

**Appendix 2:** Correlation matrix of work characteristics, Héraclès study, France. 2014, Pearson correlation coefficient

	Work intensity	Emotional demands	Autonomy	Conflict in values	Social relations at work	Insecurity
Work intensity		0.70	-0.72	0.70	-0.81	0.08
Emotional demands	0.70		-0.86	0.78	-0.84	0.23
Autonomy	-0.72	-0.86		-0.91	0.87	-0.42
Conflict in values	0.70	0.78	-0.91		-0.91	0.17
Social relations at work	-0.81	-0.84	0.87	-0.91		-0.33
Insecurity	0.08	0.23	-0.42	0.17	-0.33	