

Supplemental Methods:

Study participants:

Physician Sample: A detailed description of the survey methodology has been previously published.¹ A sample of 3671 US physicians drawn from the AMA Physician Masterfile received surveys by mail on November 16, 2020 followed by a follow-up mailing to non-responders on December 8, 2020. A total of 1162 (31.7%) physicians responded. An independent sample of 90,000 physicians was invited via email to participate in an online version of the survey on November 16, 2020 with follow-up invitations over the following weeks. A total of 6348 (7.1%) physicians responded to the follow-up survey. Physicians in fields other than general pediatrics, family medicine, general internal medicine, and obstetrics/gynecology were oversampled to increase representation from physicians in less common specialties. Responders to both the mailed and online surveys were subsequently pooled for further analysis. As previously reported, a secondary survey of non-responders was performed January 19, 2021 - March 26, 2021 to determine whether responders to the original survey were representative of US physicians. Responders to the secondary survey were similar to the primary survey responders with respect to age, gender, years in practice, and measures of occupational distress as assessed by mean scores for the single emotional exhaustion and depersonalization items, the proportion of individuals with a high score in at least one of the two burnout domains, and the proportion reporting satisfaction with work-life integration.¹ Half the physicians participating in the paper and online surveys were randomly assigned to receive a sub-survey including the IP Scale. To provide context for the experience of physicians relative to workers in other fields, we surveyed a probability-based sample of employed individuals aged 29 to 65 from the general U.S. population (n= 2508) from November 16, 2020 through November 26th, 2020 using the KnowledgePanel® (<https://www.ipsos.com/en-us/solutions/public-affairs/knowledgepanel>).¹

Participation was voluntary and all responses were anonymous. The study was approved by the Stanford University and Mayo Clinic Institutional Review Boards.

Study measures:

Both physicians and workers in other fields provided information on demographic factors (e.g. age, sex, relationship status) and hours worked per week. Physicians were also asked about their professional characteristics (e.g. specialty, practice setting, years in practice).

Burnout in physicians was assessed using the full-length emotional exhaustion and depersonalization scales of the Maslach Burnout Inventory (MBI).²⁻⁴ Two single-item measures from the MBI that have been shown to strongly correlate with the emotional exhaustion and depersonalization scales of the MBI were used to compare burnout in these domains for physicians relative to workers in other fields.^{5,6}

Professional fulfillment was measured using the professional fulfillment scale from the Stanford Professional Fulfillment Index.^{7,8} The professional fulfillment sub-scale includes 6 items that assess professional satisfaction, self-worth at work, self-efficacy, happiness, and meaning in work. Participants indicate how accurately each item reflects their experience over the last two weeks on a five-point scale with response options ranging from “not at all true” (0 points) to “completely true” (4 points). Scores from the individual items are aggregated and normed to a scale of 0 to 10 (higher more favorable). The validity, sensitivity, and reliability of the Professional Fulfillment Index are supported by prior research.^{7,8}

Self-compassion was measured using the Clinician Self-valuation Scale.^{9 10} As discussed in the introduction, self-valuation consists of prioritizing self-care, attention to personal well-being, and viewing personal imperfection with a growth mindset (i.e., a desire to learn and to improve) rather than to shame and self-criticism. The Clinician Self-valuation Scale is an established 4-item instrument that assesses both self-criticism and prioritization of personal needs. The individual items ask participants to rate their experience during the past 2 weeks on a 5-point Likert scale. The standardized scoring approach sums scores from the individual items to create an aggregate self-valuation score which is normed to a scale of 0 to 10 (higher more favorable).¹⁰ The

survey of workers in other fields included the “putting off taking care of my own health” and “self-condemnation” items to enable comparison to physicians.¹⁰

Suicidal ideation was assessed by asking participants, “During the past 12 months, have you had thoughts of taking your own life?”. This item is designed to assesses recent but not necessarily active SI.¹¹ It has been used in multiple previous studies of physicians¹²⁻¹⁴ and allows comparison to non-physician samples.^{13,15-18}

