

**Appendix 4 (as supplied by the authors): Response to individual WBI survey questions**

	Have you felt burned out from your work			Have you worried that work is hardening you emotionally			Have you often felt bothered by feeling down, depressed, or hopeless		
	Yes (N=188)	No (N=54)	P-value	Yes (N=179)	No (N=63)	P-value	Yes (N=135)	No (N=107)	P-value
<b>Gender, n (%)</b>			0.74			0.74			0.46
Male	23 (74%)	8 (26%)		24 (77%)	7 (22%)		15 (48%)	16 (52%)	
Female	162 (79%)	44 (21%)		151 (73%)	55 (26%)		117 (57%)	89 (43%)	
Gender Diverse	1 (100%)	0 (0%)		1 (100%)	0 (0%)		1 (100%)	0 (0%)	
Missing	2	2		3	1		2	2	
<b>When did you graduate from nursing school, n (%)</b>			0.25			0.45			0.40
<2 years	9 (64%)	5 (36%)		10 (71%)	4 (29%)		11 (79%)	3 (21%)	
2-5 years	28 (88%)	4 (13%)		25 (78%)	7 (22%)		17 (53%)	15 (47%)	
6-10 years	31 (80%)	8 (21%)		32 (82%)	7 (18%)		23 (59%)	16 (41%)	
11-15 years	29 (85%)	5 (15%)		27 (79%)	7 (21%)		20 (59%)	14 (41%)	
16+ years	91 (74%)	32 (26%)		85 (69%)	38 (30.9%)		64 (52%)	59 (48%)	
<b>When did you begin working at UHN, n (%)</b>			0.38			0.83			0.92
<2 years	17 (68%)	8 (32%)		18 (72%)	7 (28%)		15 (60%)	10 (40%)	
2-5 years	38 (81%)	9 (19%)		37 (79%)	10 (21%)		28 (60%)	19 (40%)	
6-10 years	20 (71%)	8 (29%)		20 (71%)	8 (29%)		15 (54%)	13 (46%)	
11-15 years	42 (86%)	7 (14%)		38 (78%)	11 (22%)		25 (51%)	24 (49%)	
16+ years	71 (76%)	22 (24%)		66 (71%)	27 (29%)		52 (60%)	41 (44%)	
<b>Employment status at UNH, n (%)</b>			0.47			0.55			0.052
Full-time permanent	156 (79%)	41 (21%)		148 (75%)	49 (25%)		111 (56%)	86 (44%)	
Part-time permanent	26 (72%)	10 (28%)		24 (67%)	12 (33%)		16 (44%)	20 (56%)	
Casual, temp, other	6 (67%)	3 (33%)		7 (78%)	2 (22%)		8 (89%)	1 (11%)	
Missing	0	0		0	0		0	0	

<b>Work Area, n (%)</b>			0.08			0.06		0.51
Out-patient Clinic	10 (77%)	3 (23%)		6 (46%)	7 (54%)		6 (46%)	7 (54%)
In-patient Ward	86 (85%)	15 (15%)		79 (78%)	22 (22%)		61 (60%)	40 (40%)
Critical Care (CVICU, CICU)	74 (74%)	26 (26%)		76 (76%)	24 (24%)		56 (56%)	44 (44%)
Cath lab or Int Radiology	11 (58%)	8 (42%)		11 (58%)	8 (42%)		8 (42%)	11 (58%)
Other	7 (78%)	2 (22%)		7 (78%)	2 (22%)		4 (44%)	5 (55%)
Missing	0	0		0	0		0	0
<b>Rate satisfaction with EMR, n (%)</b>			0.16			0.20		0.11
Very unsatisfied	29 (83%)	6 (17%)		28 (80%)	7 (20%)		25 (71%)	10 (29%)
Somewhat unsatisfied	41 (77%)	12 (23%)		44 (83%)	9 (17%)		29 (55%)	24 (45%)
Neutral	36 (86%)	6 (14%)		29 (69%)	13 (31%)		23 (55%)	19 (45%)
Somewhat satisfied	58 (77%)	17 (23%)		55 (73%)	20 (27%)		41 (55%)	34 (45%)
Very satisfied	15 (60%)	10 (40%)		15 (60%)	10 (40%)		9 (36%)	16 (64%)
Missing	9	3		8	4		8	4
<b>Somewhat / very satisfied with EHR (vs. neutral / unsatisfied), n(%)</b>			0.12			0.19		0.16
Yes	73 (73%)	27 (27%)		70 (70%)	30 (30%)		50 (50%)	50 (50%)
No	106 (82%)	24 (19%)		101 (78%)	29 (22%)		77 (59%)	53 (40%)
Missing	9	3		8	4		8	4
<b>Staffing levels in this work setting are sufficient, n (%)</b>			0.0004			0.0097		0.017
Disagree strongly	101 (89%)	13 (11%)		92 (81%)	22 (19%)		75 (66%)	39 (34%)
Disagree somewhat	44 (70%)	19 (30%)		45 (71%)	18 (29%)		30 (48%)	33 (52%)
Neutral	14 (82%)	3 (18%)		15 (88%)	2 (12%)		9 (53%)	8 (47%)
Agree somewhat	17 (55%)	14 (45%)		16 (52%)	15 (48%)		11 (36%)	20 (64%)
Agree strongly	3 (60%)	2 (40%)		3 (60%)	2 (40%)		2 (40%)	3 (60%)
Missing	9	3		8	4		8	4

