

Supplement 1. Intent to leave practice direct effects Odds Ratios

Variable/ outcome	Non-Critical Care Clinicians (Physicians and Nurses) N = 313					Critical Care Clinicians (Physicians and Nurses) N= 313					Percent Difference in Odds Ratios
	OR	SE	95% CI		p- value	OR	SE	95% CI		p- value	
			Lower	Upper				Lower	Upper		
INTENT TO LEAVE											
BURNOUT	2.0	0.71	1.00	4.00	0.049	4.1	1.6	2.00	8.65	0.000	51.26%
INTEGRITY	3.2	1.1	1.63	6.28	0.001	2.9	0.87	1.6	5.19	0.000	-11.11%
STRESS	1.87	0.63	0.96	3.63	0.064	1.63	0.49	0.902	2.93	0.106	-14.94%
FEAR	1.68	0.55	0.89	3.18	0.113	1.18	0.41	0.59	2.33	0.644	-42.63%
ANXIETY	0.88	0.28	0.46	1.65	0.68	1.03	0.33	0.56	1.92	0.92	15.29%
WORK LOAD	1.01	0.35	0.51	1.98	0.983	0.67	0.24	0.33	1.36	0.272	-49.40%
PURPOSE	1.25	0.38	0.68	2.28	0.478	0.87	0.26	0.48	1.56	0.635	-43.43%
VALUE	0.50	0.17	0.26	0.95	0.03	0.33	0.12	0.16	0.66	0.002	-51.97%
BURNOUT											
INTEGRITY	1.35	0.60	0.57	3.24	0.497	2.74	1.17	1.18	6.32	0.019	50.53%
STRESS	3.72	1.29	1.88	7.36	0.000	2.68	0.97	1.31	5.44	0.007	-39.12%
FEAR	0.67	0.21	0.36	1.25	0.206	2.03	0.70	1.04	3.97	0.039	66.99%
ANXIETY	3.27	1.14	1.65	6.46	0.001	6.01	2.17	2.97	12.19	0.000	45.71%
WORK LOAD	3.82	1.23	2.03	7.12	0.000	2.67	0.96	1.32	5.39	0.006	-43.19%
PURPOSE	0.94	0.30	0.50	1.75	0.84	0.60	0.19	0.29	1.08	0.084	-68.15%
VALUE	0.30	0.09	0.16	0.54	0.000	0.59	0.20	0.30	1.16	0.125	49.65%
INTEGRITY											
STRESS	1.77	0.66	3.24	3.67	0.122	1.17	1.17	0.66	2.09	0.59	-51.10%
FEAR	2.13	0.86	7.36	4.69	0.062	1.34	1.39	0.85	2.85	0.37	-53.35%
ANXIETY	1.50	0.51	1.25	2.93	0.234	2.37	2.37	1.32	4.30	0.004	36.58%
WORK LOAD	2.32	0.90	6.46	4.95	0.030	3.63	3.63	1.73	7.61	0.001	36.15%
PURPOSE	1.01	0.36	7.19	2.02	0.972	0.83	0.83	0.46	1.51	0.542	-21.92%
VALUE	0.29	0.12	1.76	0.64	0.002	0.51	0.51	0.25	1.04	0.062	43.30%