

Matrix

Run MATRIX procedure:

***** PROCESS Procedure for SPSS Version 3.5 *****

Written by Andrew F. Hayes, Ph.D. www.afhayes.com
Documentation available in Hayes (2018). www.guilford.com/p/hayes3

Model : 7
Y : clientim
X : jobsat
M : burnout
W : Q22

Sample
Size: 178

OUTCOME VARIABLE:
burnout

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.4992	.2492	.3112	19.2509	3.0000	174.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	3.8125	.0425	89.8053	.0000	3.7287	3.8963
jobsat	.4657	.0639	7.2845	.0000	.3395	.5919
Q22	-.0190	.0880	-.2155	.8296	-.1926	.1547
Int_1	.2348	.1336	1.7576	.0806	-.0289	.4984

Product terms key:

Int_1 : jobsat x Q22

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0133	3.0893	1.0000	174.0000	.0806

Focal predict: jobsat (X)
Mod var: Q22 (W)

Conditional effects of the focal predictor at values of the moderator(s):

	Q22	Effect	se	t	p	LLCI	UL
CI	-.3764	.3774	.0794	4.7499	.0000	.2206	.5342

40 .6236 .6121 .1074 5.7014 .0000 .4002 .82

Data for visualizing the conditional effect of the focal predictor:
 Paste text below into a SPSS syntax window and execute to produce plot.

```
DATA LIST FREE/
  jobsat      Q22      burnout      .
BEGIN DATA.
  -.6664      -.3764      3.5682
   .0000      -.3764      3.8196
   .6664      -.3764      4.0711
  -.6664      .6236      3.3928
   .0000      .6236      3.8007
   .6664      .6236      4.2086
END DATA.
GRAPH/SCATTERPLOT=
  jobsat WITH burnout BY Q22 .
```

 OUTCOME VARIABLE:
 clientim

Model Summary

	R	R-sq	MSE	F	df1	df2	p
Model	.3925	.1541	.4690	15.9351	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	3.0688	.3541	8.6664	.0000	2.3699	3.7676
jobsat	.1691	.0883	1.9140	.0572	-.0053	.3434
burnout	.3427	.0922	3.7162	.0003	.1607	.5247

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
jobsat	.0883	1.9140	.0572	-.0053	.3434

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

Q22	Effect	BootSE	BootLLCI	BootULCI
-.3764	.1293	.0512	.0488	.2496
.6236	.2098	.0808	.0788	.3955

Index of moderated mediation (difference between conditional indirect effects):

Index	BootSE	BootLLCI	BootULCI

```
Q22      .0804      .0615      -.0151      .2208
---
```

```
***** ANALYSIS NOTES AND ERRORS *****
```

```
Level of confidence for all confidence intervals in output:
  95.0000
```

```
Number of bootstrap samples for percentile bootstrap confidence intervals:
  5000
```

```
NOTE: The following variables were mean centered prior to analysis:
      Q22      jobsat
```

```
WARNING: Variables names longer than eight characters can produce incorrect
output
when some variables in the data file have the same first eight characters.
Shorter
variable names are recommended. By using this output, you are accepting all
risk
and consequences of interpreting or reporting results that may be incorrect
.
```

```
----- END MATRIX -----
```

```
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```

```
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```

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```
set printback=off.
```

Matrix

```
Run MATRIX procedure:
```

***** PROCESS Procedure for SPSS Version 3.5 *****

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Model : 7
Y : clientim
X : engaged
M : burnout
W : Q22

Sample
Size: 178

OUTCOME VARIABLE:
burnout

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.4379	.1917	.3351	13.7597	3.0000	174.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	3.8191	.0441	86.5661	.0000	3.7320	3.9062
engaged	.4136	.0739	5.5952	.0000	.2677	.5595
Q22	-.0272	.0914	-.2980	.7661	-.2077	.1532
Int_1	.3663	.1505	2.4336	.0160	.0692	.6634

Product terms key:

Int_1 : engaged x Q22

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0275	5.9222	1.0000	174.0000	.0160

Focal predict: engaged (X)
Mod var: Q22 (W)

Conditional effects of the focal predictor at values of the moderator(s):

	Q22	Effect	se	t	p	LLCI	UL
CI							
42	-.3764	.2757	.0955	2.8872	.0044	.0872	.46
16	.6236	.6420	.1163	5.5181	.0000	.4124	.87

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

