

| Supplementary Table 1. Beliefs and attitudes regarding disclosure to a supervisor for military personnel with and without mental health issues and illness (MHI)        |                             |                    |             |                       |             |            |       |                                |                              |            |                                 |            |            |       |
|---|-----------------------------|--------------------|-------------|-----------------------|-------------|------------|-------|--------------------------------|------------------------------|------------|---------------------------------|------------|------------|-------|
| Beliefs and attitudes   | Military personnel with MHI |                    |             |                       |             |            |       | Military personnel without MHI |                              |            |                                 |            |            |       |
|   | Total (N=324)               | Disclosure (N=245) |             | Non-Disclosure (N=79) |             | Difference |       | Total (N=554)                  | Disclosure intention (N=467) |            | Non-disclosure intention (N=87) |            | Difference |       |
|   | N (%)                       | N (%)              | M (SD)      | N (%)                 | M (SD)      | Z          | Sig.  | N (%)                          | N (%)                        | M(SD)      | N (%)                           | M (SD)     | Z          | Sig.  |
| <b>Pro non-disclosure</b>   |                             |                    |             |                       |             |            |       |                                |                              |            |                                 |            |            |       |
| The preference to <b>solve one's own problems.</b>  | 239 (73.8)                  | 170 (69.4)         | 2.70 (.78)  | 69 (87.3)             | 3.13 (.76)  | -4.79      | <.001 | 361 (65.2)                     | 284 (60.8)                   | 2.58 (.75) | 77 (88.5)                       | 3.10 (.65) | -6.05      | <.001 |
| Finding it <b>difficult to talk</b> about MHI.  | 214 (66.1)                  | 154 (62.9)         | 2.62 (.84)  | 60 (76.0)             | 2.86 (.80)  | -2.28      | .023  | 212 (38.3)                     | 156 (33.4)                   | 2.20 (.76) | 56 (64.4)                       | 2.76 (.78) | -5.93      | <.001 |
| Preference that MHI remains <b>private.</b>   | 189 (58.3)                  | 124 (50.6)         | 2.49 (.77)  | 65 (82.3)             | 3.05 (.75)  | -5.55      | <.001 | 328 (59.2)                     | 252 (54.0)                   | 2.58 (.78) | 76 (87.4)                       | 3.22 (.72) | -6.89      | <.001 |
| <b>Seeing yourself as weak</b> due to MHI.  | 170 (52.5)                  | 125 (51.0)         | 2.44 (.96)  | 45 (57.0)             | 2.52 (.99)  | -.69       | .489  | 146 (26.4)                     | 95 (20.3)                    | 1.90 (.74) | 51 (58.6)                       | 2.49 (.79) | -6.46      | <.001 |
| Being <b>ashamed</b> of the MHI.  | 159 (49.1)                  | 121 (49.4)         | 2.40 (.96)  | 38 (48.1)             | 2.47 (1.00) | -.47       | .636  | 129 (23.3)                     | 85 (18.2)                    | 1.89 (.71) | 44 (50.6)                       | 2.39 (.84) | -5.41      | <.001 |
| Fearing <b>gossip</b> as result of disclosure.  | 124 (38.3)                  | 97 (39.6)          | 2.24 (.91)  | 27 (34.2)             | 2.18 (.89)  | -.60       | .547  | 118 (21.3)                     | 72 (15.4)                    | 1.88 (.68) | 46 (52.9)                       | 2.63 (.85) | -7.69      | <.001 |
| Fearing <b>negative career consequences</b> as result of disclosure.  | 114 (35.2)                  | 86 (35.1)          | 2.11 (.94)  | 28 (35.4)             | 2.16 (.97)  | -.41       | .680  | 135 (24.4)                     | 86 (18.4)                    | 1.90 (.73) | 49 (56.3)                       | 2.55 (.89) | -6.57      | <.001 |
| <i>Unemployment.</i>  | 35 (N/A)                    | 28 (N/A)           | N/A         | 7 (N/A)               | N/A         | N/A        | N/A   | 28 (N/A)                       | 19 (N/A)                     | N/A        | 9 (N/A)                         | N/A        | N/A        | N/A   |