To evaluate whether any of the 4 IP items assessed themes similar to the construct of the 4 items in the Self-Valuation Scale, we calculated the Cronbach’s alpha for both scales and then conducted a principal component analysis with oblimin rotation and Kaiser normalization to determine underlying patterns between these 8 items. The Cronbach’s alpha was 0.84 for the 4 IP items, and 0.82 for the 4-item Self-Valuation Scale. Two components emerged from these 8 items. The 4 items from the IP scale clustered as one component, and four items from the Self-valuation Scale clustered as the other component, suggesting these domains are distinct constructs (Supplemental Table 1).

Supplemental Table 1: Principal Components Analysis Imposter Phenomenon Scale Items and Self-Valuation Scale Items

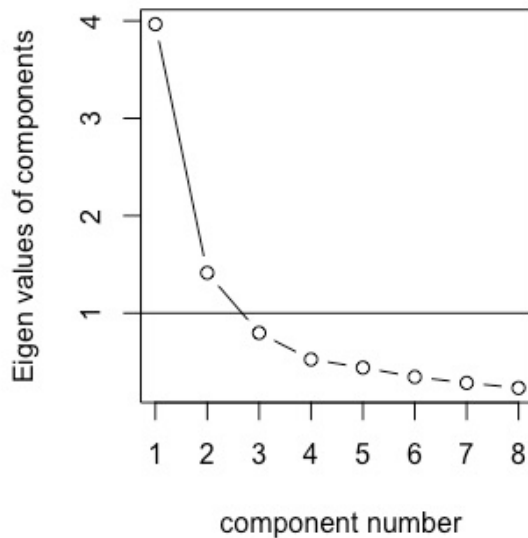
Imposter phenomenon and self-valuation items were analyzed using principal component analysis with oblimin rotation and Kaiser normalization. The analysis yielded 2 principal components explaining a total of 67% of the variance. The first component included the 4 imposter phenomenon items and explained 35% of the variance. The second component included the 4 self-valuation items and it explained 33% of the variance.

Loadings:

	PC1	PC2
Imposter1	0.82	
Imposter2	0.90	
Imposter3	0.71	
Imposter4	0.84	
SV2		0.65
SV3		0.74
SV4		0.90
SV1		0.88

	PC1	PC2
SS loadings	2.76	2.62
Proportion Var	0.35	0.33
Cumulative Var	0.35	0.67
Proportion Explained	0.51	0.49
Cumulative Proportion	0.51	1.00

	PC1	PC2
PC1	1.00	-0.46
PC2	-0.46	1.00



Supplemental Table 2: Imposter Phenomenon Scale

	Not at all (1)	Rarely (2)	Sometimes (3)	Often (4)	Very true (5)
	N (%)	N (%)	N (%)	N (%)	N (%)
Imposter Phenomenon Scale					
Individual items:					
When people praise me for something I've accomplished, I'm afraid I won't be able to live up to their expectations of me in the future.	965 (30.9%)	835 (26.7%)	874 (28.0%)	316 (10.1%)	133 (4.3%)
I'm afraid people important to me may find out that I'm not as capable as they think I am.	953 (30.5%)	869 (27.8%)	785 (25.1%)	349 (11.2%)	167 (5.3%)
I'm disappointed at times in my present accomplishments and think I should have accomplished much more.	618 (19.8%)	764 (24.5%)	950 (30.4%)	483 (15.5%)	308 (9.9%)
I often compare my ability to those around me and think they may be more intelligent than I am.	794 (25.4%)	912 (29.2%)	842 (27.0%)	368 (11.8%)	204 (6.5%)
Overall Score:					
Mean (range 4-20; [SD])	9.79 (3.89)				
% minimal imposter phenomenon experiences (score <=8)	1259 (40.4%)				
% moderate imposter phenomenon experiences (score 9-12)	1135 (36.4%)				
% frequent imposter phenomenon experiences (score 13-16)	541 (17.4%)				
% intense imposter phenomenon experiences (score >=17)	181 (5.8%)				

