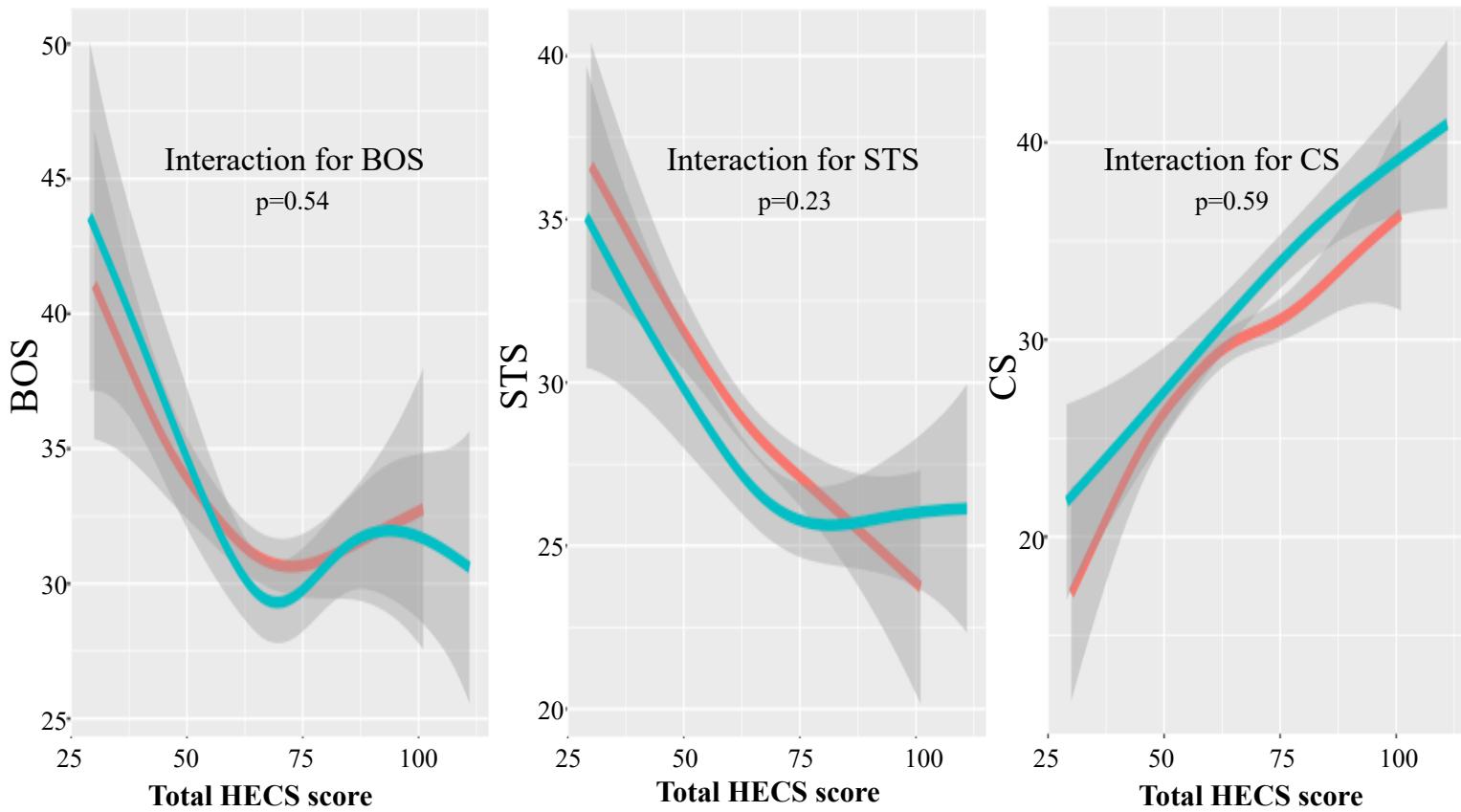


Online Data Supplement 3: Result of Interaction between ethical climate and personal traits for BOS, STS and CS

Title: PERsonality, Ethical, and PROfessional quality of life in Pediatric/Adult
Intensive nurses study: PERSEPRO PAIN study

Running title: PERSEPRO PAIN study

Interaction between ethical climate and extraversion for BOS, STS and CS



p-value was obtained by GAM modeling. We used age, sex, marital status, children, exercise habit and years of ICU experience as co-variates.

