

Supplemental Appendix. Practice Characteristics, Work-Home Conflicts, Burnout, and Career Satisfaction by Career Stage and Sex

	WOMEN				MEN			
	Early	Mid	Late	p-value	Early	Mid	Late	p-value
PRACTICE CHARACTERISTICS								
Hours worked per week, Mean (SD)	49.7 (16.6)	50.5 (16.6)	47.1 (15.8)	0.0008	54.9 (15.4)	56.9 (15.2)	50.9 (16.5)	<0.0001
Nights on call per week, Mean (SD)	1.8 (2.2)	2.3 (2.5)	2.3 (2.6)	0.0077	1.9 (2.0)	2.5 (2.3)	2.3 (2.5)	<0.0001
WORK-HOME CONFLICTS, No. (%)								
Experience work/home conflict in last 3 weeks	449/722 (62.2%)	316/574 (55.1%)	279/692 (40.3%)	<0.0001	472/853 (55.3%)	523/1048 (49.9%)	1098/3187 (34.5%)	<0.0001
How most recent conflict resolved				<0.0001				<0.0001
Resolved in favor of work	254/690 (36.8%)	196/549 (35.7%)	179/642 (27.9%)		298/816 (36.5%)	337/1000 (33.7%)	708/3005 (23.6%)	
Resolved in favor of personal	86/690 (12.5%)	64/549 (11.7%)	55/642 (8.6%)		105/816 (12.9%)	112/1000 (11.2%)	300/3005 (10.0%)	
Able to resolve to meet both	350/690 (50.7%)	289/549 (52.6%)	408/642 (63.6%)		413/816 (50.6%)	551/1000 (55.1%)	1997/3005 (66.5%)	
Burnout Indices, No. (%)								
High Emotional Exhaustion	297/721 (41.2%)	282/573 (49.2%)	271/685 (39.6%)	0.0013	332/855 (38.8%)	481/1049 (45.9%)	1018/3176 (32.1%)	<0.0001
High Depersonalization	234/718 (32.6%)	169/573 (29.5%)	155/680 (22.8%)	0.0002	335/855 (39.2%)	388/1048 (37.0%)	778/3174 (24.5%)	<0.0001
Burned out ^a	358/722 (49.6%)	304/575 (52.9%)	305/688 (44.3%)	0.0087	440/858 (51.3%)	572/1049 (54.5%)	1261/3187 (39.6%)	<0.0001
Dimensions of Professional Satisfaction, No. (%)								
Satisfied with work-life balance	321/724 (44.3%)	210/573 (36.6%)	343/695 (49.4%)	<0.0001	374/854 (43.8%)	428/1051 (40.7%)	1758/3197 (55.0%)	<0.0001
Satisfied with choice to become a physician	446/725 (61.5%)	369/573 (64.4%)	516/693 (74.5%)	<0.0001	540/855 (63.2%)	668/1049 (63.7%)	2439/3190 (76.5%)	<0.0001
Satisfied with specialty choice	492/724 (68.0%)	359/574 (62.5%)	494/693 (71.3%)	0.0040	606/857 (70.7%)	716/1048 (68.3%)	2353/3187 (73.8%)	0.0015
Recommend career in medicine to children ^b	236/456 (51.8%)	225/430 (52.3%)	271/520 (52.1%)	0.9852	358/658 (54.4%)	485/939 (51.7%)	1711/2956 (57.9%)	0.0025
Moderate or greater likelihood of reducing clinical Hours within next 12 months	182/723 (25.2%)	128/570 (22.5%)	184/692 (26.6%)	0.2338	178/855 (20.8%)	219/1050 (20.9%)	1004/3005 (31.6%)	<0.0001

Primary reason for considering reducing clinical work hours ^c				<0.0001				<0.0001
Frustration w. medicare and insurance reimbursement issues	3/177 (1.7%)	15/120 (12.5%)	27/171 (15.8%)		22/177 (12.4%)	47/213 (22.1%)	143/951 (15.0%)	
Spend more time with family	107/177 (60.5%)	45/120 (37.5%)	43/171 (25.1%)		83/177 (46.9%)	64/213 (30.0%)	284/951 (29.9%)	
Declining reimbursement for clinical care	16/177 (9.0%)	12/120 (10.0%)	15/171 (8.8%)		13/177 (7.3%)	20/213 (9.4%)	93/951 (9.8%)	
To pursue administrative/leadership opportunities	6/177 (3.4%)	12/120 (10.0%)	15/171 (8.8%)		23/177 (13.0%)	35/213 (16.4%)	91/951 (9.6%)	
To pursue research or medical education opportunities	24/177 (13.6%)	7/120 (5.8%)	5/171 (2.9%)		18/177 (10.2%)	8/213 (3.8%)	38/951 (4.0%)	
Other	21/177 (11.9%)	29/120 (24.2%)	66/171 (38.6%)		18/177 (10.2%)	39/213 (18.3%)	302/951 (31.8%)	
Moderate or greater likelihood of leaving current practice within 2 years	270/724 (37.3%)	145/574 (25.3%)	264/693 (38.1%)	<0.0001	269/856 (31.4%)	260/1053 (24.7%)	1277/3198 (39.9%)	<0.0001
What the physician would do if he/she left the current practice ^d				<0.0001				<0.0001
Different practice as doctor	218/267 (81.6%)	66/142 (46.5%)	77/254 (30.3%)		205/268 (76.5%)	136/258 (52.7%)	278/1259 (22.1%)	
Different job in medicine but not as doctor	16/267 (6.0%)	34/142 (23.9%)	23/254 (9.1%)		25/268 (9.3%)	41/258 (15.9%)	144/1259 (11.4%)	
Leave medicine for another career	9/267 (3.4%)	13/142 (9.2%)	15/254 (5.9%)		17/268 (6.3%)	43/258 (16.7%)	66/1259 (5.2%)	
Retire	3/267 (1.1%)	8/142 (5.6%)	106/254 (41.7%)		1/268 (0.4%)	14/258 (5.4%)	630/1259 (50.0%)	
Other	21/267 (7.9%)	21/142 (14.8%)	33/254 (13.0%)		20/268 (7.5%)	24/258 (9.3%)	141/1259 (11.2%)	

a High score on emotional exhaustion and/or depersonalization scale (see methods)

b Only asked of those with children

c Only asked of physicians indicating a moderate or higher likelihood of leaving reducing hours

d Only asked of physicians indicating a moderate or higher likelihood of leaving current practice