| <i>Not being able to be promoted to future career steps.</i>  | 83 (N/A)                    | 62 (N/A)           | N/A         | 21 (N/A)              | N/A         | N/A        | N/A   | 94 (N/A)                       | 61 (N/A)                     | N/A        | 33 (N/A)                        | N/A        | N/A        | N/A   |
| <i>Not being able to do work tasks anymore that one likes best.</i>   | 75 (N/A)                    | 59 (N/A)           | N/A         | 16 (N/A)              | N/A         | N/A        | N/A   | 67 (N/A)                       | 43 (N/A)                     | N/A        | 24 (N/A)                        | N/A        | N/A        | N/A   |
| Fearing others will <b>see you differently (negatively)</b> as result of disclosure.  | 107 (33.0)                  | 83 (33.9)          | 2.15 (.85)  | 24 (30.4)             | 2.10 (.84)  | -.48       | .633  | 114 (20.6)                     | 71 (15.2)                    | 1.90 (.65) | 43 (49.4)                       | 2.47 (.82) | -6.35      | <.001 |
| Fearing being <b>treated differently</b> (less well) as results of disclosure.  | 92 (28.4)                   | 69 (28.2)          | 2.07 (.81)  | 23 (29.1)             | 2.06 (.82)  | -.05       | .963  | 90 (16.3)                      | 56 (12.0)                    | 1.83 (.64) | 34 (39.1)                       | 2.31 (.75) | -5.68      | <.001 |
| Fearing others see MHI as <b>one's own fault.</b>   | 87 (26.9)                   | 63 (25.7)          | 1.99 (.83)  | 24 (30.4)             | 2.04 (.91)  | -.27       | .785  | 52 (9.4)                       | 33 (7.1)                     | 1.65 (.62) | 19 (21.8)                       | 1.95 (.73) | -3.68      | <.001 |
| Fearing that supervisor would not treat disclosure <b>confidentially.</b>   | 82 (25.3)                   | 52 (21.2)          | 1.93 (.81)  | 30 (38.0)             | 2.24 (.99)  | -2.42      | .016  | 92 (16.6)                      | 46 (9.9)                     | 1.71 (.65) | 46 (52.9)                       | 2.54 (.91) | -8.14      | <.001 |
| <b>Supervisor is negative</b> about MHI.  | 30 (9.3)                    | 22 (9.0)           | 1.69 (.72)  | 8 (10.1)              | 1.76 (.70)  | -.97       | .330  | 27 (4.9)                       | 11 (2.4)                     | 1.52 (.58) | 16 (18.4)                       | 1.98 (.70) | -5.95      | <.001 |
| No choice, <b>supervisor already heard</b> from someone else.   | 5 (N/A)                     | N/A                | N/A         | 5 (6.3)               | 1.55 (.62)  | N/A        | N/A   | N/A                            | N/A                          | N/A        | N/A                             | N/A        | N/A        | N/A   |
| <b>Pro disclosure</b>   |                             |                    |             |                       |             |            |       |                                |                              |            |                                 |            |            |       |
| Importance of being your <b>true self.</b>  | 310 (95.7)                  | 238 (97.1)         | 3.33 (.56)  | 72 (91.1)             | 3.20 (.63)  | -1.49      | .135  | 509 (91.2)                     | 430 (92.1)                   | 3.34 (.68) | 79 (90.8)                       | 3.18 (.66) | -2.32      | .020  |
| Supervisor who <b>takes MHI seriously.</b>  | 267 (82.4)                  | 207 (84.5)         | 3.11 (.79)  | 60 (76.0)             | 2.90 (.61)  | -2.88      | .004  | 486 (87.7)                     | 426 (91.2)                   | 3.28 (.74) | 60 (69.0)                       | 2.83 (.78) | -5.42      | <.001 |
| Disclosure important due to the <b>responsibility</b> associated with the nature of the work.   | 242 (74.7)                  | 209 (85.3)         | 3.04 (.65)  | 33 (41.8)             | 2.35 (.75)  | -7.26      | <.001 | 500 (90.3)                     | 438 (93.8)                   | 3.28 (.59) | 62 (71.3)                       | 2.86 (.81) | -4.71      | <.001 |