```

DATA LIST FREE/
  engaged Q22 burnout .
BEGIN DATA.
  -.5996 -.3764 3.6640
  .0000 -.3764 3.8293
  .5996 -.3764 3.9947
  -.5996 .6236 3.4172
  .0000 .6236 3.8021
  .5996 .6236 4.1871
END DATA.
GRAPH/SCATTERPLOT=
  engaged WITH burnout BY Q22 .

*****
OUTCOME VARIABLE:
  clientim

Model Summary
      R      R-sq      MSE      F      df1      df2
p
.5191 .2694 .4051 32.2705 2.0000 175.0000 .00
00

Model
      coeff      se      t      p      LLCI      ULCI
constant 3.4532 .3149 10.9669 .0000 2.8317 4.0746
engaged .4924 .0872 5.6462 .0000 .3203 .6645
burnout .2415 .0819 2.9482 .0036 .0798 .4032

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y
      Effect      se      t      p      LLCI      ULCI
.4924 .0872 5.6462 .0000 .3203 .6645

Conditional indirect effects of X on Y:

INDIRECT EFFECT:
engaged -> burnout -> clientim

      Q22      Effect      BootSE      BootLLCI      BootULCI
-.3764 .0666 .0329 .0138 .1406
.6236 .1550 .0713 .0314 .3090

Index of moderated mediation (difference between conditional indirect effects):
      Index      BootSE      BootLLCI      BootULCI
Q22 .0885 .0568 .0019 .2191
---
```

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:
95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:
5000

NOTE: The following variables were mean centered prior to analysis:
Q22 engaged

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----- END MATRIX -----

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Matrix

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```

*****
Model   : 7
Y       : clientim
X       : wellbein
M       : burnout
W       : Q22

```

```

Sample
Size: 178

```

```

*****
OUTCOME VARIABLE:
burnout

```

```

Model Summary

```

	R	R-sq	MSE	F	df1	df2	p
Model	.4075	.1660	.3457	11.5484	3.0000	174.0000	.0000

```

Model

```

	coeff	se	t	p	LLCI	ULCI
constant	3.7923	.0451	84.1737	.0000	3.7034	3.8813
wellbein	.2796	.0497	5.6248	.0000	.1815	.3777
Q22	-.0403	.0935	-.4315	.6667	-.2249	.1442
Int_1	-.0798	.1025	-.7784	.4374	-.2822	.1226

```

Product terms key:
Int_1   :      wellbein x      Q22

```

```

Test(s) of highest order unconditional interaction(s):

```

	R2-chng	F	df1	df2	p
X*W	.0029	.6059	1.0000	174.0000	.4374

```

-----
Focal predict: wellbein (X)
Mod var: Q22 (W)

```

```

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

```

```

DATA LIST FREE/
wellbein Q22 burnout .
BEGIN DATA.
-.9090 -.3764 3.5261
.0000 -.3764 3.8075
.9090 -.3764 4.0890
-.9090 .6236 3.5583
.0000 .6236 3.7672
.9090 .6236 3.9761
END DATA.
GRAPH/SCATTERPLOT=
wellbein WITH burnout BY Q22 .

```

 OUTCOME VARIABLE:
 clientim

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.3879	.1505	.4710	15.4982	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	2.9742	.3394	8.7622	.0000	2.3043	3.6442
wellbein	.1058	.0620	1.7055	.0899	-.0166	.2282
burnout	.3675	.0883	4.1623	.0000	.1933	.5418

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
.1058	.0620	1.7055	.0899	-.0166	.2282

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

wellbein -> burnout -> clientim

Q22	Effect	BootSE	BootLLCI	BootULCI
-.3764	.1138	.0393	.0473	.2014
.6236	.0845	.0557	-.0014	.2207

Index of moderated mediation (difference between conditional indirect effects):