Supplemental Table 3: Linear regression with imposter phenomenon score as dependent variable:

Predictor	Estimate	Std. Error	t value	P-value
Age (vs. <35)				
35-44	0.35	0.43	0.82	.41
45-54	-0.79	0.42	-1.89	.06
55-64	-1.29	0.42	-3.09	.002
65+	-2.02	0.43	-4.65	<.001
Gender (vs. Male)				
Female	1.25	0.16	7.95	<.001
Other	3.69	2.65	1.39	.16
Relationship status (vs. Single)				
Married	-1.02	0.22	-4.62	<.001
Partnered	-0.56	0.38	-1.46	.14
Widowed/widower	-2.23	0.62	-3.60	<.001
Specialty (vs. Internal Medicine Subspecialty)				
Anesthesiology	-0.14	0.37	-0.36	.72
Dermatology	-0.89	0.46	-1.94	.05
Emergency medicine	0.18	0.37	0.48	.63
Family medicine	0.09	0.35	0.26	.80
General surgery	-0.11	0.43	-0.26	.80
General surgery subspecialty	-0.59	0.33	-1.78	.07
General internal medicine	-0.14	0.34	-0.41	.68
Neurology	0.22	0.40	0.55	.58
Neurosurgery	-0.61	0.74	-0.82	.41
Obstetrics and gynecology	-0.50	0.40	-1.25	.21
Ophthalmology	-0.88	0.39	-2.26	.02
Orthopedic surgery	-0.62	0.36	-1.70	.09
Otolaryngology	0.31	0.68	0.45	.65
Pathology	0.05	0.48	0.10	.92
General Pediatrics	-0.08	0.38	-0.20	.84
Pediatric subspecialty	0.58	0.45	1.30	.19
Physical medicine and rehabilitation	0.10	0.49	0.20	.84
Preventive medicine/Occupational medicine	0.13	1.06	0.13	.90
Psychiatry	0.20	0.34	0.61	.54
Radiation oncology	-0.62	0.95	-0.66	.51
Radiology	-0.54	0.41	-1.32	.19
Urology	-0.06	0.92	-0.07	.94
Other	-0.20	0.35	-0.56	.57
Hours worked per week (for each additional)	0.01	0.00	1.70	.09
Practice Settings (vs. Private Practice)				
Academic medical center	0.35	0.17	2.12	.03
Veterans' hospital	1.00	0.52	1.93	.05
Active Military practice	-0.10	1.04	-0.10	.92
Other	0.13	0.22	0.61	.54

Residual standard error: 3.683 on 2925 degrees of freedom

(169 observations deleted due to missingness)

Multiple R-squared: 0.1204, Adjusted R-squared: 0.1093

F-statistic: 10.82 on 37 and 2925 DF, p-value: < 2.2e-16

Supplemental Table 4: Imposter Phenomenon and Personal and Professional Well-being Distress

	N (%)	Mean Imposter Phenomenon Score (SD)	p
BURNOUT			
Emotional Exhaustion			
Low EE score	1491 (48.1)	8.49 (3.47)	<.001
Intermediate EE score	551 (17.8)	10.32 (3.67)	
High EE score	1056 (34.1)	11.33 (3.94)	
Depersonalization			
Low DP score	1854 (59.7)	8.88 (3.66)	<.001
Intermediate DP score	531 (17.1)	10.62 (3.74)	
High DP score	720 (23.2)	11.51 (3.88)	
Overall burnout			
Yes	1190 (38.4)	11.28 (3.90)	<.001
No	1910 (61.6)	8.86 (3.60)	
PROFESSIONAL FULFILLMENT			
Lowest quartile (unfavorable)	859 (27.6)	11.36 (3.97)	<.001
2 nd quartile	722 (23.2)	10.45 (3.65)	
3 rd quartile	739 (23.8)	9.44 (3.59)	
Highest quartile (favorable)	791 (25.4)	7.81 (3.35)	
SUICIDAL IDEATION Last 12 mo			
yes	200 (6.4)	11.93 (4.23)	<.001
no	2917 (93.6)	9.63 (3.82)	

