

Supplementary Table 4.

*Predictors associated with PCP Burnout*

Predictors	Association with Burnout
Poor work control	↑
Time pressure	↑
High workload/demands	↑
Task discordance	↑
Patient panel overcapacity	↑
Chaotic practice environments	↑
Poor staffing	↑
Staff turnover	↑
Full-time employment	↑
Working > 40 hours/week	↑
Not working in teams	↑
Certain patient care tasks	↑
Use of EHRs	↑
Greater out-of-work hours spent using the EHR	↑
PCPs in accountable care organizations	↑
Working extended hours during weekends	↑
Career dissatisfaction	↑
Lower PCP satisfaction with resources needed to care for complex patients	↑
Lower PCP perceptions of being able to care for complex patients	↑
Certain types of primary care practices (e.g., Non-solo primary care practices, Hospital/Health system owned practice, & Federally Qualified Health Centers)	↑
Availability of clinic resources to address patient needs	↓
Task delegation	↓
Presence of a PACT coach	↓
Sense of calling	↓
Consistently working with the same staff	↓
Positive team culture	↓
Tighter team structure	↓
Participatory decision making	↓
Effective team communication	↓
Higher levels of behavioral health integration in primary care	↓
Alignment of personal values with administration	↓
Strong emphasis on leadership, communication, trust, & teamwork within practices	↓
Length of tenure	*
Sex	*

*Note.* “↑” increases burnout; “↓” decreases burnout; “\*” mixed; EHR = electronic health record; PCP = primary care provider; PACT = Patient Aligned Care Team;