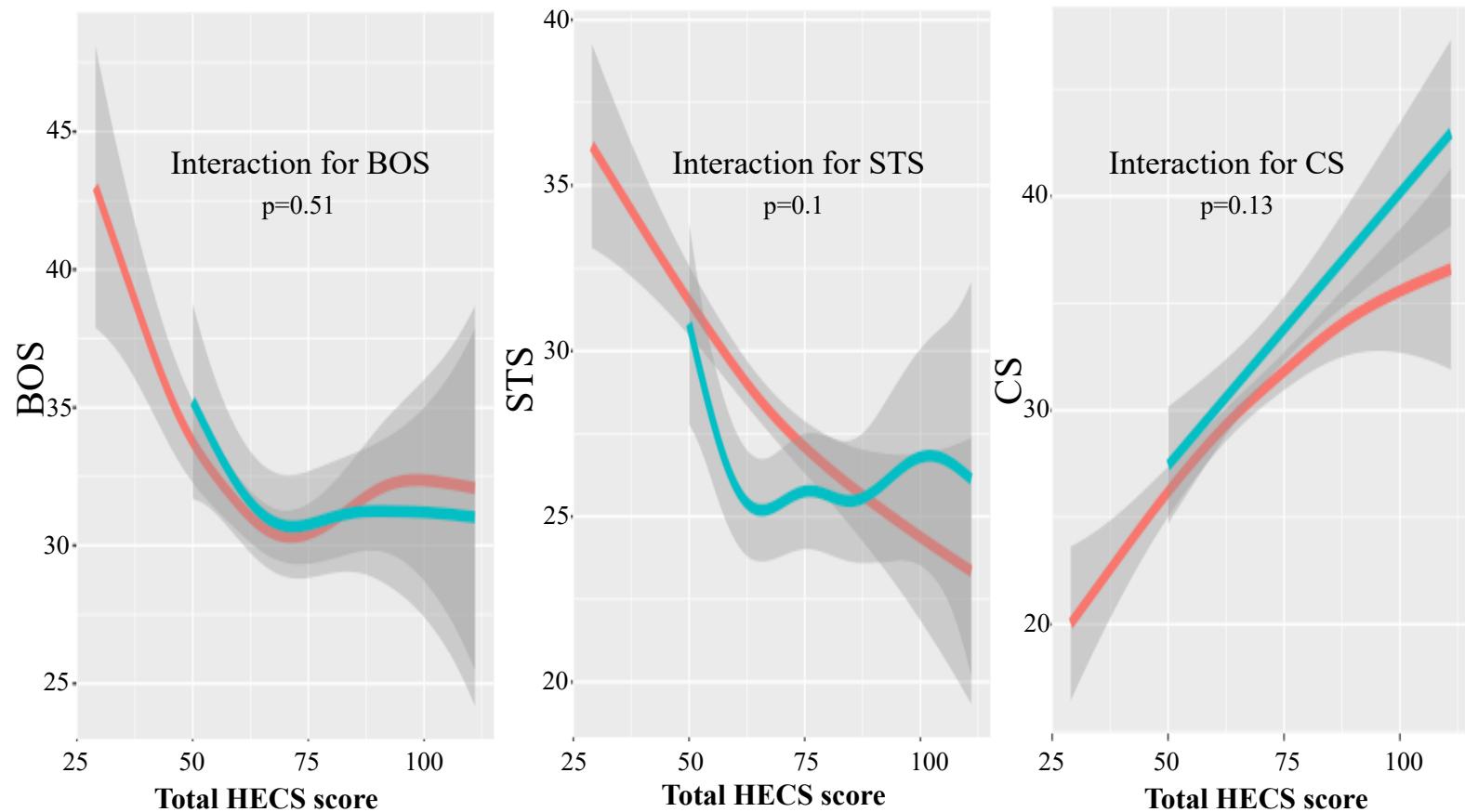
Demographic table

	Absent extraversion		Present extraversion		p-value*	
	N=226		N=84			
	Average	SE	Average	SE		
BOS	31.71	5.73	31.19	5.26	0.46	
STS	28.69	5.09	26.82	4.32	<0.01	
CS	29.52	5.48	32.95	6.66	<0.01	

*p-value was obtained by t-test.

