**Supplement 2- Moral Distress Thermometer (MDT)12**

This addendum asked the participant to rate his or her moral distress using the Moral Distress Thermometer. This Moral Distress Thermometer uses a scale of 0-10 and describes how much moral distress the participant has been experiencing related to work in the past few months, weeks, or days.

Diagram, table

Description automatically generated