Supplemental Table 5: Multivariable Models in 2020 Among Practicing Physicians^a

Outcome	Predictor	OR (95% CI)
Overall Burnout	Age (vs. <35)	
	35-44	1.48 (0.87-2.51)
	45-54	1.44 (0.86-2.42)
	55-64	1.1 (0.66-1.87)
	65+	0.67 (0.39-1.17)
	Gender (vs. Male)	
	Female	0.89 (0.73-1.09)
	Relationship status (vs. Single)	
	Married	0.79 (0.6-1.04)
	Partnered	1.5 (0.94-2.4)
	Widowed/widower	0.43 (0.15-1.11)
	Specialty (vs. Internal Medicine Subspecialty)	
	Anesthesiology	0.73 (0.45-1.18)
	Dermatology	0.79 (0.43-1.44)
	Emergency medicine	2.37 (1.49-3.79)
	Family medicine	1.75 (1.12-2.72)
	General surgery	0.74 (0.43-1.27)
	General surgery subspecialty	0.51 (0.33-0.78)
	General internal medicine	1.07 (0.7-1.64)
	Neurology	0.83 (0.5-1.38)
	Neurosurgery	1.15 (0.45-3)
	Obstetrics and gynecology	0.64 (0.38-1.06)
	Ophthalmology	0.9 (0.54-1.5)
	Orthopedic surgery	0.64 (0.4-1.02)
	Otolaryngology	1.15 (0.48-2.69)
	Pathology	0.66 (0.35-1.24)
	General Pediatrics	1.12 (0.7-1.8)
	Pediatric subspecialty	0.55 (0.31-0.97)
	Physical medicine and rehabilitation	0.99 (0.54-1.8)
	Preventive medicine/Occupational medicine	0.5 (0.11-2.03)
	Psychiatry	0.95 (0.61-1.47)
	Radiation oncology	0.81 (0.23-2.53)
	Radiology	1.06 (0.64-1.76)
	Urology	2.47 (0.8-8.07)
	Other	0.9 (0.57-1.41)
	Hours worked per week (for each additional)	1.01 (1.01-1.02)
	Practice Settings (vs. Private Practice)	
	Academic medical center	0.72 (0.58-0.89)
	Veterans' hospital	1.34 (0.68-2.63)
	Active Military practice	1.46 (0.4-5.65)
	Other	0.85 (0.64-1.14)
	Imposter phenomenon score (vs. Minimal)	
	Moderate	1.28 (1.04-1.58)
	Frequent	1.79 (1.38-2.32)
	Intense	2.13 (1.43-3.19)
	Self-valuation (each 1-point change; 0-10 scale)	0.66 (0.63-0.69)