| Military has <b>policy</b> which provides good solutions for those with MHI.  | 234 (72.2)                  | 179 (73.1)         | 2.81 (.79)  | 55 (69.6)             | 2.77 (.83)  | -.38       | .707  | 487 (87.9)                     | 422 (90.4)                   | 3.09 (.55) | 65 (74.7)                       | 2.79 (.70) | -3.86      | <.001 |
| Importance of whether MHI <b>affects occupational functioning.</b>  | 226 (69.8)                  | 193 (78.8)         | 3.02 (.78)  | 33 (41.8)             | 2.33 (.87)  | -6.15      | <.001 | 414 (74.7)                     | 342 (73.2)                   | 2.79 (.75) | 72 (82.8)                       | 2.98 (.68) | -2.11      | .035  |
| Wanting to be a <b>good example</b> to others.  | 146 (45.1)                  | 121 (49.4)         | 2.44 (.83)  | 25 (31.7)             | 2.18 (.69)  | -2.61      | .009  | 373 (67.3)                     | 341 (73.0)                   | 2.88 (.73) | 32 (36.8)                       | 2.23 (.80) | -6.85      | <.001 |
| Importance of needing <b>work accommodations.</b>   | 141 (43.5)                  | 129 (52.7)         | 2.44 (.95)  | 12 (15.2)             | 1.72 (.88)  | -5.86      | <.001 | 348 (62.8)                     | 303 (64.9)                   | 2.68 (.75) | 45 (51.7)                       | 2.51 (.83) | -2.02      | .044  |
| The importance of <b>advice from others</b> for disclosure.   | 62 (19.1)                   | 55 (22.5)          | 1.91 (.77)  | 7 (8.9)               | 1.63 (.64)  | -2.73      | .006  | 356 (64.3)                     | 302 (64.7)                   | 2.63 (.77) | 54 (62.1)                       | 2.52 (.71) | -1.24      | .216  |
| No choice, <b>supervisor could see it.</b>  | 95 (N/A)                    | 95 (38.8)          | 2.23 (.89)  | N/A                   | N/A         | N/A        | N/A   | N/A                            | N/A                          | N/A        | N/A                             | N/A        | N/A        | N/A   |
| No choice, I had to <b>report sick.</b>   | 115 (N/A)                   | 115 (46.9)         | 2.39 (1.04) | N/A                   | N/A         | N/A        | N/A   | N/A                            | N/A                          | N/A        | N/A                             | N/A        | N/A        | N/A   |
| No choice, I <b>needed treatment</b> during work.   | 169 (N/A)                   | 169 (69.0)         | 2.78 (.91)  | N/A                   | N/A         | N/A        | N/A   | N/A                            | N/A                          | N/A        | N/A                             | N/A        | N/A        | N/A   |
| Note: A Bonferroni correction was used, with $\alpha = .05/20 = .003$   |                             |                    |             |                       |             |            |       |                                |                              |            |                                 |            |            |       |
| Note: For comparison between disclosure intentions of military personnel without MHI, 'very-unlikely' and 'unlikely' were combined, just as 'likely' and 'very-likely'. |                             |                    |             |                       |             |            |       |                                |                              |            |                                 |            |            |       |

| <b>Supplementary Table 2. Logistic and ordinal regressions for the non-disclosure decision and intention to a supervisor.</b>                     |   |            |              |             |                      |                 |  |             |              |             |                       |                 |
|---|---|------------|--------------|-------------|----------------------|-----------------|--|-------------|--------------|-------------|-----------------------|-----------------|
|   | <b>Military personnel with mental health issues or illness<br/>(0=disclosure, 1=non-disclosure)</b> |            |              |             |                      |                 | <b>Military personnel without mental health issues or illness<br/>(Disclosure 1=very likely, 2=likely, 3=(very)unlikely)</b> |             |              |             |                       |                 |
