

Level and variable	Model					
	1. Null	2. Fixed effects of controls	3. Fixed effect of incivility	4. Fixed effect of team mindfulness	5. Random effect of incivility	6. Cross-level interaction
Level 1						
Age		.02 (.01)	.02 (.01)	.02 (.01)	.02 (.01)	.01 (.01)
Gender		.42 (.22)	.45* (.22)	.45* (.21)	.43* (.21)	.42* (.21)
Incivility			.20** (.07)	.20** (.07)		
Level 2						
Team size		.01 (.02)	.01 (.02)	.01 (.02)	.01 (.02)	.01 (.02)
Team mindfulness				-.74** (.20)	-.72** (.21)	-.74** (.20)
Cross-level interaction						
Incivility Team mindfulness						-.47* (.21)
ICC	.10					
-2 log likelihood	1548.11	1507.06	1497.85	1485.68	1485.42	1479.68
Number of estimated parameters	3	6	7	8	10	11
Values in parentheses are standard errors; *p < .05. **p < .01.						

Table S2: Behavioral Disengagement Multilevel Results

Level and variable	Model					
	1. Null	2. Fixed effects of controls	3. Fixed effect of incivility	4. Fixed effect of team mindfulness	5. Random effect of incivility	6. Cross-level interaction
Level 1						
Age		.01 (.01)	.01 (.01)	.01 (.01)	.01 (.01)	.01 (.01)
Gender		.00 (.21)	.04 (.21)	.04 (.21)	.02 (.21)	.02 (.21)
Incivility			.27** (.06)	.27** (.06)		
Level 2						
Team size		-.03 (.03)	-.03 (.03)	-.03 (.02)	-.03 (.02)	-.03 (.02)
Team mindfulness				-.53* (.21)	-.49* (.21)	-.52* (.21)
Cross-level interaction						
Incivility Team mindfulness						-.23 (.20)
ICC	.15					
-2 log likelihood	1485.76	1454.95	1435.43	1429.60	1425.33	1424.05
Number of estimated parameters	3	6	7	8	10	11

Values in parentheses are standard errors; *p < .05. **p < .01.

Level and variable	Model					
	1. Null	2. Fixed effects of controls	3. Fixed effect of incivility	4. Fixed effect of team mindfulness	5. Random effect of incivility	6. Cross-level interaction
Level 1						
Age		.01 (.01)	.01 (.01)	.01 (.01)	.01 (.01)	.01 (.01)
Gender		-.58** (.22)	-.55** (.22)	-.57** (.22)	-.61** (.22)	-.61** (.22)
Incivility			.17** (.06)	.17** (.06)		
Level 2						
Team size		-.02 (.03)	-.02 (.03)	-.02 (.03)	-.02 (.03)	-.02 (.03)
Team mindfulness				-.46* (.22)	-.46* (.22)	-.46* (.22)
Cross-level interaction						
Incivility Team mindfulness						-.25 (.22)
ICC	.19					
-2 log likelihood	1516.70	1477.19	1470.03	1465.85	1462.10	1460.82
Number of estimated parameters	3	6	7	8	10	11

Values in parentheses are standard errors; *p < .05. **p < .01.

Level and variable	Model					
	1. Null	2. Fixed effects of controls	3. Fixed effect of incivility	4. Fixed effect of team mindfulness	5. Random effect of incivility	6. Cross-level interaction
Level 1						
Age		-.01 (.01)	-.01 (.01)	.01 (.01)	.01 (.01)	.01 (.01)
Gender		-.22 (.16)	-.22 (.16)	-.21 (.16)	-.23 (.16)	-.23 (.16)
Incivility			.02 (.05)	.02 (.05)		
Level 2						
Team size		.03 (.02)	.03 (.02)	.04 (.02)	.03 (.02)	.03 (.02)
Team mindfulness				-.19 (.15)	-.22 (.15)	-.20 (.15)
Cross-level interaction						
Incivility Team mindfulness						-.15 (.15)
ICC	.05					
-2 log likelihood	1265.63	1232.78	1232.62	1230.93	1229.65	1228.64
Number of estimated parameters	3	6	7	8	10	11

Values in parentheses are standard errors; *p < .05. **p < .01.

Table S5: Positive Reframing Multilevel Results

Level and variable	Model					
	1. Null	2. Fixed effects of controls	3. Fixed effect of incivility	4. Fixed effect of team mindfulness	5. Random effect of incivility	6. Cross-level interaction
Level 1						
Age		.01 (.01)	.01 (.01)	.01 (.01)	.01 (.01)	.01 (.01)
Gender		-.16 (.15)	-.16 (.15)	-.16 (.15)	-.16 (.15)	-.16 (.15)
Incivility			-.01 (.04)	-.01 (.04)		
Level 2						
Team size		.03 (.02)	.03 (.02)	.03 (.02)	.03 (.02)	.03 (.02)
Team mindfulness				-.20 (.16)	-.21 (.16)	-.20 (.16)
Cross-level interaction						
Incivility Team mindfulness						-.04 (.14)
ICC	.17					
-2 log likelihood	1181.52	1156.38	1156.36	1154.79	1153.82	1153.75
Number of estimated parameters	3	6	7	8	10	11

Values in parentheses are standard errors; *p < .05. **p < .01.