**Supplementary Table 1:** Wellness Subgroup Definitions

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| **Wellness Survey** | **Subgroup** | **Definition** |
| Utrecht Work Engagement Scale (UWES) | Total Score |  A positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption (2)  |
| Professional Quality of Life Scale (Pro QoL) | Compassion Satisfaction (CS) | The pleasure you derive from being able to do your work well (13) |
| Professional Quality of Life Scale (Pro QoL) | Secondary Traumatic Stress (STS) | A negative feeling driven by fear and work-related trauma (13) |
| Maslach Burnout Inventory (MBI) | Emotional Exhaustion (EE) | Negative feelings of being emotionally overextended and exhausted by one’s work (1) |
| Maslach Burnout Inventory (MBI) | Depersonalization (DP) | A negative unfeeling and impersonal response toward recipients of one’s service, care treatment, or instruction (1) |
| Maslach Burnout Inventory (MBI) | Personal Accomplishment (PA) | Positive feelings of competence and successful achievement in one's work with people (1) |