

### **Appendix 1 Maslach Burnout Inventory (MBI) subscales**

- Emotional Exhaustion (EE): “Feelings of being emotionally overextended by one’s work” (5); also described as loss of energy, wearing out, depletion, and fatigue.
- Depersonalization (DP): Negative or impersonal response towards recipients of one’s service, care, treatment, or instruction; also described as irritability, loss of idealism, and withdrawal.
- Personal Accomplishment (PA): “Feelings of competence and successful achievement in one’s work with people” (5); also described as depression, low self-esteem, reduced productivity, and low morale.