<b>Somewhat/strongly agree staffing levels in work setting are adequate (vs. neutral / disagree), n(%)</b>			0.0005		0.0013		0.012
Yes	20 (56%)	16 (44%)		19 (53%)	17 (47%)	13 (36%)	23 (64%)
No	159 (82%)	35 (18%)		152 (78%)	42 (22%)	114 (59%)	80 (41%)
Missing	9	3		8	4	8	4
<b>I am treated fairly in the workplace, n (%)</b>			0.0004		0.0001		<.0001
Disagree strongly	38 (93%)	3 (7%)		36 (88%)	5 (12%)	32 (78%)	9 (22%)
Disagree somewhat	35 (92%)	3 (8%)		35 (92%)	3 (8%)	27 (71%)	11 (29%)
Neutral	26 (79%)	7 (21%)		23 (70%)	10 (30%)	15 (46%)	18 (54%)
Agree somewhat	57 (73%)	21 (27%)		57 (73%)	21 (27%)	42 (54%)	36 (46%)
Agree strongly	23 (58%)	17 (42%)		20 (50%)	20 (50%)	11 (28%)	29 (72%)
Missing	9	3		8	4	8	4
<b>Somewhat / strongly agree I am treated fairly (vs. neutral / disagree), n (%)</b>			0.0002		0.0012		0.0013
Yes	80 (68%)	38 (32%)		77 (65%)	41 (35%)	53 (45%)	65 (55%)
No	99 (89%)	13 (11%)		94 (84%)	18 (16%)	74 (66%)	38 (34%)
Missing	9	3		8	4	8	4

