

Supplement B Results mediation analysis with sub-scales

Table B.1 Results Mediation Analysis with Subscales for Burnout

Burnout (DV)	Emotional Intelligence and its components (IV)				
	EI	SEA	OEA	ROE	UOE
Self-care (M)					
Effect IV on M (a)	.316***	.223***	.091*	.135***	.206***
Effect of M on DV (b)	-.876***	-.879***	-.950***	-.879***	-.924***
Direct effect (c')	-.105	-.092	.033	-.090*	-.021
Indirect effect (a*b)	-.277 CI*	-.196 CI*	-.086 CI*	-.118 CI*	-.191 CI*
Total effects (c)	-.382***	-.287***	-.053	-.208***	-.212***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care perception (M)					
Effect IV on M (a)	.235***	.185***	.056	.117***	.127***
Effect of M on DV (b)	-.808***	-.817***	-.879***	-.825***	-.833***
Direct effect (c')	-.192**	-.136*	-.004	-.112**	-.106*
Indirect effect (a*b)	-.190 CI*	-.151 CI*	-.049	-.096 CI*	-.106 CI*
Total effects (c)	-.382***	-.287***	-.053	-.208***	-.212***
Controlled variables on M/DV	DV: G2, -.238*	DV: G2, -.242*	No sig	No sig	No sig
Self-care perception personal					
Effect IV on M (a)	.151**	.150***	.026	.076*	.063
Effect of M on DV (b)	-.419***	-.412***	-.479***	-.436***	-.448***
Direct effect (c')	-.319***	-.225***	-.041	-.175***	-.183***
Indirect effect (a*b)	-.063 CI*	-.062 CI*	-.012	-.033 CI*	-.028
Total effects (c)	-.382***	-.287***	-.053	-.208***	-.212***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care perception professional (M)					
Effect IV on M (a)	.306***	.215***	.081	.151***	.180***
Effect of M on DV (b)	-.609***	-.617***	-.666***	-.623***	-.630***
Direct effect (c')	-.195**	-.155**	.002	-.114**	-.098*
Indirect effect (a*b)	-.187 CI*	-.133 CI*	-.054	-.094 CI*	-.113 CI*
Total effects (c)	-.382***	-.287***	-.053	-.208***	-.212***
Controlled variables on M/DV	DV: G2, .265*	DV: G2, .278*	No sig	No sig	DV: G2, .219*
Self-care practice (M)					
Effect IV on M (a)	.356***	.241***	.108**	.143***	.246***
Effect of M on DV (b)	-.596***	-.608***	-.699***	-.622***	-.649***
Direct effect (c')	-.169*	-.141*	.023	-.119**	-.052
Indirect effect (a*b)	-.213 CI*	-.147 CI*	-.075 CI*	-.089 CI*	-.160 CI*
Total effects (c)	-.382***	-.287***	-.053	-.208***	-.212***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care practice personal (M)					
Effect IV on M (a)	.422***	.284***	.118*	.186***	.278***
Effect of M on DV (b)	-.314***	-.334***	-.003	-.351***	-.351***
Direct effect (c')	-.250**	-.192**	-.422***	-.143**	-.114*
Indirect effect (a*b)	-.132 CI*	-.095 CI*	-.050 CI*	-.065 CI*	-.098 CI*
Total effects (c)	-.382***	-.287***	-.053	-.208***	-.107***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care practice professional (M)					
Effect IV on M (a)	.291***	.198***	.098*	.101***	.214***
Effect of M on DV (b)	-.588***	-.602***	-.684***	-.623***	-.626***
Direct effect (c')	-.211**	-.168**	.015	-.145**	-.078
Indirect effect (a*b)	-.171 CI*	-.119 CI*	-.067 CI*	-.063 CI*	-.134 CI*
Total effects (c)	-.382***	-.287***	-.053	-.208***	-.212***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig

Legend: N 324, sig at *** $p < .000$, Sig at ** $p < .01$, sig at * $p < .05$, sig CI* do not include zero,, confidence intervals 95, and number of bootstraps samples 5000.