BOS: Burnout syndrome, CS: compassion satisfaction, STS: secondary traumatic stress
 We applied the original cutoff point for four subjective degrees ("Low", "Medium Low", "Medium High", "High") for each personality trait but treated them as dichotomous (low and medium low as low, medium high and high as high).

Interaction between ethical climate and agreeableness for BOS, STS and CS



p-value was obtained by GAM modeling. We used age, sex, marital status, children, exercise habit and years of ICU experience as co-variates.

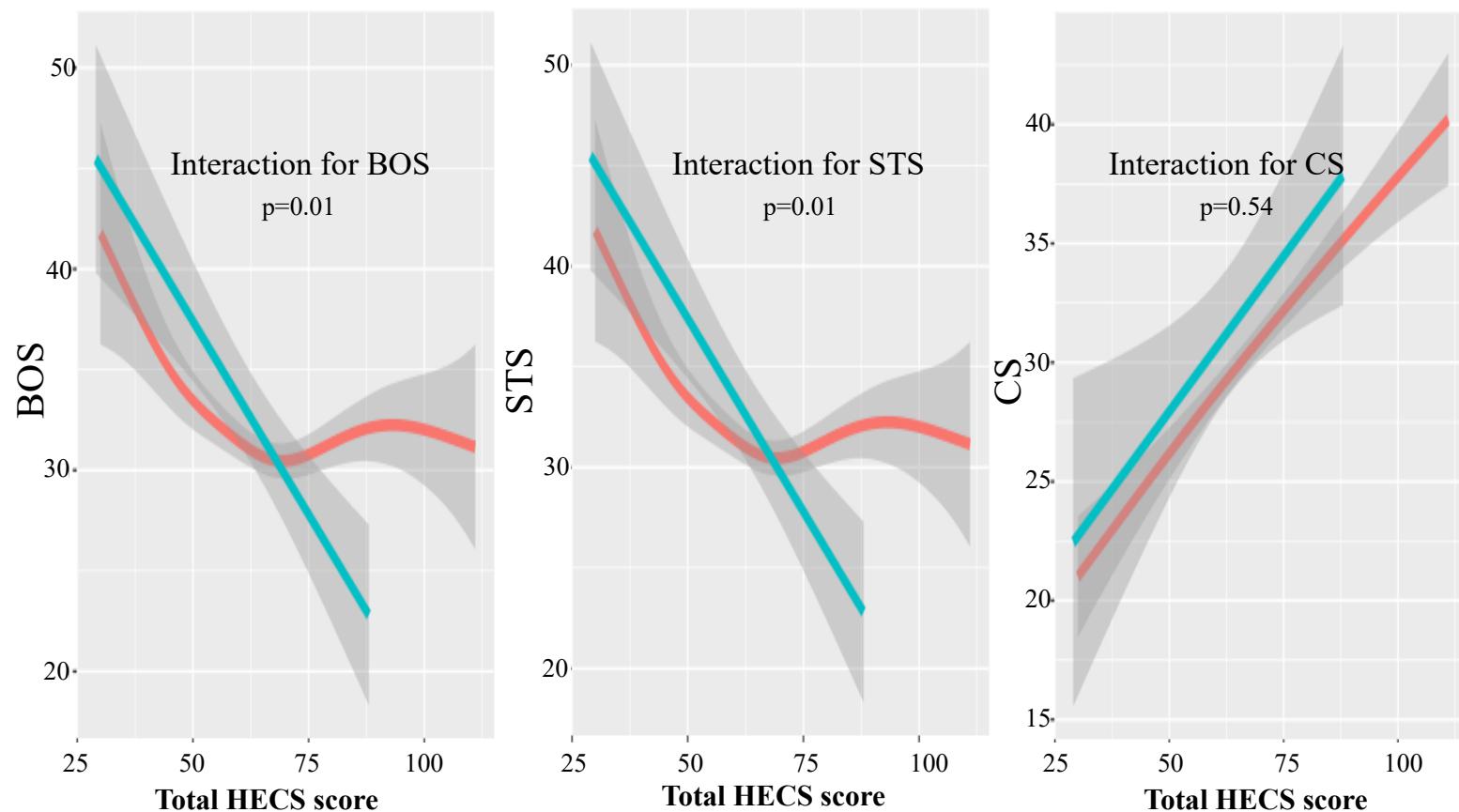
Demographic table

	Absent Agreeableness		Present Agreeableness		
	N=251		N=59		
	Average	SE	Average	SE	p-value*
BOS	31.55	5.68	31.66	5.31	0.89
STS	28.65	5.03	26.19	4.12	<0.01
CS	29.84	5.67	33.03	6.75	<0.01

*p-value was obtained by t-test.

BOS: Burnout syndrome, CS: compassion satisfaction, STS: secondary traumatic stress
 We applied the original cutoff point for four subjective degrees ("Low", "Medium Low", "Medium High", "High") for each personality trait but treated them as dichotomous (low and medium low as low, medium high and high as high).

Interaction between ethical climate and conscientiousness for BOS, STS and CS



p-value was obtained by GAM modeling. We used age, sex, marital status, children, exercise habit and years of ICU experience as co-variates.