Q22	Index	BootSE	BootLLCI	BootULCI
---	-.0293	.0603	-.1457	.0955

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:
 95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:
 5000

NOTE: The following variables were mean centered prior to analysis:
 Q22 wellbein

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----- END MATRIX -----

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Model : 7
Y : clientim
X : intquitF
M : burnout
W : Q22

Sample
Size: 178

OUTCOME VARIABLE:
burnout

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.2745	.0753	.3833	4.7252	3.0000	174.0000	.0034

Model

	coeff	se	t	p	LLCI	ULCI
constant	3.7948	.0469	80.9049	.0000	3.7022	3.8874
intquitF	-.1380	.0404	-3.4167	.0008	-.2178	-.0583
Q22	-.0979	.0971	-1.0084	.3147	-.2894	.0937
Int_1	.0584	.0825	.7074	.4803	-.1045	.2213

Product terms key:

Int_1 : intquitF x Q22

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0027	.5004	1.0000	174.0000	.4803

Focal predict: intquitF (X)
Mod var: Q22 (W)

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/

```

intquitF Q22 burnout .
BEGIN DATA.
-1.1654 -.3764 4.0181
.0000 -.3764 3.8316
1.1654 -.3764 3.6451
-1.1654 .6236 3.8522
.0000 .6236 3.7338
1.1654 .6236 3.6153
END DATA.

```

GRAPH/SCATTERPLOT=

intquitF WITH burnout BY Q22 .

OUTCOME VARIABLE:

clientim

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.3734	.1395	.4771	14.1800	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	2.8098	.3242	8.6662	.0000	2.1699	3.4496

intquitF	-.0367	.0461	-.7950	.4277	-.1277	.0544
burnout	.4108	.0842	4.8773	.0000	.2446	.5771

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
-.0367	.0461	-.7950	.4277	-.1277	.0544

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

intquitF -> burnout -> clientim

Q22	Effect	BootSE	BootLLCI	BootULCI
-.3764	-.0657	.0250	-.1223	-.0234
.6236	-.0418	.0346	-.1202	.0149

Index of moderated mediation (difference between conditional indirect effects):

Q22	Index	BootSE	BootLLCI	BootULCI
Q22	.0240	.0387	-.0597	.0970

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:

95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:

5000

NOTE: The following variables were mean centered prior to analysis:

Q22 intquitF

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Shorter

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----- END MATRIX -----

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```

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```

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```

```
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```

Matrix

Run MATRIX procedure:

```
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```

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```
*****
```

```

Model   : 7
Y       : clientim
X       : intquitp
M       : burnout
W       : Q22

```

```

Sample
Size: 178

```

```
*****
```

```

OUTCOME VARIABLE:
burnout

```

```

Model Summary

```

	R	R-sq	MSE	F	df1	df2	
p	.4098	.1680	.3449	11.7078	3.0000	174.0000	.0000

```

Model

```

	coeff	se	t	p	LLCI	ULCI
constant	3.7980	.0447	84.9013	.0000	3.7097	3.8863
intquitp	-.2697	.0472	-5.7165	.0000	-.3629	-.1766
Q22	-.0490	.0927	-.5281	.5981	-.2319	.1340
Int_1	.0200	.0972	.2054	.8375	-.1718	.2117

Product terms key:

Int_1 : intquitp x Q22

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0002	.0422	1.0000	174.0000	.8375

Focal predict: intquitp (X)
Mod var: Q22 (W)

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/

```
intquitp Q22 burnout .
BEGIN DATA.
-.9017 -.3764 4.0664
.0000 -.3764 3.8164
.9509 -.3764 3.5528
-.9017 .6236 3.9995
.0000 .6236 3.7675
.9509 .6236 3.5228
```

END DATA.

GRAPH/SCATTERPLOT=

```
intquitp WITH burnout BY Q22 .
```

OUTCOME VARIABLE:

clientim

Model Summary

	R	R-sq	MSE	F	df1	df2	p
	.3781	.1429	.4752	14.5933	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	2.9034	.3417	8.4963	.0000	2.2290	3.5779
intquitp	-.0692	.0597	-1.1601	.2476	-.1870	.0486
burnout	.3862	.0889	4.3438	.0000	.2107	.5616

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
-.0692	.0597	-1.1601	.2476	-.1870	.0486

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

