Supplemental Table 1

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| **Multivariable Analysis of High Risk for Burnout** |  |  |  |
| **Covariate** | **Adjusted Odds Ratio** | **95% Confidence Interval** | **P value** |
| **> 40 hours working per week** | 2.22 | (1.8, 2.75) | **<0.001\*** |
| **Staffing shortages experienced** | 2.06 | (1.76, 2.42) | **<0.001\*** |
| **Feeling supported in work-life** |  |  |  |
| **Not at all/ A little** | 6.69 | (5.3, 8.45) | **<0.001\*** |
| **A moderate amount** | 2.29 | (1.85, 2.83) | **<0.001\*** |
| **A lot/ A great deal** | Reference | . | . |
| **Feeling supported at home** |  |  |  |
| **Not at all/ A little** | 1.77 | (1.44, 2.18) | **<0.001\*** |
| **A moderate amount** | 1.37 | (1.15, 1.64) | **<0.001\*** |
| **A lot/ A great deal** | Reference | . | . |
| **Not having someone available to safely talk about concerns at work** | 1.56 | (1.31, 1.84) | **<0.001\*** |
| **Age < 50 years** | 1.48 | (1.27, 1.72) | **<0.001\*** |
| **Identify as under-represented based on lesbian, gay, bisexual, transgender/transsexual, queer/questioning, intersex, and asexual status** | 2.21 | (1.35, 3.63) |  **0.002\*** |
| **Identify as under-represented based on English as a Second Language** | 0.66 | (0.49, 0.89) |  **0.007\*** |
| Variables with P<0.05 on univariate analysis were included in the backwards elimination multivariable model building with removal criteria of P>0.05. |
| \*Statistically significant. |  |  |  |