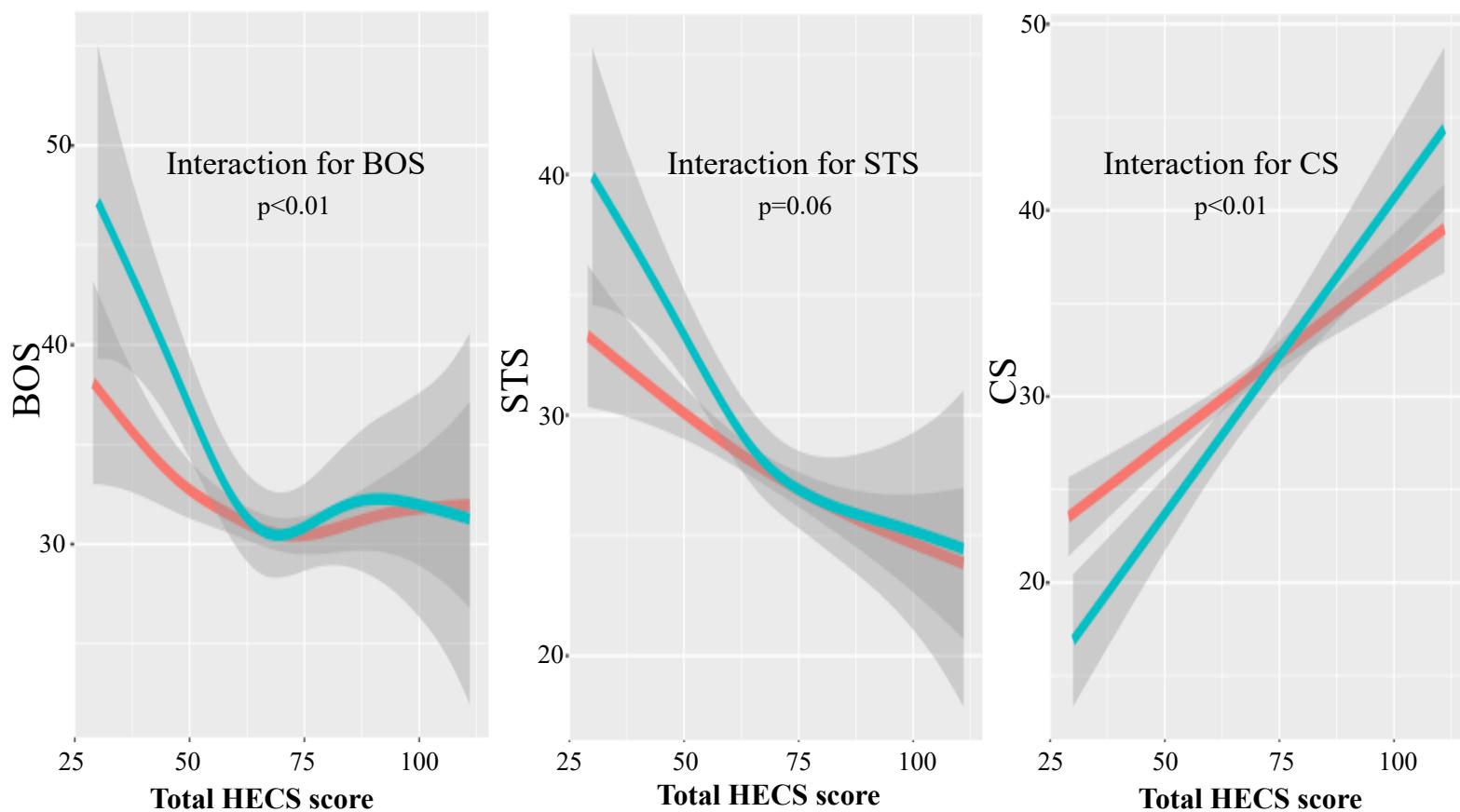
Demographic table

	Absent conscientiousness		Present conscientiousness		
	N=288		N=22		
	Average	SE	Average	SE	p-value*
BOS	31.5	5.42	32.5	7.68	0.55
STS	28.12	4.78	29.05	6.97	0.54
CS	30.39	5.9	31.27	7.39	0.5

*p-value was obtained by t-test.

BOS: Burnout syndrome, CS: compassion satisfaction, STS: secondary traumatic stress
 We applied the original cutoff point for four subjective degrees ("Low", "Medium Low", "Medium High", "High") for each personality trait but treated them as dichotomous (low and medium low as low, medium high and high as high).

Interaction between ethical climate and neuroticism for BOS, STS and CS



p-value was obtained by GAM modeling. We used age, sex, marital status, children, exercise habit and years of ICU experience as co-variates.

