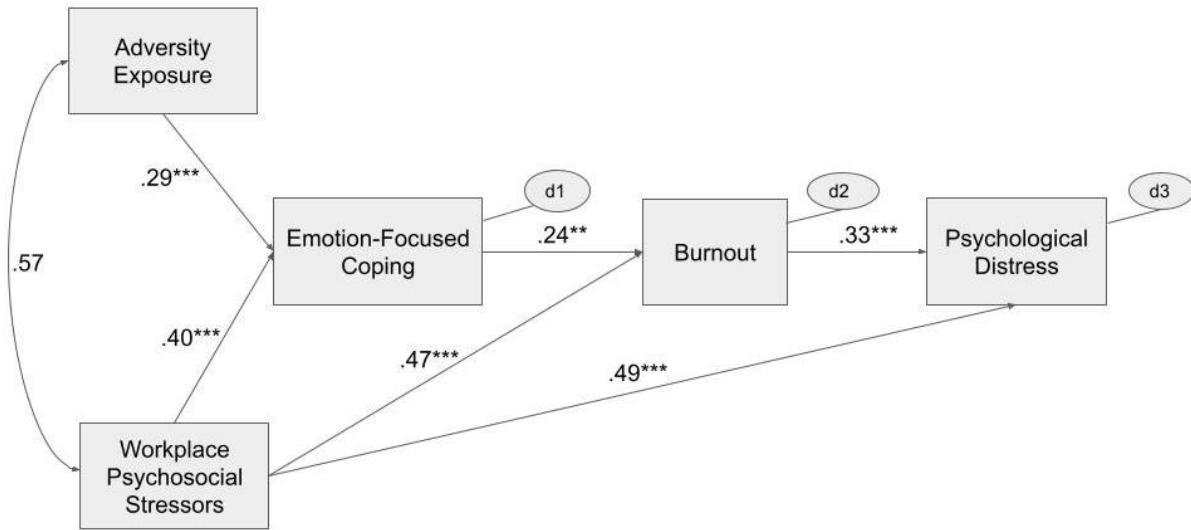


Additional file 3

Psychosocial Model for Psychological Distress



Note. Model fit was poor and model was not preferred over integrated model for burnout. $N = 111$, $n = 5,000$ bootstrap replications. Coefficients standardized. Non-significant paths removed. One-way arrows represent paths; two-way arrows represent covariances; d represent disturbances of endogenous variables (i.e., all unmeasured exogenous variables, random, and measurement errors).

* $p < .05$; ** $p < .01$; *** $p < .001$.

Decomposition of Effects from Psychosocial Model for Psychological Distress

| Effect | β | B | SE | 95% CI [LL, UL] | p |
|--|---------|--------|-----------------|--------------------|--------|
| Direct Effects | | | | | |
| Adversity Exposure → EmoCope | .29 | 0.18 | 0.06 | [0.06, 0.29] | .006 |
| Workplace Stressors → EmoCope | .40 | 0.19 | 0.05 | [0.11, 0.29] | < .001 |
| Adversity Exposure → Burnout | .41 | 0.25 | 0.15 | [-0.05, 0.56] | .114 |
| Workplace Stressors → Burnout | .15 | 0.50 | 0.13 | [0.26, 0.77] | < .001 |
| EmoCope → Burnout | .19 | 0.49 | 0.24 | [0.04, 0.96] | .035 |
| Adversity Exposure → Distress | .01 | < 0.01 | 0.04 | [-0.08, 0.09] | .936 |
| Workplace Stressors → Distress | .49 | 0.17 | 0.05 | [0.09, 0.27] | .001 |
| Burnout → Distress | .33 | 0.10 | 0.03 | [0.03, 0.16] | .007 |
| Indirect Effects | | | | | |
| Adversity Exposure → Distress via EmoCope and Burnout | .02 | 0.01 | 0.01 | [0.01, 0.03] | .011 |
| Adversity Exposure → Distress via Burnout | <.01 | 0.02 | 0.02 | [0.00, 0.07] | .048 |
| Workplace Stressors → Distress via EmoCope and Burnout | .03 | 0.01 | 0.01 | [0.01, 0.03] | .020 |
| Workplace Stressors → Distress via Burnout | .05 | 0.05 | 0.02 | [0.01, 0.10] | .004 |
| EmoCope → Distress via Burnout | .06 | 0.05 | 0.03 | [0.01, 0.12] | .026 |
| Adversity Exposure → Burnout via EmoCope | .06 | 0.09 | 0.05 | [0.02, 0.21] | .015 |
| Workplace Stressors → Burnout via EmoCope | .08 | 0.09 | 0.06 | [0.01, 0.23] | .027 |
| Total Effects | | | | | |
| Adversity Exposure → Distress | .07 | 0.04 | 0.05 | [-.06, 0.13] | .427 |
| Workplace Stressors → Distress | .65 | 0.23 | 0.05 | [0.14, 0.32] | .001 |
| EmoCope → Distress | .06 | 0.05 | 0.03 | [0.01, 0.12] | .026 |
| Burnout → Distress | .33 | 0.10 | 0.03 | [0.03, 0.16] | .007 |
| Outcome Variable | | | | | |
| | R^2 | SE | 95% CI [LL, UL] | | p |
| Negative Emotion-Focused Coping | .38 | 0.08 | [0.22, 0.52] | | .001 |
| Burnout | .42 | 0.10 | [0.19, 0.58] | | .001 |
| Psychological Distress | .55 | 0.09 | [0.33, 0.69] | | .001 |

Note. N = 111, bootstrapped for 5,000 replications. SE: bootstrap standard error. EmoCope: negative emotion-focused coping. CI: bias-corrected bootstrap confidence interval. LL: lower limit. UL: upper limit.