|   | <b>B</b>  | <b>SE</b>  | <b>Wald</b>  | <b>OR</b>   | <b>CI 95%</b>        | <b>Sig.</b>     | <b>B</b>   | <b>SE</b>   | <b>Wald</b>  | <b>OR</b>   | <b>CI 95%</b>         | <b>Sig.</b>     |
| Constant  | 4.23  | 2.44       | 3.01         | 68.71       | N/A                  | .083            | N/A  | N/A         | N/A          | N/A         | N/A                   | N/A             |
| Threshold: = 3 ((very) unlikely)  | N/A   | N/A        | N/A          | N/A         | N/A                  | N/A             | <b>-8.63</b>   | <b>1.61</b> | <b>28.74</b> | <b>.00</b>  | <b>[7.62E-6 -.00]</b> | <b>&lt;.001</b> |
| Threshold: = 2 (likely)   | N/A   | N/A        | N/A          | N/A         | N/A                  | N/A             | <b>-5.15</b>   | <b>1.57</b> | <b>10.74</b> | <b>.01</b>  | <b>[.00-.13]</b>      | <b>.001</b>     |
| <b>Health</b>   |   |            |              |             |                      |                 |  |             |              |             |                       |                 |
| <b>Higher symptom severity</b>  | <b>-.33</b>   | <b>.10</b> | <b>12.27</b> | <b>.72</b>  | <b> [.59-.86]</b>    | <b>&lt;.001</b> | N/A  | N/A         | N/A          | N/A         | N/A                   | N/A             |
| <b>Demographics and experience</b>  |   |            |              |             |                      |                 |  |             |              |             |                       |                 |
| Gender (female, vs. male)   | -.08  | .56        | .02          | .92         | [.31-2.76]           | .882            | -.52   | .38         | 1.87         | .60         | [.28-1.25]            | .172            |
| Marital status (partner, vs. single)  | <b>1.27</b>   | <b>.54</b> | <b>5.52</b>  | <b>3.58</b> | <b> [1.24-10.36]</b> | <b>.019</b>     | -.18   | .28         | .42          | .84         | [.48-1.44]            | .518            |
| Higher age  | -.19  | .19        | .93          | .83         | [.57-1.21]           | .336            | -.13   | .10         | 1.66         | .88         | [.72-1.07]            | .197            |
| More familiarity with mental health issues or illness   | .10   | .12        | .64          | 1.10        | [.87-1.39]           | .424            | -.14   | .07         | 3.73         | .87         | [.76-1.00]            | .054            |
| Earlier experience disclosing to a supervisor   |   |            |              |             |                      |                 |  |             |              |             |                       |                 |
| Negative  | -.86  | .75        | 1.34         | .42         | [.10-1.83]           | .248            | -.41   | .76         | .30          | .66         | [.15-2.93]            | .586            |
| Positive  | -.72  | .70        | 1.07         | .49         | [.12-1.91]           | .301            | <b>-.54</b>  | <b>.25</b>  | <b>4.68</b>  | <b>.59</b>  | <b> [.36-.95]</b>     | <b>.031</b>     |
| None  | 0   | 0          | 2.22         | 0           | 0                    | .329            | 0  | 0           | 0            | 1           | 0                     | 0               |
| Seen experience of others with disclosure   |   |            |              |             |                      |                 |  |             |              |             |                       |                 |
| Negative  | .29   | .59        | .24          | 1.34        | [.42-4.24]           | .623            | <b>1.12</b>  | <b>.38</b>  | <b>8.52</b>  | <b>3.07</b> | <b> [1.45-6.52]</b>   | <b>.004</b>     |
| Positive  | .40   | .54        | .55          | 1.49        | [.52-4.29]           | .458            | -.09   | .21         | .18          | .92         | [.61-1.38]            | .672            |
| None  | 0   | 0          | .68          | 0           | 0                    | .713            | 0  | 0           | 0            | 1           | 0                     | 0               |
| <b>Work context</b>   |   |            |              |             |                      |                 |  |             |              |             |                       |                 |
| Rank  | -.29  | .29        | 1.05         | .75         | [.43-1.31]           | .305            | .31  | .17         | 3.           | 3.18        | [.97-1.90]            | .074            |