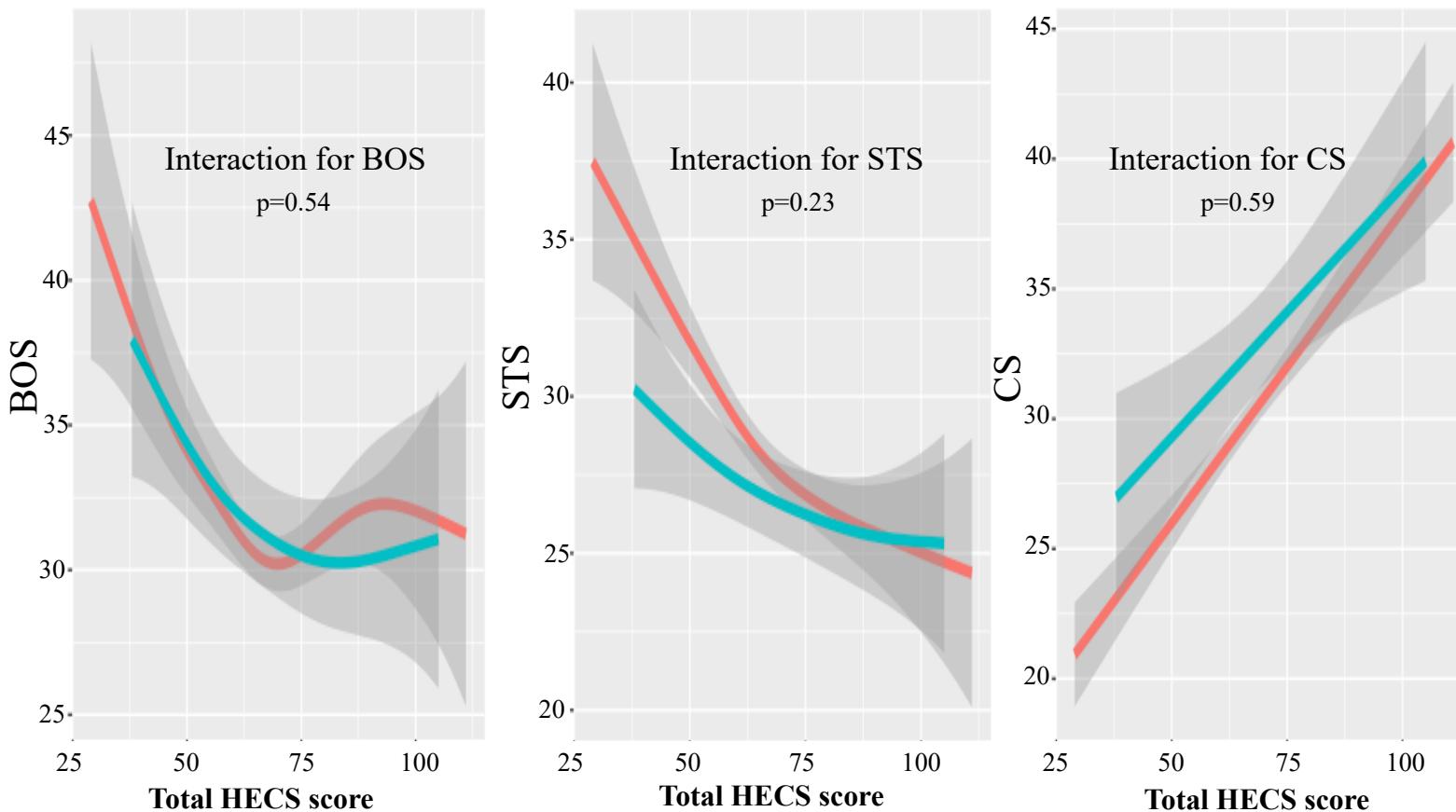
Demographic table

	Absent neuroticism		Present neuroticism		
	N=247		N=63		
	Average	SE	Average	SE	p-value*
BOS	31.16	5.15	33.17	6.91	0.01
STS	27.86	4.69	29.46	5.76	0.02
CS	30.81	5.52	29.03	7.5	0.03

*p-value was obtained by t-test.

BOS: Burnout syndrome, CS: compassion satisfaction, STS: secondary traumatic stress
 We applied the original cutoff point for four subjective degrees ("Low", "Medium Low", "Medium High", "High") for each personality trait but treated them as dichotomous (low and medium low as low, medium high and high as high).

Interaction between ethical climate and openness for BOS, STS and CS



p-value was obtained by GAM modeling. We used age, sex, marital status, children, exercise habit and years of ICU experience as co-variates.

