

Supplementary Table S2. Changes of reported exposures (2018 *vs.* 2019) in group 7 (Leave/ Change/ Stay) and group 8 (Leave/ Change/ Leave) (Figure 1); comparison of exposures between group 7 and group 8 (2018 and 2019). Results in bold face are statistically significant.

		Group 7 (Leave/ Change/ Stay) N=21			Group 8 (Leave/ Change/ Leave) N=19			Difference between Group 7 and Group 8 p-value ^A	
		2018	2019	2018 <i>vs.</i> 2019; p-value ^B	2018	2019	2018 <i>vs.</i> 2019; p-value ^B	2018	2019
Independent factors	Categories/Scale								
Gender; N (%)	<i>Female</i>	15 (71)			10 (53)			0.33	
	<i>Male</i>	6 (29)			9 (47)				
Age (2018); mean (SD)	<i>years</i>	47 (5)			47 (7)			0.54	
School owner; N (%)	<i>Municipality</i>	18 (86)	21 (100)	0.25	18 (95)	16 (84)	0.50	0.61	0.10
	<i>Other organisation</i>	3 (14)	0		1 (5)	3 (16)			
Job title; N (%)	<i>Principle</i>	16 (76)	17 (81)	1.0	13 (68)	12 (63)	1.0	0.73	0.70
	<i>Assistant principle</i>	5 (24)	4 (19)		6 (32)	5 (26)			
	<i>Other title^C</i>	-	0		-	2 (11)			
Number of co-workers; mean (SD)		30 (11)	32 (13)	0.49	34 (15)	29 (11)	0.54	0.50	0.56
Staff access/availability; N (%)	<i>Full staff</i>	13 (62)	15 (71)	0.73	7 (37)	11 (58)	0.22	0.20	0.51
	<i>Very or somewhat understaffed</i>	8 (38)	6 (29)		12 (63)	8 (42)			
Number of students; mean (SD)		218 (88)	266 (171)	0.73	252 (106)	253 (150)	0.86	0.25	0.89
Overtime; N (%)	<i>Once a week or less often</i>	4 (19)	3 (14)	0.66	2 (11)	2 (11)	0.32	0.66	1.00
	<i>Every day or a few days/week</i>	17 (81)	18 (86)		17 (89)	15 (79)			
	<i>No agreed working hours^D</i>	0	0		0	2 (11)			
Physical working environment; N (%)	<i>Adequate, good or very good</i>	21 (100)	17 (81)	0.12	8 (42)	13 (68)	0.23	<0.001	0.47
	<i>Poor or very poor</i>	0	4 (19)		11 (58)	6 (32)			

Demanding organisational and social work environment; mean (SD)									
<i>Resource deficits</i>	Score 1-5	3.5 (0.8)	3.5 (1.2)	0.67	3.8 (0.8)	3.3 (1.1)	0.04	0.22	0.44
<i>Organisational Control</i>	Score 1-5	2.5 (1.0)	2.7 (1.0)	0.32	3.1 (0.8)	2.9 (0.8)	0.39	0.04	0.50
<i>Role conflicts</i>	Score 1-5	3.7 (1.0)	3.6 (0.8)	0.65	4.3 (0.6)	3.8 (0.8)	0.02	0.05	0.49
<i>Role demands</i>	Score 1-5	3.0 (0.9)	2.8 (0.7)	0.21	3.4 (0.6)	3.2 (0.6)	0.16	0.26	0.08
<i>Group dynamics</i>	Score 1-5	2.2 (0.8)	2.3 (0.7)	0.61	2.9 (0.9)	2.6 (0.5)	0.21	0.02	0.07
<i>Buffer-function</i>	Score 1-5	2.8 (0.7)	2.6 (0.8)	0.48	3.6 (0.8)	3.5 (0.9)	0.24	0.001	0.01
<i>Co-workers</i>	Score 1-5	2.7 (0.6)	2.9 (0.6)	0.11	3.2 (0.9)	3.3 (0.6)	0.75	0.05	0.08
<i>Container-function</i>	Score 1-5	3.1 (0.8)	3.2 (0.8)	0.71	3.9 (0.6)	3.7 (0.8)	0.28	0.003	0.09
Supportive organisational and social work environment; mean (SD)									
<i>Supportive management</i>	Score 1-5	2.9 (1.0)	3.3 (1.0)	0.07	2.7 (0.9)	2.7 (1.1)	0.87	0.67	0.06
<i>Cooperating with co-workers</i>	Score 1-5	4.5 (0.5)	4.2 (0.6)	0.10	4.1 (0.5)	4.0 (0.7)	0.57	0.01	0.38
<i>Supportive colleagues</i>	Score 1-5	3.7 (1.0)	3.7 (0.9)	0.79	2.9 (1.4)	3.5 (1.0)	0.04	0.05	0.50
<i>Supportive private life</i>	Score 1-5	3.7 (0.9)	4.2 (0.8)	0.01	3.5 (1.4)	3.8 (1.2)	0.12	0.92	0.35
<i>Supportive organisational structures</i>	Score 1-5	3.3 (0.9)	3.5 (1.0)	0.20	3.3 (0.7)	2.9 (1.0)	0.04	0.69	0.09
Stressful external expectations; mean (SD)									
<i>The National Agency of Education</i>	Score 1-7	3.0 (1.9)	3.4 (1.7)	0.41	4.0 (1.6)	3.4 (1.9)	0.21	0.12	0.89
<i>The Swedish school-inspectorate</i>	Score 1-7	4.3 (2.1)	5.2 (1.6)	0.07	4.6 (1.7)	4.5 (2.0)	0.64	0.73	0.27
<i>School owner</i>	Score 1-7	3.8 (1.8)	3.8 (1.4)	0.93	4.7 (1.6)	4.7 (1.6)	0.97	0.17	0.03
<i>Super Intendent</i>	Score 1-7	3.0 (1.6)	3.4 (1.6)	0.29	4.1 (1.6)	3.9 (1.9)	0.70	0.04	0.32
<i>Immediate supervisor</i>	Score 1-7	3.1 (1.5)	3.0 (1.4)	0.81	3.9 (1.5)	4.3 (1.6)	0.34	0.14	0.01
<i>Co-workers</i>	Score 1-7	3.9 (1.5)	4.1 (1.2)	0.56	4.9 (1.5)	4.0 (1.8)	0.08	0.05	0.94
<i>Parents</i>	Score 1-7	4.7 (1.8)	4.6 (1.4)	0.67	5.0 (1.7)	4.7 (1.8)	0.50	0.71	0.57
<i>Students</i>	Score 1-7	2.8 (1.7)	2.8 (1.6)	0.89	3.5 (1.8)	2.6 (1.4)	0.02	0.23	0.67
Karolinska Exhaustion Disorder Scale (KEDS)									
Mean score (SD)	Score 0-54	14 (8.5)	13 (9)	0.94	17 (7)	17 (10)	0.69	0.08	0.39
Possible exhaustion disorder; N (%)	Score ≥ 19 points	6 (29)	3 (14)	0.25	9 (47)	9 (47)	1.0	0.33	0.04

^A The Mann Whitney U-test was used for continuous variables and Fisher's exact test was used for dichotomous variables.

^B The Wilcoxon Signed Rank Test was used for continuous variables and McNemar's test for dichotomous variables.

^cTwo individuals with “other title” in 2019 were excluded from the statistical analysis.

^dParticipants with “No agreed working hours” were excluded from the statistical analysis.