| Unit cohesion   | .17   | .23        | .55          | 1.19        | [.76-1.86]           | .459            | -.02   | .13         | .03          | .98         | [.75-1.27]            | .870            |
| Relationship quality supervisor   | <b>-.76</b>   | <b>.32</b> | <b>5.73</b>  | <b>.47</b>  | <b> [1.25-.87]</b>   | <b>.017</b>     | <b>-1.39</b>   | <b>.27</b>  | <b>27.14</b> | <b>.25</b>  | <b> [1.15-.42]</b>    | <b>&lt;.001</b> |
| <b>Beliefs and attitudes</b>  |   |            |              |             |                      |                 |  |             |              |             |                       |                 |
| <b>Pro non-disclosure</b>   |   |            |              |             |                      |                 |  |             |              |             |                       |                 |
| Preference for privacy  | <b>.71</b>  | <b>.31</b> | <b>5.40</b>  | <b>2.05</b> | <b> [1.12-3.76]</b>  | <b>.020</b>     | <b>.69</b>   | <b>.15</b>  | <b>22.51</b> | <b>1.99</b> | <b> [1.50-2.65]</b>   | <b>&lt;.001</b> |
| Preference self-management  | <b>.58</b>  | <b>.30</b> | <b>3.87</b>  | <b>1.79</b> | <b> [1.00-3.20]</b>  | <b>.049</b>     | <b>.49</b>   | <b>.16</b>  | <b>9.57</b>  | <b>1.64</b> | <b> [1.20-2.23]</b>   | <b>.002</b>     |
| Stigma related concerns   | <b>.79</b>  | <b>.40</b> | <b>4.00</b>  | <b>2.21</b> | <b> [1.02-4.79]</b>  | <b>.046</b>     | <b>.56</b>   | <b>.23</b>  | <b>5.93</b>  | <b>1.76</b> | <b> [1.12-2.77]</b>   | <b>.015</b>     |
| Difficulty talking about mental health issues or illness  | .02   | .29        | .00          | 1.02        | [.57-1.81]           | .952            | <b>.41</b>   | <b>.15</b>  | <b>7.51</b>  | <b>1.51</b> | <b> [1.13-2.03]</b>   | <b>.006</b>     |
| <b>Pro disclosure</b>   |   |            |              |             |                      |                 |  |             |              |             |                       |                 |
| Supervisor takes mental health issues or illness seriously  | -.09  | .32        | .07          | .92         | [.50-1.70]           | .787            | <b>-.45</b>  | <b>.14</b>  | <b>9.63</b>  | <b>.64</b>  | <b> [1.48-.85]</b>    | <b>.002</b>     |
| Importance advice others for disclosure   | <b>-.57</b>   | <b>.29</b> | <b>3.94</b>  | <b>.56</b>  | <b> [.32-.99]</b>    | <b>.047</b>     | -.18   | .14         | 1.65         | .84         | [.64-1.10]            | .199            |
| Mental health issues or illness effects occupational functioning  | <b>-.90</b>   | <b>.27</b> | <b>10.93</b> | <b>.41</b>  | <b> [1.24-.69]</b>   | <b>.001</b>     | -.10   | .15         | .39          | .91         | [.68-1.22]            | .531            |
| Responsibility due to nature of work  | -   | <b>.29</b> | <b>14.79</b> | <b>.33</b>  | <b> [1.19-.58]</b>   | <b>&lt;.001</b> | -.24   | .17         | 1.98         | .79         | [.56-1.10]            | .159            |
| Work accommodations are needed  | -.40  | .24        | 2.84         | .67         | [.42-1.07]           | .092            | <b>-.35</b>  | <b>.14</b>  | <b>6.36</b>  | <b>.71</b>  | <b> [.54-.93]</b>     | <b>.012</b>     |
| Attitude that the military has good policy  | .27   | .24        | 1.30         | 1.31        | [.82-2.09]           | .254            | -.37   | .19         | 3.65         | .69         | [.47-1.01]            | .056            |
| Wanting to be authentic   | .04   | .34        | .01          | 1.04        | [.53-2.03]           | .918            | <b>-.50</b>  | <b>.15</b>  | <b>11.33</b> | <b>.61</b>  | <b> [.46-.81]</b>     | <b>.001</b>     |
| Wanting to be example to others   | -.13  | .26        | .25          | .88         | [.53-1.46]           | .619            | <b>-.37</b>  | <b>.15</b>  | <b>6.59</b>  | <b>.69</b>  | <b> [.52-.92]</b>     | <b>.010</b>     |
| <i>Note: Earlier experiences, both own and others, were each represented as three dummy variables with 'none' serving as the reference group.</i> |   |            |              |             |                      |                 |  |             |              |             |                       |                 |