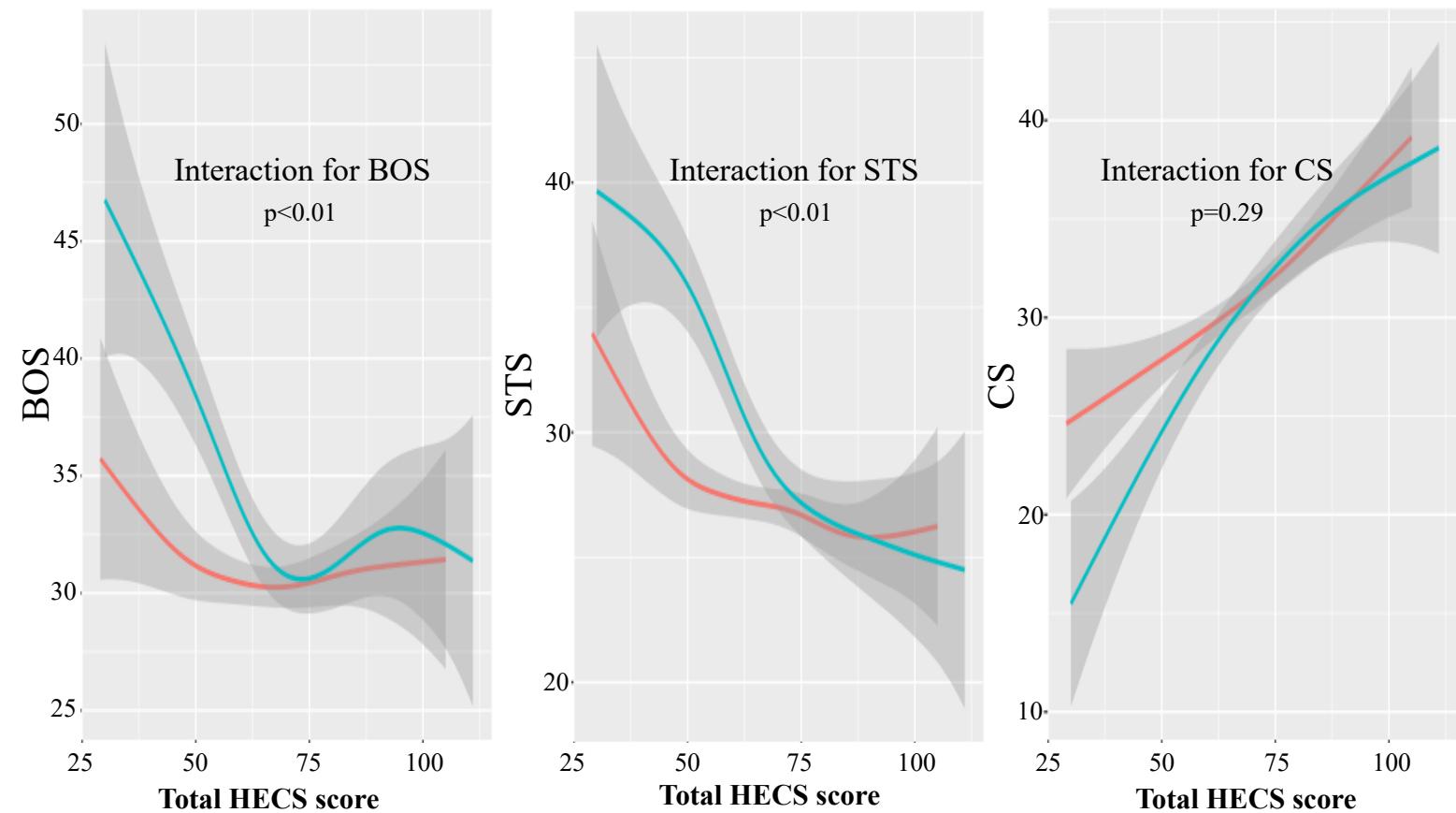
Demographic table

	Absent openness		Present openness		p-value*
	N=268		N=42		
	Average	SE	Average	SE	
BOS	31.53	5.68	31.86	5.17	0.7
STS	28.38	5.09	26.93	3.79	0.03
CS	30.06	5.81	32.93	6.69	<0.01

*p-value was obtained by t-test.

BOS: Burnout syndrome, CS: compassion satisfaction, STS: secondary traumatic stress
 We applied the original cutoff point for four subjective degrees ("Low", "Medium Low", "Medium High", "High") for each personality trait but treated them as dichotomous (low and medium low as low, medium high and high as high).

Interaction between ethical climate and Type D personality for BOS, STS and CS



p-value was obtained by GAM modeling. We used age, sex, marital status, children, exercise habit and years of ICU experience as co-variates.

Demographic table

	Absent Type D personality		Present Type D personality		
	N=118		N=192		
	Average	SE	Average	SE	p-value*
BOS	30.61	4.87	33.14	6.35	<0.01
STS	27.16	3.71	29.86	6.16	<0.01
CS	30.73	5.22	29.99	7.06	0.32

*p-value was obtained by t-test.

BOS: Burnout syndrome, CS: compassion satisfaction, STS: secondary traumatic stress