Professional Fulfillment	Age (vs. <35)		
		35-44 0.96 (0.57-1.64)	
		45-54 1 (0.6-1.69)	
		55-64 1.1 (0.66-1.86)	
		65+ 1.65 (0.97-2.83)	
	Gender (vs. Male)		
		Female 0.99 (0.82-1.2)	
	Relationship status (vs. Single)		
		Married 1.25 (0.95-1.66)	
		Partnered 0.77 (0.47-1.25)	
		Widowed/widower 1.85 (0.88-3.99)	
	Specialty (vs. Internal Medicine Subspecialty)		
		Anesthesiology 0.63 (0.4-0.99)	
		Dermatology 1.51 (0.89-2.59)	
		Emergency medicine 0.66 (0.41-1.03)	
		Family medicine 0.86 (0.56-1.3)	
		General surgery 0.99 (0.59-1.65)	
		General surgery subspecialty 1.27 (0.86-1.86)	
		General internal medicine 0.85 (0.56-1.27)	
		Neurology 0.9 (0.56-1.45)	
		Neurosurgery 0.42 (0.15-1.07)	
		Obstetrics and gynecology 1.06 (0.66-1.7)	
		Ophthalmology 1.39 (0.88-2.19)	
		Orthopedic surgery 0.94 (0.62-1.43)	
		Otolaryngology 0.52 (0.21-1.21)	
		Other, please specify 1.3 (0.86-1.95)	
		Pathology 1.01 (0.57-1.79)	
		General Pediatrics 0.64 (0.4-1)	
		Pediatric subspecialty 1.21 (0.71-2.05)	
		Physical medicine and rehabilitation 0.75 (0.41-1.35)	
		Preventive medicine/Occupational medicine 1.06 (0.28-3.74)	
		Psychiatry 1.06 (0.71-1.58)	
		Radiation oncology 1.18 (0.4-3.47)	
		Radiology 0.41 (0.24-0.68)	
		Urology 0.95 (0.31-2.75)	
		Hours worked per week (for each additional)	1.01 (1-1.01)
		Practice Settings (vs. Private Practice)	
		Academic medical center	0.99 (0.81-1.21)
		Veterans' hospital	0.33 (0.15-0.67)
		Active Military practice	0.37 (0.07-1.46)
		Other	0.88 (0.67-1.15)
		Imposter phenomenon score (vs. Minimal)	
		Moderate	0.58 (0.48-0.7)
	Frequent	0.41 (0.31-0.53)	
	Intense	0.4 (0.26-0.62)	
	Self-valuation (each 1-point change; 0-10 scale)	1.28 (1.23-1.33)	
Suicidal Ideation	Age (vs. <35)		
		35-44 1 (0.46-2.45)	

	45-54	0.86 (0.4-2.11)
	55-64	0.77 (0.35-1.9)
	65+	0.68 (0.28-1.77)
Gender (vs. Male)		
	Female	0.83 (0.58-1.17)
Relationship status (vs. Single)		
	Married	0.77 (0.51-1.2)
	Partnered	1.32 (0.65-2.58)
	Widowed/widower	1.39 (0.31-4.51)
Specialty (vs. Internal Medicine Subspecialty)		
	Anesthesiology	0.98 (0.4-2.26)
	Dermatology	0.84 (0.23-2.42)
	Emergency medicine	1.24 (0.56-2.71)
	Family medicine	1.18 (0.54-2.53)
	General surgery	0.83 (0.28-2.13)
	General surgery subspecialty	0.95 (0.43-2.03)
	General internal medicine	0.84 (0.37-1.85)
	Neurology	1.33 (0.54-3.1)
	Neurosurgery	1.59 (0.34-5.5)
	Obstetrics and gynecology	1.37 (0.58-3.1)
	Ophthalmology	0.45 (0.1-1.4)
	Orthopedic surgery	1.31 (0.58-2.85)
	Otolaryngology	1.61 (0.35-5.46)
	Other, please specify	1.32 (0.61-2.8)
	Pathology	1.06 (0.33-2.89)
	General Pediatrics	0.68 (0.25-1.68)
	Pediatric subspecialty	1.47 (0.56-3.57)
	Physical medicine and rehabilitation	1.31 (0.45-3.39)
	Psychiatry	1.4 (0.68-2.9)
	Radiology	0.71 (0.23-1.9)
	Hours worked per week (for each additional)	1 (0.99-1.01)
Practice Settings (vs. Private Practice)		
	Academic medical center	0.72 (0.48-1.05)
	Veterans' hospital	1.81 (0.7-4.07)
	Active Military practice	1.06 (0.06-6.03)
	Other	0.84 (0.5-1.36)
Imposter phenomenon score (vs. Minimal)		
	Moderate	1.29 (0.86-1.97)
	Frequent	2.21 (1.41-3.49)
	Intense	2.62 (1.46-4.65)
	Self-valuation (each 1-point change; 0-10 scale)	0.82 (0.75-0.88)

