**Supplementary material**

**Table 1.** DSM-5 Criterion A symptoms for a major depressive episode (MDE) and the corresponding item(s) for each symptom included in the questionnaire completed by the depression group participants. Questionnaire responses (initially on a four-point scale) were dichotomised such that scores of 0 (“not present”) or 1 (“slightly”) were recoded as 0 (“absent”) and scores of 2 (“moderately”) or 3 (“distinctly”) were recoded as 1 (“present”). New variables were created for each of the nine DSM-5 Criterion A major depressive episode (MDE) symptoms and, if at least one item corresponding to each symptom was affirmed by a participant, then that MDE symptom was rated as present. Criterion A for MDE requires individuals to experience five or more of the symptoms listed (including at least one being depressed mood or diminished interest or pleasure in activities). Any participant in the depression group who reported experiencing less than five of the necessary MDE symptoms during their depressive episodes was subsequently excluded.

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| --- | --- |
| DSM-5 MDE Criterion A symptoms | Corresponding item(s) in the depression questionnaire |
| 1. Depressed mood most of the day, nearly every day (e.g., feels sad, empty, or hopeless) | “I feel sad, empty and hopeless” “I feel quite depressed” |
| 2. Markedly diminished interest or pleasure in all, or almost all, activities  | “I have little interest or pleasure in most activities” |
| 3. Significant weight loss when not dieting or weight gain, or decrease or increase in appetite | “My appetite is decreased”“My appetite is increased and/ I have food cravings”“I lose weight (even though I am not dieting)”“I gain weight” |
| 4. Insomnia or hypersomnia nearly every day | “I have trouble getting off to sleep”“I wake in the middle of the night for a distinct period”“I oversleep”“I wake very early in the morning and cannot get back to sleep”“I sleep for much longer” |
| 5. Psychomotor agitation or retardation nearly every day | “I feel slowed down physically (e.g. feeling like I am walking through sand)”“I feel physically agitated (i.e. unable to settle and sit still)” |
| 6. Fatigue or loss of energy nearly every day | “I feel fatigued”“I lack energy across the day”“I experience a loss of energy (making it hard to get going in the morning)1” |
| 7. Feelings of worthlessness or excessive or inappropriate guilt  | “I feel quite worthless and like a failure”“My self-esteem and self-worth are distinctly less”“I feel distinctly guilty” |
| 8. Diminished ability to think or concentrate, or indecisiveness  | “I find it hard to concentrate on the task at hand”“I cannot concentrate or register new information because of “foggy” thinking”“I become quite indecisive” |
| 9. Recurrent thoughts of death (not just fear of dying), recurrent suicidal ideation without a specific plan, or a suicide attempt or a specific plan for committing suicide. | “I have recurrent thoughts of death” |

**Table 2.** Sydney Burnout Measure items(Tavella *et al.*, 2021)

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| **Sydney Burnout Measure items** |
| I cannot concentrate or register new information because of foggy thinking1 |
| I feel slowed down mentally (e.g., hard to find words, slowed thoughts)1 |
| I have to re-read things because I was not concentrating the first time |
| I find it hard to concentrate on the task at hand |
| I take longer to finish tasks at work |
| My capacity to remember things is not as good as usual |
| My attention is less focussed |
| I am less empathetic |
| I feel less empathy and sympathy towards people in general |
| I struggle to understand the feelings of colleagues, customers and/or recipients of my care |
| I care less about what happens to people that I work with (e.g., colleagues, customers, recipient of my care) |
| I constantly feel tired or fatigued2 |
| I wake up feeling tired2 |
| I am not refreshed by sleep2 |
| I lack energy across the day2 |
| I feel worn out2 |
| I experience a loss of energy (making it hard to get going in the morning)1, 2 |
| I am less productive at work |
| The quality of my work output is lower |
| My work performance worsens |
| I feel like I am making less of a difference at work |
| I stop feeling very driven to keep meeting my responsibilities |
| I cannot get pleasure out of my work |
| I stop looking forward to spending time with friends and family |
| I withdraw from family and friends |
| I keep to myself1, 2 |
| I cannot look forward to things that would normally give me pleasure1 |
| I feel emotionally drained and exhausted2 |
| I feel sad, empty and hopeless1, 2 |
| I feel as though I am stagnating and life is passing me by |
| I start feeling more self-critical and hard on myself1, 2 |
| I find it more difficult to take life as it comes |
| I find little things and chores frustrating |
| I spend much of my days worrying |

