**Supplemental Digital Content 4: Results of Sense of Belonging Questions**

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| **Likert Score**  1 = least favorable  5 = most favorable | Preceptor | | | New Nurse | | |
| Baseline | Training ends | 1-month post training | Baseline | Training ends | 1-month post training |
| I can put into words the spirit and mission of the organization | 3.7 | 3.8 | 3.7 | 4.2 | 4.2 | 4.2 |
| I see myself as a link in the chain from the organization's history to its future | 3.7 | 3.8 | 3.7 | 4.2 | 4.2 | 4.2 |
| I feel like I can contribute and grow in my role | 3.9 | 3.9 | 3.8 | 4.4 | 4.4 | 4.2 |