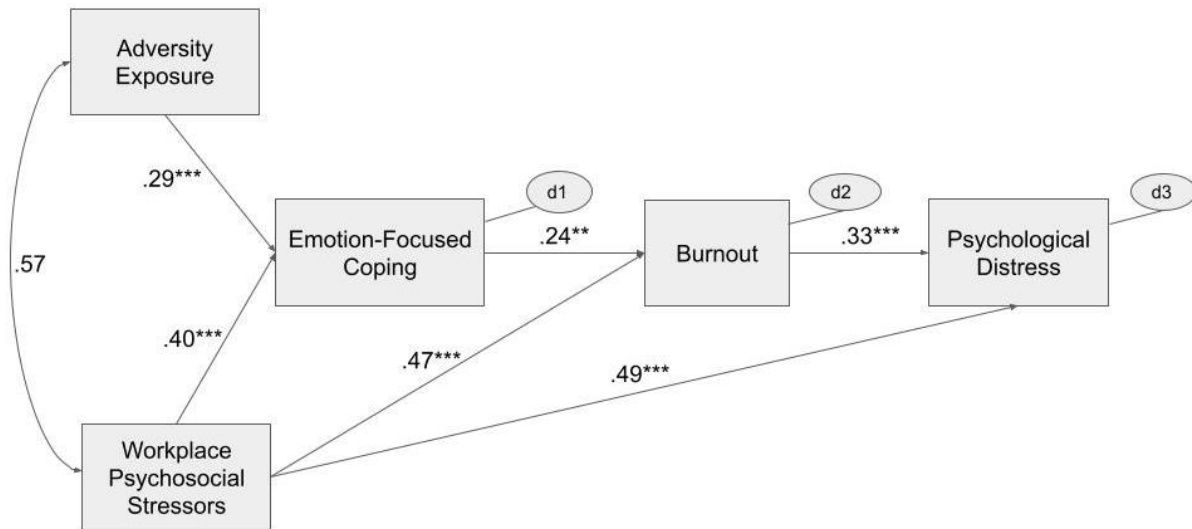


### Additional file 3

#### *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	$\beta$	<i>B</i>	SE	95% CI [LL, UL]	<i>p</i>
<b>Direct Effects</b>					
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
<b>Indirect Effects</b>					
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
<b>Total Effects</b>					
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	<i>R</i> <sup>2</sup>	<i>SE</i>	95% CI [LL, UL]		<i>p</i>
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.