Have you fallen asleep while sitting inactive in a public place			Have you felt that things were piling up so high you could not overcome them			Have you been bothered by emotional problems			Has physical health interfered with ability to do daily work		
Yes (N=93)	No (N=149)	P-value	Yes (N=115)	No (N=127)	P-value	Yes (N=191)	No (N=51)	P-value	Yes (N=108)	No (N=134)	P-value
15 (48%) 77 (37%) 0 (0%) 1	16 (52%) 129 (63%) 1 (100%) 3	0.37	14 (45%) 98 (48%) 1 (10%) 2	17 (55%) 108 (52%) 0 (0%) 2	0.56	25 (81%) 162 (79%) 1 (100%) 3	6 (19%) 44 (21%) 0 (0%) 1	0.85	16 (52%) 88 (43%) 1 (100%) 3	15 (48%) 118 (57%) 0 (0%) 1	0.34
10 (71%) 17 (53%) 15 (39%) 14 (41%) 37 (30%)	4 (29%) 15 (47%) 24 (61%) 20 (59%) 86 (70%)	0.011	7 (50%) 16 (50%) 14 (36%) 20 (59%) 58 (47%)	7 (50%) 16 (50%) 25 (64%) 14 (41%) 65 (53%)	0.41	14 (100%) 25 (78%) 33 (85%) 28 (82%) 91 (74%)	0 (0%) 7 (22%) 6 (15%) 6 (18%) 32 (26%)	0.16	6 (43%) 16 (50%) 16 (41%) 17 (50%) 53 (43%)	8 (57%) 16 (50%) 23 (59%) 17 (50%) 70 (57%)	0.89
16 (64%) 20 (43%) 9 (32%) 17 (35%) 31 (33%)	9 (36%) 27 (57%) 19 (68%) 32 (65%) 62 (67%)	0.061	12 (48%) 20 (43%) 12 (43%) 26 (53%) 45 (48%)	13 (52%) 27 (57%) 16 (57%) 23 (47%) 48 (52%)	0.85	22 (88%) 37 (79%) 24 (86%) 38 (78%) 70 (75%)	3 (12%) 10 (21%) 4 (14%) 11 (22%) 23 (25%)	0.59	12 (48%) 23 (49%) 9 (32%) 25 (51%) 39 (42%)	13 (52%) 24 (51%) 19 (68%) 24 (49%) 54 (58%)	0.51
77 (39%) 14 (39%) 2 (22%) 0	120 (61%) 22 (61%) 7 (78%) 0	0.60	91 (46%) 18 (50%) 6 (67%) 0	106 (54%) 18 (50%) 3 (33%) 0	0.46	156 (79%) 27 (75%) 8 (89%) 0	41 (20.8%) 9 (25.0%) 1 (11.1%) 0	0.64	87 (44%) 16 (44%) 5 (56%) 0	110 (56%) 20 (56%) 4 (44%) 0	0.80

<p>0.51</p> <p>6 (46%) 7 (54%)</p> <p>42 (42%) 59 (58%)</p> <p>38 (38%) 62 (62%)</p> <p>4 (21%) 15 (79%)</p> <p>3 (33%) 6 (67%)</p> <p>0 0</p>	<p>0.49</p> <p>6 (46%) 7 (54%)</p> <p>53 (52%) 48 (48%)</p> <p>45 (45%) 55 (55%)</p> <p>6 (32%) 13 (68%)</p> <p>5 (56%) 4 (44%)</p> <p>0 0</p>	<p>0.62</p> <p>9 (69%) 4 (31%)</p> <p>83 (82%) 18 (18%)</p> <p>79 (79%) 21 (21%)</p> <p>13 (68%) 6 (32%)</p> <p>7 (78%) 2 (22%)</p> <p>0 0</p>	<p>0.087</p> <p>3 (23%) 10 (77%)</p> <p>48 (48%) 53 (52%)</p> <p>49 (49%) 51 (51%)</p> <p>7 (37%) 12 (63%)</p> <p>1 (11%) 8 (89%)</p> <p>0 0</p>
<p>0.56</p> <p>16 (46%) 19 (54%)</p> <p>20 (38%) 33 (62%)</p> <p>14 (33%) 28 (67%)</p> <p>32 (43%) 43 (57%)</p> <p>7 (28%) 18 (72%)</p> <p>4 8</p>	<p>0.055</p> <p>22 (63%) 13 (37%)</p> <p>30 (57%) 23 (43%)</p> <p>14 (33%) 28 (67%)</p> <p>32 (43%) 43 (57%)</p> <p>11 (44%) 14 (56%)</p> <p>6 6</p>	<p>0.012</p> <p>33 (94%) 2 (6%)</p> <p>42 (79%) 11 (21%)</p> <p>36 (86%) 6 (14%)</p> <p>55 (73%) 20 (27%)</p> <p>15 (60%) 10 (40%)</p> <p>10 2</p>	<p>0.23</p> <p>21 (60%) 14 (40%)</p> <p>26 (49%) 27 (51%)</p> <p>19 (45%) 23 (55%)</p> <p>28 (37%) 47 (63%)</p> <p>10 (40%) 15 (60%)</p> <p>4 8</p>
<p>0.93</p> <p>39 (39%) 61 (61%)</p> <p>50 (39%) 80 (61%)</p> <p>4 8</p>	<p>0.24</p> <p>43 (43%) 57 (57%)</p> <p>66 (51%) 64 (49%)</p> <p>6 6</p>	<p>0.0047</p> <p>70 (70%) 30 (30%)</p> <p>111 (85%) 19 (15%)</p> <p>10 2</p>	<p>0.054</p> <p>38 (38%) 62 (62%)</p> <p>66 (51%) 64 (49%)</p> <p>4 8</p>
<p>0.14</p> <p>41 (36%) 73 (64%)</p> <p>27 (43%) 36 (57%)</p> <p>10 (59%) 7 (41%)</p> <p>11 (36%) 20 (64%)</p> <p>0 (0%) 5 (100%)</p> <p>4 8</p>	<p>0.0026</p> <p>68 (60%) 46 (40%)</p> <p>21 (33%) 42 (67%)</p> <p>9 (53%) 8 (47%)</p> <p>9 (29%) 22 (71%)</p> <p>2 (40%) 3 (60%)</p> <p>6 6</p>	<p>0.014</p> <p>97 (85%) 17 (15%)</p> <p>47 (75%) 16 (25%)</p> <p>15 (88%) 2 (12%)</p> <p>20 (65%) 11 (35%)</p> <p>2 (40%) 3 (60%)</p> <p>10 2</p>	<p>0.075</p> <p>62 (54%) 52 (46%)</p> <p>22 (35%) 41 (65%)</p> <p>7 (41%) 10 (59%)</p> <p>12 (39%) 19 (61%)</p> <p>1 (20%) 4 (80%)</p> <p>4 8</p>