**1**Item adapted from validated depression measures

2Item excluded from the 24-item version of the measure

**Table 3.** Comparison of response rates to several variables between Class 1 and Class 2.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Class 1(*n = 250)* | Class 2(*n = 346)* | Test statistic1 | *p* value2 |
| Mean age | 43.0 (*SD* = 11.2) | 40.3 (*SD* = 11.2) | 3.0 | 0.003 |
| Gender | 79.2% female | 78.8% female | 0.01 | 0.92 |
| Ethnicity | 72.8% Australian | 74.3% Australian | 0.002 | 0.97 |
| Education level | 81.6% university degree | 74.9% university degree | 3.4 | 0.06 |
| Employment status | 89.6% employed full- or part-time | 82.9% employed full- or part-time | 5.3 | 0.02 |
| Most frequently nominated occupation | 10.0% education professional (e.g., teacher, school principal) | 10.4% education professional (e.g., teacher, school principal) | 0.3 | 0.87 |
| Stopped working due to burnout | 32.0% | 48.6% | 16.4 | < 0.001 |
| Previously diagnosed with depression | 53.4% | 64.8% | 7.2 | 0.007 |
| Previously diagnosed with any mental health condition (including depression) | 29.7% | 44.5% | 12.3 | < 0.001 |
| Consulted a general practitioner to manage burnout symptoms | 43.2% | 56.1% | 9.6 | 0.002 |
| Consulted a mental health professional to manage burnout symptoms | 47.6% | 60.4% | 9.6 | 0.002 |
| Took an antidepressant medication to manage burnout symptoms | 24.8% | 44.5% | 24.3 | 0.001 |
| Took some other medication to manage burnout symptoms | 9.2% | 19.1% | 11.1 | 0.001 |
| Went to hospital to manage burnout symptoms | 2.8% | 6.6% | 4.9 | 0.03 |

1Test statistic for age was a Student’s *t* value (*df* = 594), all other test statistics were *χ2* values (*df* = 1)