Table B.2 Results Mediation Analysis with Subscales for Compassion Fatigue

Compassion Fatigue (DV)	Emotional Intelligence and its components (IV)				
	EI	SEA	OEA	ROE	UOE
Self-care (M)					
Effect IV on M (a)	.316***	.223***	.091*	.135***	.206***
Effect of M on DV (b)	-.619***	-.663***	-.751***	-.672***	-.666***
Direct effect (c')	-.222***	-.138*	-.040	-.124**	-.103*
Indirect effect (a*b)	-.196*	-.148 CI*	-.068 CI*	-.090 CI*	-.137 CI*
Total effects (c)	-.418***	-.286***	-.108	-.214***	-.241***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care perception (M)					
Effect IV on M (a)	.235***	.185***	0.56	.117***	.127***
Effect of M on DV (b)	-.596***	-.621***	-.692***	-.631***	-.628***
Direct effect (c')	-.278***	-.171**	-.069	-.140**	-.161***
Indirect effect (a*b)	-.140 CI*	-.115 CI*	-.039	-.074 CI*	-.080 CI*
Total effects (c)	-.418***	-.286***	-.108	-.214***	-.241***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care perception personal (M)					
Effect IV on M (a)	.151**	.150***	.026	.076*	.063
Effect of M on DV (b)	-.294***	-.293***	-.362***	-.318***	-.327***
Direct effect (c')	-.374***	-.242***	-.098	-.190***	-.220***
Indirect effect (a*b)	-.044 CI*	-.044 CI*	-.009	-.024 CI*	-.021
Total effects (c)	-.418***	-.286***	-.108	-.214***	-.241***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care perception professional (M)					
Effect IV on M (a)	.306***	.215***	.081	.151***	.180***
Effect of M on DV (b)	-.459***	-.482***	-.533***	-.487***	-.482***
Direct effect (c')	-.277***	-.182**	-.064	-.141**	-.154**
Indirect effect (a*b)	-.141 CI*	-.103 CI*	-.043	-.073 CI*	-.087 CI*
Total effects (c)	-.418***	-.286***	-.108	-.214***	-.241***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	M: G2, -.219*
Self-care practice (M)					
Effect IV on M (a)	.356***	.241***	.108**	.143***	.246***
Effect of M on DV (b)	-.406***	-.457***	-.554***	-.475***	-.451***
Direct effect (c')	-.273***	-.175**	-.048	-.146**	-.130*
Indirect effect (a*b)	-.145 CI*	-.110 CI*	-.060 CI*	-.068 CI*	-.111 CI*
Total effects (c)	-.418***	-.286***	-.108	-.214***	-.241***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care practice personal					
Effect IV on M (a)	.422***	.284***	.118*	.186***	.278***
Effect of M on DV (b)	-.177*	-.224**	-.316***	-.241**	-.212**
Direct effect (c')	-.343***	-.222***	-.070	-.169***	-.182***
Indirect effect (a*b)	-.075 CI*	-.064 CI*	-.037 CI*	-.045 CI*	-.059 CI*
Total effects (c)	-.418***	-.286***	-.108	-.214***	-.241***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care practice professional					
Effect IV on M (a)	.291***	.198***	.098*	.101***	.214***
Effect of M on DV (b)	-.452***	-.489***	-.569***	-.513***	-.481***
Direct effect (c')	-.286***	-.189**	-.052	-.162***	-.138**
Indirect effect (a*b)	-.132 CI*	-.097 CI*	-.056 CI*	-.052 CI*	-.103 CI*
Total effects (c)	-.418***	-.286***	-.108	-.214***	-.241***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig

Legend: N 324, sig at *** $p < .000$, Sig at ** $p < .01$, sig at * $p < .05$, sig CI* do not include zero, confidence intervals 95, and number of bootstraps samples 5000.

Table B.3 Results Mediation Analysis with Subscales for Compassion Satisfaction

Compassion Satisfaction (DV)	Emotional Intelligence and its components (IV)				
	EI	SEA	OEA	ROE	UOE
Self-care (M)					
Effect IV on M (a)	.316***	.223***	.91*	.135***	.206***
Effect of M on DV (b)	.748***	.797***	.822***	.775***	.740***
Direct effect (c')	.118	.037	.004	.068	.092*
Indirect effect (a*b)	.236*	.178 CI*	.075 CI*	.104 CI*	.153 CI*
Total effects (c)	.355***	.214***	.078	.172***	.244***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care perception (M)					
Effect IV on M (a)	.235***	.185***	.056	.117***	.127***
Effect of M on DV (b)	.543***	.578***	.623***	.576***	.551***
Direct effect (c')	.227***	.107*	.043	.105**	.174***
Indirect effect (a*b)	.128 CI*	.107 CI*	.035	.067 CI*	.070 CI*
Total effects (c)	.355***	.214***	.078	.172***	.244***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care perception personal (M)					
Effect IV on M (a)	.151**	.150***	.026	.076*	.063
Effect of M on DV (b)	.227**	.235**	.286***	.250***	.249***
Direct effect (c')	.321***	.179***	.071	.154***	.229***
Indirect effect (a*b)	.034 CI*	.035 CI*	.007	.019 CI*	.016
Total effects (c)	.355***	.214***	.078	.172***	.244***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care perception professional (M)					
Effect IV on M (a)	.306***	.215***	.081	.151***	.180***
Effect of M on DV (b)	.445***	.473***	.505***	.471***	.448***
Direct effect (c')	.218***	.112*	.037	.101**	.164***
Indirect effect (a*b)	.136 CI*	.102 CI*	.041	.071 CI*	.081 CI*
Total effects (c)	.355***	.214***	.078	.172***	.244***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	M: G2 -.219*
Self-care practice (M)					
Effect IV on M (a)	.356***	.241***	.108**	.143***	.246***
Effect of M on DV (b)	.595***	.641***	.676***	.627***	.592***
Direct effect (c')	.143*	.059	.005	.083*	.099*
Indirect effect (a*b)	.212 CI*	.155 CI*	.073 CI*	.090 CI*	.145 CI*
Total effects (c)	.355***	.214***	.078	.172***	.244***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care practice personal					
Effect IV on M (a)	.422***	.284***	.118*	.186***	.279***
Effect of M on DV (b)	.285***	.332***	.387***	.331***	.283***
Direct effect (c')	.234***	.120*	.033	.111**	.165***
Indirect effect (a*b)	.120 CI*	.094 CI*	.045 CI*	.062 CI*	.079 CI*
Total effects (c)	.355***	.214***	.078	.172***	.244***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig
Self-care practice professional					
Effect IV on M (a)	.291***	.198***	.098*	.101***	.214***
Effect of M on DV (b)	.626***	.663***	.700***	.660***	.623***
Direct effect (c')	.173**	.083	.009	.106**	.111**
Indirect effect (a*b)	.173 CI*	.132 CI*	.069 CI*	.067 CI*	.133 CI*
Total effects (c)	.355***	.214***	.078	.172***	.244***
Controlled variables on M/DV	No sig	No sig	No sig	No sig	No sig

Legend: N 324, sig at *** $p < .000$, Sig at ** $p < .01$, sig at * $p < .05$, sig CI* do not include zero, confidence intervals 95, and number of bootstraps samples 5000.