0.001\*** |
|  | **A lot of support at work** | Reference | . | . | Reference | . | . |
|  | **Feeling supported at home** |  |  |   |  |  |  |
|  | **Little to no support at home** | -4.2 | (-4.8, -3.6) | **<0.001\*** | -2.3 | (-2.9, -1.7) | **<0.001\*** |
|  | **Moderate support at home** | -2.6 | (-3.1, -2.0) | **<0.001\*** | -1.7 | (-2.2, -1.2) | **<0.001\*** |
|  | **A lot of support at home** | Reference | . | . | Reference | . | . |
|  | **Not having someone available to safely talk about concerns at work** | -4.1 | (-4.6, -3.6) | **<0.001\*** | -1.7 | (-2.2, -1.2) | **<0.001\*** |
|  | **Caregiving responsibilities** |  |  |   |  |  |  |
| 0 | **None** | Reference | . | . | Reference | . | . |
| 1 | **1-2 people** | -0.8 | (-1.5, -0.1) | **0.028\*** | -0.2 | (-0.9, 0.5) | 0.555 |
| 2 | **>2 people** | -0.1 | (-0.8, 0.6) | 0.771 | 0.1 | (0.6, 0.7) | 0.802 |
|  | **Gender Identity** |  |  |   |  |  |  |
| 0 | **Female** | -0.4 | (-0.9, 0.1) | 0.129 |  |  |  |
| 1 | **Male** | Reference | . | . |  |  |  |
|  | **Age < 50 years** | -1.5 | (-2.0, -1.0) | **<0.001\*** | -0.8 | (-1.5, -0.1) |  **0.034\*** |
|  | **Feel under-represented, Race** | -0.9 | (-1.6, -0.1) | **0.032\*** | -0.1 | (-0.8, 0.7) | 0.865 |
|  | **Feel under-represented, Religion** | -0.5 | (-1.6, 0.6) | 0.333 |  |  |  |
|  | **Feel under-represented as under-represented based on lesbian, gay, bisexual, transgender/transsexual, queer/questioning, intersex, and asexual status**  | -1.1 | (-2.5, 0.4) | 0.153 |  |  |  |
|  | **Feel under-represented, English as a Second Language** | -1.1 | (-2.1, -0.2) | **0.024\*** | -1.0 | (-2.0, -0.1) |  **0.032\*** |
|  | Variables with P<0.05 on univariate analysis were included in the multivariable model. |  |  |  |  |
|  | Personal accomplishment is measured as a continuous variable ranging from 0 to 48 points. Regression coefficients < 0 indicate reduced feelings of personal accomplishment |
|  | \*Statistically significant. |  |  |  |  |  |  |