2Test was deemed significant if *p* < 0.05

**Table 4.** Comparison of affirmation rates and odds ratios of depression items between Class 1 and Class 2. The difference between the two classes in the odds ratios of responding either “moderately” or “distinctly” versus “not present” or “slightly” were estimated using log linear models (Hall and Bird, 1986) using the SPSS GENLOG function.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Proportion of class responding “moderately” or “distinctly” |  |  | Confidence interval2 |
| Depression item | Class 1(*n* = 250) | Class 2(*n* = 346) | Odds ratio1 | *p* value | Lower bound | Upper bound |
| I experience heavy or “leaden” feelings in my arms or legs | 0.45 | 0.65 | 2.27 | < 0.001 | 1.62 | 3.18 |
| I have recurrent thoughts of death | 0.27 | 0.50 | 3.00 | < 0.001 | 2.05 | 4.38 |
| I have little interest or pleasure in most activities | 0.51 | 0.85 | 7.46 | < 0.001 | 4.21 | 13.21 |
| I wake in the middle of the night for a distinct period | 0.64 | 0.75 | 1.65 | 0.01 | 1.13 | 2.39 |
| I cannot concentrate or register new information because of “foggy” thinking | 0.66 | 0.93 | 16.93 | < 0.001 | 3.92 | 73.11 |
| I feel slowed down mentally (e.g. hard to find words, slowed thoughts) | 0.74 | 0.95 | 12.01 | < 0.001 | 2.74 | 52.69 |
| I feel slowed down physically (e.g. feeling like I am walking through sand) | 0.60 | 0.88 | 5.17 | < 0.001 | 3.05 | 8.76 |
| I am distinctly more irritable | 0.77 | 0.95 | 6.30 | < 0.001 | 2.70 | 14.71 |
| I feel quite worthless and like a failure | 0.50 | 0.87 | 6.44 | < 0.001 | 4.17 | 9.94 |
| I lack motivation | 0.78 | 0.97 | 9.56 | < 0.001 | 3.15 | 29.07 |
| I feel that I deserve to be punished | 0.11 | 0.38 | 4.36 | < 0.001 | 2.67 | 7.13 |
| I experience a loss of energy (making it hard to get going in the morning) | 0.86 | 0.99 | 12.22 | < 0.001 | 3.37 | 44.34 |
| I feel distinctly guilty | 0.39 | 0.75 | 5.35 | < 0.001 | 3.66 | 7.81 |
| My self-esteem and self-worth are distinctly less | 0.53 | 0.89 | 6.16 | < 0.001 | 3.82 | 9.95 |
| I become quite indecisive | 0.58 | 0.86 | 5.75 | < 0.001 | 3.42 | 9.67 |
| My appetite is decreased | 0.24 | 0.42 | 2.38 | < 0.001 | 1.64 | 3.46 |
| I gain weight | 0.52 | 0.68 | 1.76 | < 0.001 | 1.24 | 2.50 |
| I cannot concentrate because of lots of worrying and racing thoughts | 0.55 | 0.88 | 8.75 | < 0.001 | 4.97 | 15.38 |
| I cry more | 0.48 | 0.71 | 2.72 | < 0.001 | 1.89 | 3.90 |
| I have trouble and/or a distinct delay in getting to sleep | 0.47 | 0.73 | 3.01 | < 0.001 | 2.09 | 4.32 |
| I feel fatigued | 0.94 | 0.99 | 2.72 | 0.26 | 0.47 | 15.82 |
| I wake very early in the morning and cannot get back to sleep | 0.49 | 0.62 | 1.60 | 0.01 | 1.14 | 2.23 |
| I feel quite depressed | 0.56 | 0.91 | 7.78 | < 0.001 | 4.65 | 13.02 |
| I feel agitated (i.e. unable to settle and sit still) | 0.59 | 0.86 | 4.44 | < 0.001 | 2.78 | 7.11 |
| I cannot be cheered up by things or people that would normally give me pleasure | 0.44 | 0.88 | 11.85 | < 0.001 | 6.89 | 20.40 |
| I start feeling more self-critical and hard on myself | 0.75 | 0.95 | 4.66 | < 0.001 | 2.50 | 8.69 |
| I feel sad, empty and hopeless | 0.56 | 0.93 | 10.79 | < 0.001 | 6.06 | 19.23 |
| I have trouble getting started with simple everyday tasks | 0.52 | 0.90 | 12.67 | < 0.001 | 6.42 | 25.01 |
| I cannot look forward to things that would normally give me pleasure | 0.47 | 0.87 | 12.17 | < 0.001 | 6.60 | 22.43 |
| I have trouble getting off to sleep | 0.50 | 0.72 | 2.46 | < 0.001 | 1.70 | 3.56 |
| My mood and energy are lower in the mornings | 0.66 | 0.82 | 1.75 | 0.01 | 1.17 | 2.63 |
| I feel angry | 0.55 | 0.84 | 6.47 | < 0.001 | 3.70 | 11.32 |
| I lose weight (even though I am not dieting) | 0.14 | 0.17 | 1.01 | 0.98 | 0.60 | 1.69 |
| I sleep for much longer | 0.35 | 0.52 | 1.79 | < 0.001 | 1.26 | 2.54 |
| I feel as though I have lost my core identity and/or essence | 0.66 | 0.94 | 7.84 | < 0.001 | 4.30 | 14.31 |
| My appetite is increased and/or I have food cravings | 0.48 | 0.68 | 2.05 | < 0.001 | 1.45 | 2.90 |
| I keep to myself | 0.67 | 0.93 | 7.77 | < 0.001 | 3.43 | 17.58 |

1The ratio reported for each depression item is the ratio of the odds of responding “moderately” or “distinctly” versus “not at all” or “slightly” for Class 2 against those odds for Class 1.

2Confidence intervals have been adjusted to control the false discovery rate using the Benjamini-Hochberg method (Benjamini and Hochberg, 1995; Benjamini and Yekutieli, 2005). Odds ratios with confidence intervals that do not contain 1.00 are significant.

**References**

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