

Supplementary Material 1. Survey instrument.

What gender do you identify as?

- Female
- Male
- Trans Female
- Trans Male
- Non-binary/Third gender
- Other (display “My gender is best described as:” if selected)
- Prefer not to say

What is your age?

What race/ethnicity do you identify as? (check all that apply)

- American Indian or Alaska Native (e.g., Navajo Nation, Blackfeet Tribe, Inupiat Traditional Gov't., etc.)
- Asian or Asian American (e.g., Chinese, Japanese, Filipino, Korean, South Asian, Vietnamese, etc.)
- Black or African American (e.g., Jamaican, Nigerian, Haitian, Ethiopian, etc.)
- Hispanic or Latino/a/x (e.g., Puerto Rican, Mexican, Cuban, Salvadoran, Colombian, etc.)
- Middle Eastern or North African (e.g., Lebanese, Iranian, Egyptian, Moroccan, Israeli, Palestinian, etc.)
- Native Hawai`ian or Pacific Islander (e.g., Samoan, Guamanian, Chamorro, Tongan, etc.)
- White or European (e.g., German, Irish, English, Italian, Polish, French, etc.)
- My race or ethnicity is best described as: (Feel free to use the text box and/or you can simply select categories above.)
- Prefer not to say

How many total years have you been in your current role as APD/PD?

- Less than one year
- Integers 1-20
- More than 20 years

Is it likely that you will step down from your current role in the next 18 months?

- No (display “Why not?” if selected)
- Yes (display “Why” if selected)

For the remainder of the survey, the questions are focused on your time as an APD/PD and specific to your experience in that role.

How true do you feel the following statements are about during the past two weeks?

	Not at all true	Somewhat true	Moderately true	Very true	Completely true
I feel happy at work	[]	[]	[]	[]	[]
I feel worthwhile at work	[]	[]	[]	[]	[]

My work is satisfying to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel in control when dealing with difficult problems at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work is meaningful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I'm contributing professionally (teaching, mentorship, program improvement) in ways that I value the most	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To what degree have you experienced the following? During the past two weeks, I have felt...

	Not at all	Very little	Moderately	A lot	Extremely
A sense of dread when I think about work I have to do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physically exhausted at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lacking enthusiasm at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emotionally exhausted at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To what degree have you experienced the following? During the past two weeks, my job has contributed to me feeling...

	Not at all	Very little	Moderately	A lot	Extremely
Less empathetic with my trainees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Less empathetic with my colleagues?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Less sensitive to others' feelings/emotions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Less interested in talking with my trainees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Less connected with my trainees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Less connected with my colleagues?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How aligned are your department's/chair's goals with the goals of the residency program?

- Not at all aligned/Somewhat aligned/Moderately aligned/Very aligned/Extremely aligned

How balanced are your administrative responsibilities in the residency program with your work responsibilities outside of the residency program (clinical, research, etc.)?

- Not at all balanced/Somewhat balanced/Moderately balanced/Very balanced/Extremely balanced

How satisfied are you with your administrative resources (time, funding, staff) for your residency program?

- Not satisfied at all/Somewhat satisfied/Moderately satisfied/Very satisfied/Completely satisfied

How supported do you feel by the rest of the program leadership team (PD, APDs)?

- Not supported at all/Somewhat supported/Moderately supported/Very supported/Completely supported

How much is your wellbeing impacted by resident burnout?

- Not at all impacted/Somewhat impacted/Moderately impacted/Very impacted/Extremely impacted

How much do ACGME accreditation responsibilities negatively impact your other responsibilities in the residency program?

- Not at all/Somewhat/Moderately/Very much so/Extremely

How much has your role in residency leadership made it challenging to nurture existing personal relationships?

- Not at all/Somewhat/Moderately/Very much so/Extremely

How difficult has it been to develop new meaningful personal relationships due to your role in residency leadership?

- Not difficult at all/Somewhat difficult/Moderately difficult/Very difficult/Extremely difficult

How much has your role in residency leadership contributed to conflict in your personal relationships?

- Not at all/Somewhat/Moderately/Very much so/Extremely

How isolated or detached from your loved ones do you feel due to your role in residency leadership?

- Not at all isolated or detached/Somewhat isolated or detached/Moderately isolated or detached/Very isolated or detached/Extremely isolated or detached

How much have interactions with residents negatively impacted you personally?

- Not at all/Somewhat/Moderately/Very much/Extremely

How much have interactions with other members of the residency leadership negatively impacted you personally?

- Not at all/Somewhat/Moderately/Very much/Extremely

How often do you complain about your position?

- Never/Rarely/Sometimes/Very often/Always

How appreciated do you feel by residents for your leadership efforts in the residency program?

- Not at all/Somewhat/Moderately/Very much/Extremely

How appreciated do you feel by your supervisor (e.g., chair, chief, vice chair of education, program director) for your contributions to the residency program?

- Not at all/Somewhat/Moderately/Very much/Extremely

How valued do you feel by other members of the residency program leadership team?

- Not at all/Somewhat/Moderately/Very much/Extremely

How valued do you feel residency program leaders are in general?

- Not at all/Somewhat/Moderately/Very much/Extremely

How much do the responsibilities of residency leadership align with your initial expectations?

- Not at all/Somewhat/Moderately/Very much so/Completely

How much do you feel that you are achieving your goals for the residency program?

- Not at all/Somewhat/Moderately/Very much/Completely

Do you feel the work expected of you by your supervisor is reasonable?

- Not at all/Somewhat/Moderately/Very much/Completely

Free Response Items (not included in analysis)

If you could change anything about your APD/PD role to improve your well-being, what would it be?

What elements of your current role as APD/PD most negatively impact your well-being?

What aspects of the PD/APD role do you feel are protective against burnout and why?

Anything else you would like us to know?