^a All models included the following variables: Age (<35 years referent category), gender (Male referent), relationship status (single referent), specialty (internal medicine subspecialty referent specialty), hours worked per week, and practice setting (private practice referent category), Imposter Phenomenon Score & Self-Valuation Score

Supplemental Table 6: Comparison of employed physicians in the sample aged 29-65 with a probability-based sample of the employed US population aged 29-65 years in 2020

	Physicians ^a N=2520	Population ^b N=2508	P-values
Sex			
Male	1457 (57.8%)	1364 (54.4%)	.02
Female	1063 (42.2%)	1144 (45.6%)	
Age			
Mean (SD)	51.28 (9.09)	49.50 (9.22)	<.001
29-34	90 (3.6%)	124 (4.9%)	<.001
35-44	549 (21.8%)	672 (26.8%)	
45-54	834 (33.1%)	840 (33.5%)	
55-65	1047 (41.5%)	872 (34.8%)	
Relationship Status			
Single	293 (11.6%)	629 (25.1%)	<.001
Married	2084 (82.8%)	1722 (68.7%)	
Partnered	122 (4.8%)	117 (4.7%)	
Widowed/widower	18 (0.7%)	40 (1.6%)	
Missing	4	0	
Hours Worked/week			
Mean (SD)	50.49 (15.66)	40.74 (11.29)	<.001
<40 hrs	433 (17.3%)	543 (21.7%)	<.001
40-49 hrs	579 (23.1%)	1464 (58.6%)	
50-59 hrs	649 (25.9%)	336 (13.4%)	
60-69 hrs	542 (21.6%)	124 (5.0%)	
70-79 hrs	138 (5.5%)	15 (0.6%)	
≥80 hrs	165 (6.6%)	18 (0.7%)	
Missing	14	8	
Highest Level of Education			
Less than high school graduate		91 (3.6%)	
High school graduate		543 (21.7%)	
Some college, no degree		427 (17.0%)	
Associate degree		259 (10.3%)	
Bachelor's degree		631 (25.2%)	
Master's degree		411 (16.4%)	
Professional or Doctorate	2520 (100.0%)	146 (5.8%)	
Occupation			
Professional ^c		1247 (49.7%)	
Health Care ^d		85 (3.4%)	
Service ^e		170 (6.8%)	
Sales ^f		139 (5.5%)	
Office and Administrative Support		257 (10.2%)	
Farming, Forestry Fishing		19 (0.8%)	

Precision Production, Craft and Repair ^g		164 (6.5%)	
Transportation and Material		94 (3.7%)	
Armed services		6 (0.2%)	
Other		327 (13.0%)	
Imposter Phenomenon			
I'm disappointed at times in my present accomplishments and think I should have accomplished much more.			
Not at all true (0)	456 (18.1%)	453 (18.1%)	<.001
Rarely (1)	598 (23.8%)	655 (26.1%)	
Sometimes (2)	771 (30.7%)	936 (37.3%)	
Often (3)	414 (16.5%)	300 (12.0%)	
Very true (4)	275 (10.9%)	161 (6.4%)	
Missing	6	3	

^a Physician data includes responders to the mailed and electronic survey age 29-65 actively employed at the time of the survey as well as responders to the secondary (non-responder) survey meeting these criteria.

^b Age 29-65 actively employed at the time of the survey

^c Business/financial, management, computer/mathematical, architecture/engineering, lawyer/judge, life/physical/social sciences, community/social services, teacher non-university, teacher college/university, other

^d Nurse, pharmacist, paramedic, lab technician, nursing aide, orderly, dental assistant

^e Protective service, food preparation/service, building cleaning/maintenance, personal care/service

^f Sales representative, retail sales, other sales

^g Construction and extraction, installation/maintenance/repair, precision production (machinist, welder, backer, printer, tailor)

