

**Supplemental Table 1: Component loadings for LSA solution****Component 1**

| <b>Survey Item</b>   | <b>Loading Weight</b> | <b>Category</b> |
|--|-----------------------|-----------------|
| <i>Greater impact on others</i>  | 0.334                 | Motivation      |
| <i>Lack of business acumen (e.g., finance, marketing, strategy)</i>              | 0.273                 | Hurdle          |
| <i>Building a professional network outside of medicine</i>                       | 0.249                 | Hurdle          |
| <i>New interests outside medicine</i>  | 0.240                 | Motivation      |
| <i>Work variety</i>  | 0.234                 | Motivation      |
| <i>Acquiring new technical skills</i>  | 0.231                 | Motivation      |
| <i>Not knowing where to start</i>  | 0.218                 | Hurdle          |
| <i>More engaging work</i>  | 0.213                 | Motivation      |
| <i>Improved work-life balance</i>  | 0.207                 | Motivation      |
| <i>Translating clinical skills/experience effectively for non-clinical roles</i> | 0.205                 | Hurdle          |

**Component 2**

| <b>Survey Item</b>   | <b>Loading Weight</b> | <b>Category</b> |
|--|-----------------------|-----------------|
| <i>Monetary incentives</i>                                     | +0.267                | Motivation      |
| <i>Difficulty identifying suitable job roles or companies</i>  | +0.245                | Hurdle          |
| <i>More engaging work</i>                                      | +0.244                | Motivation      |
| <i>Not knowing where to start</i>                              | +0.232                | Hurdle          |
| <i>Diminished interest in clinical practice</i>                | +0.222                | Motivation      |
| <i>Lack of business acumen (e.g., finance, marketing)</i>      | -0.173                | Hurdle          |
| <i>Negative perceptions or lack of support from colleagues</i> | -0.205                | Hurdle          |
| <i>Greater impact on others</i>                                | -0.258                | Motivation      |

|   |        |        |
|---|--------|--------|
| <i>Loss of professional identity</i>          | -0.323 | Hurdle |
| <i>Adjusting to culture and work politics</i> | -0.462 | Hurdle |