0.27	0.028	0.0050	0.23
11 (31%) 25 (69%) 78 (40%) 116 (60%) 4 8	11 (31%) 25 (69%) 98 (51%) 96 (49%) 6 6	22 (61%) 14 (39%) 159 (82%) 35 (18%) 10 2	13 (36%) 23 (64%) 91 (47%) 103 (53%) 4 8
0.44	0.0003	0.0038	0.0004
14 (34%) 27 (66%) 19 (50%) 19 (50%) 13 (39%) 20 (61%) 31 (40%) 47 (60%) 12 (30%) 28 (70%) 4 8	31 (76%) 10 (24%) 20 (53%) 18 (47%) 16 (49%) 17 (51%) 30 (39%) 48 (61%) 12 (30%) 28 (70%) 6 6	39 (95%) 2 (5%) 31 (82%) 7 (18%) 27 (82%) 6 (18%) 60 (77%) 18 (23%) 24 (60%) 16 (40%) 10 2	29 (71%) 12 (29%) 17 (45%) 21 (55%) 12 (36%) 21 (64%) 37 (47%) 41 (53%) 9 (23%) 31 (77%) 4 8
0.47	0.0002	0.0043	0.051
43 (36%) 75 (64%) 46 (41%) 66 (59%) 4 8	42 (36%) 76 (64%) 67 (60%) 45 (40%) 6 6	84 (71%) 34 (29%) 97 (87%) 15 (13%) 10 2	46 (39%) 72 (61%) 58 (52%) 54 (48%) 4 8

**Work I do is meaningful to me  
(categorized)**

**Work schedule leaves enough time  
for personal life (categorized)**

1-2 (N=3)	3-5 (N=67)	6-7 (N=172)	P-value	1-2 (N=110)	3 (N=45)	4-5 (N=87)	P-value
1 (3%)	12 (39%)	18 (58%)	0.40	10 (32.3%)	8 (25.8%)	13 (42%)	0.36
2 (1%)	53 (26%)	151 (73%)		97 (47.1%)	36 (17.5%)	73 (35%)	
0 (0%)	0 (0%)	1 (100%)		0 (0.0%)	0 (0.0%)	1 (100%)	
0	2	2		3	1	0	
0 (0%)	3 (21%)	11 (79%)	0.45	9 (64%)	2 (14%)	3 (21%)	0.82
1 (3%)	11 (34%)	20 (63%)		17 (53%)	6 (19%)	9 (28%)	
1 (3%)	14 (36%)	24 (62%)		18 (46%)	7 (18%)	14 (36%)	
0 (0%)	12 (35%)	22 (65%)		13 (38%)	8 (24%)	13 (38%)	
1 (1%)	27 (22%)	95 (77%)		53 (43%)	22 (18%)	48 (39%)	
0 (0%)	7 (28%)	18 (72%)	0.28	13 (52%)	4 (16%)	8 (32%)	0.84
2 (4%)	15 (32%)	30 (64%)		26 (55%)	7 (15%)	14 (30%)	
0 (0%)	11 (39%)	17 (61%)		13 (46%)	6 (21%)	9 (32%)	
0 (0%)	15 (31%)	34 (69%)		19 (39%)	11 (22%)	19 (39%)	
1 (1%)	19 (20%)	73 (79%)		39 (42%)	17 (18%)	37 (40%)	
3 (2%)	54 (27%)	140 (71%)	0.94	91 (46%)	36 (18%)	70 (36%)	0.81
0 (0.0%)	10 (28%)	26 (72%)		16 (44%)	6 (17%)	14 (39%)	
0 (0.0%)	3 (33%)	6 (67%)		3 (33%)	3 (33%)	3 (33%)	
0	0	0		0	0	0	