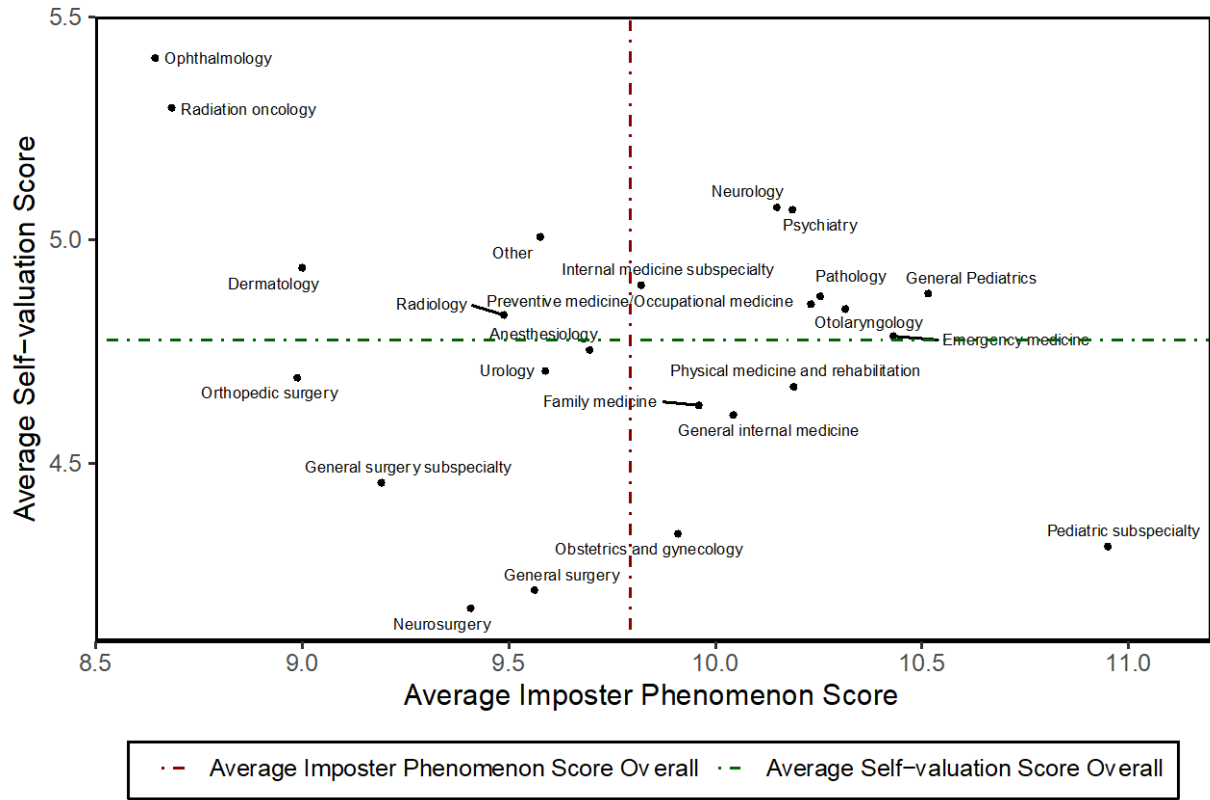
^h As assessed using the single-item measures for emotional exhaustion and depersonalization adapted from the full MBI. Area under the ROC curve for the emotional exhaustion and depersonalization single items relative to that of their respective full MBI domain score in previous studies were 0.94 and 0.93 and the positive predictive values of the single-item thresholds for high levels of emotional exhaustion and depersonalization were 88.2% and 89.6%, respectively.^{5 6}

ⁱ Individuals indicating symptoms of emotional exhaustion symptoms weekly or more often have median scores EE scores on the full MBI of >30 and have a >75% probability of having a high EE score as defined by the MBI (≥ 27)

^j Individuals indicating symptoms of depersonalization symptoms weekly or more often have median scores DP scores on the full MBI of >13 and have a >85% probability of having a high DP score as defined by the MBI (≥ 10)

^k High score (\geq weekly) on Emotional Exhaustion and/or Depersonalization scale

Supplemental Figure: Self-valuation and Imposter Phenomenon Scores by Specialty



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