**Supplementary Table 2.** Factor matrix with loadings for each item of the Maslach Burnout Inventory

Human Services Survey

| Item   | Emotional Exhaustion | Personal Accomplishment | Depersonalization |
|--------|-----------------------|-------------------------|-------------------|
| Q01 - EE | 0.88                  | 0.02                    | -0.04             |
| Q02 - EE | 0.88                  | 0.07                    | -0.03             |
| Q03 - EE | 0.76                  | -0.02                   | 0.05              |
| Q04 - PA | 0.33                  | 0.49                    | -0.08             |
| Q05 - DP | 0.1                   | -0.02                   | 0.62              |
| Q06 - EE | 0.51                  | -0.06                   | 0.31              |
| Q07 - PA | 0.06                  | 0.65                    | 0.06              |
| Q08 - EE | 0.86                  | -0.03                   | 0.02              |
| Q09 - PA | 0.04                  | 0.68                    | -0.02             |
| Q10 - DP | -0.02                 | -0.01                   | 0.91              |
| Q11 - DP | 0.03                  | 0.01                    | 0.83              |
| Q12 - PA | -0.48                 | 0.57                    | 0.12              |
| Q13 - EE | 0.68                  | -0.04                   | 0.16              |
| Q14 - EE | 0.76                  | 0.13                    | 0.01              |
| Q15 - DP | 0                     | -0.03                   | 0.61              |
| Q16 - EE | 0.45                  | -0.05                   | 0.25              |
| Q17 - PA | 0.06                  | 0.75                    | -0.03             |
| Q18 - PA | -0.04                 | 0.7                      | -0.07             |
| Q19 - PA | 0.08                  | 0.59                    | -0.07             |
| Q20 - EE | 0.82                  | -0.05                   | 0.03              |
| Q21 - PA | -0.06                 | 0.62                    | 0.03              |
| Q22 - DP | 0.18                  | 0.01                    | 0.35              |

EE: Emotional Exhaustion; DP: Depersonalization; PA: personal Accomplishment