0.95			0.063		
0 (0%)	3 (23%)	10 (77%)	5 (39%)	2 (15%)	6 (46%)
2 (2%)	28 (28%)	71 (70%)	56 (55%)	11 (11%)	34 (34%)
1 (1%)	29 (29%)	70 (70%)	36 (36%)	28 (28%)	36 (36%)
0 (0%)	6 (32%)	13 (68%)	10 (53%)	3 (16%)	6 (32%)
0 (0%)	1 (11%)	8 (89%)	3 (33%)	1 (11%)	5 (57%)
0	0	0	0	0	0
0.32			0.0087		
1 (3%)	15 (43%)	19 (54%)	25 (71%)	3 (9%)	7 (20%)
1 (2%)	11 (21%)	41 (77%)	24 (45%)	10 (19%)	19 (36%)
0 (0%)	12 (29%)	30 (71%)	17 (41%)	11 (26%)	14 (33%)
1 (1%)	23 (31%)	51 (68%)	34 (45%)	12 (16%)	29 (39%)
0 (0%)	4 (16%)	21 (84%)	5 (20%)	4 (16%)	16 (64%)
0	2	10	5	5	2
0.87			0.082		
1 (1%)	27 (27%)	72 (72%)	39 (39%)	16 (16%)	45 (45%)
2 (2%)	38 (29%)	90 (69%)	66 (51%)	24 (19%)	40 (31%)
0	2	10	5	5	2
0.85			<.0001		
3 (3%)	34 (30%)	77 (68%)	71 (62%)	20 (18%)	23 (20%)
0 (0%)	18 (29%)	45 (71%)	22 (35%)	11 (18%)	30 (48%)
0 (0%)	5 (29%)	12 (71%)	3 (18%)	5 (29%)	9 (53%)
0 (0%)	7 (23%)	24 (77%)	7 (23%)	4 (13%)	20 (65%)
0 (0%)	1 (20%)	4 (80%)	2 (40%)	0 (0%)	3 (60%)
0	2	10	5	5	2

0.49			0.0013		
0 (0%)	8 (22%)	28 (78%)	9 (25%)	4 (11%)	23 (64%)
3 (2%)	57 (29%)	134 (69%)	96 (50%)	36 (19%)	62 (32%)
0	2	10	5	5	2
0.40			<.0001		
1 (2%)	15 (37%)	25 (61%)	31 (76%)	6 (15%)	4 (10%)
1 (3%)	11 (30%)	26 (68%)	17 (45%)	5 (13%)	16 (42%)
0 (0%)	13 (39%)	20 (60%)	14 (42%)	8 (24%)	11 (33%)
1 (1%)	19 (24%)	58 (74%)	36 (46%)	15 (19%)	27 (35%)
0 (0%)	7 (18%)	33 (82%)	7 (18%)	6 (15%)	27 (67%)
0	2	10	5	5	2
0.073			0.0082		
1 (1%)	26 (22%)	91 (77%)	43 (36%)	21 (18%)	54 (46%)
2 (2%)	39 (35%)	71 (63%)	62 (55%)	19 (17%)	31 (28%)
0	2	10	5	5	2