```
intquitp -> burnout -> clientim
```

Q22	Effect	BootSE	BootLLCI	BootULCI
-----	--------	--------	----------	----------

```
-.3764    -.1071    .0320    -.1773    -.0511
.6236     -.0994    .0499    -.2174    -.0260
```

Index of moderated mediation (difference between conditional indirect effects):

```
      Index    BootSE    BootLLCI    BootULCI
Q22    .0077     .0439     -.0912     .0840
---
```

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:
95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:
5000

NOTE: The following variables were mean centered prior to analysis:
 Q22 intquitp

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----- END MATRIX -----

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Documentation available in Hayes (2018). www.guilford.com/p/hayes3

Model : 7
Y : clientim
X : burnout
M : jobsat
W : Q22

Sample
Size: 178

OUTCOME VARIABLE:
jobsat

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.4997	.2497	.3389	19.2986	3.0000	174.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	3.9709	.0439	90.4985	.0000	3.8843	4.0575
burnout	.4901	.0697	7.0270	.0000	.3525	.6278
Q22	-.1632	.0907	-1.8004	.0735	-.3421	.0157
Int_1	.0358	.1385	.2584	.7964	-.2376	.3092

Product terms key:

Int_1 : burnout x Q22

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0003	.0668	1.0000	174.0000	.7964

Focal predict: burnout (X)
Mod var: Q22 (W)

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

```
DATA LIST FREE/  
  burnout Q22 jobsat .  
BEGIN DATA.
```

-.6384	-.3764	3.7280
.0000	-.3764	4.0323
.6384	-.3764	4.3366
-.6384	.6236	3.5419
.0000	.6236	3.8691
.6384	.6236	4.1962

END DATA.

GRAPH/SCATTERPLOT=

burnout WITH jobsat BY Q22 .

OUTCOME VARIABLE:

clientim

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.3925	.1541	.4690	15.9351	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	3.6996	.3544	10.4392	.0000	3.0002	4.3991
burnout	.3427	.0922	3.7162	.0003	.1607	.5247
jobsat	.1691	.0883	1.9140	.0572	-.0053	.3434

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
.3427	.0922	3.7162	.0003	.1607	.5247

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

burnout -> jobsat -> clientim

Q22	Effect	BootSE	BootLLCI	BootULCI
-.3764	.0806	.0447	-.0068	.1727
.6236	.0866	.0501	-.0060	.1918

Index of moderated mediation (difference between conditional indirect effects):

	Index	BootSE	BootLLCI	BootULCI
Q22	.0061	.0253	-.0416	.0647

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:

95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:

5000

NOTE: The following variables were mean centered prior to analysis:
Q22 burnout

WARNING: Variables names longer than eight characters can produce incorrect output when some variables in the data file have the same first eight characters. Shorter variable names are recommended. By using this output, you are accepting all risk and consequences of interpreting or reporting results that may be incorrect.

----- END MATRIX -----

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Matrix

Run MATRIX procedure:

***** PROCESS Procedure for SPSS Version 3.5 *****

Written by Andrew F. Hayes, Ph.D. www.afhayes.com
Documentation available in Hayes (2018). www.guilford.com/p/hayes3

Model : 7
Y : clientim
X : burnout

M : engaged
W : Q22

Sample
Size: 178

OUTCOME VARIABLE:
engaged

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.4450	.1980	.2933	14.3202	3.0000	174.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	4.1357	.0408	101.3175	.0000	4.0551	4.2163
burnout	.3473	.0649	5.3520	.0000	.2192	.4753
Q22	-.1692	.0843	-2.0065	.0464	-.3357	-.0028
Int_1	.2332	.1289	1.8096	.0721	-.0211	.4876

Product terms key:

Int_1 : burnout x Q22

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0151	3.2748	1.0000	174.0000	.0721

Focal predict: burnout (X)
Mod var: Q22 (W)

Conditional effects of the focal predictor at values of the moderator(s):

	Q22	Effect	se	t	p	LLCI	UL
CI	-.3764	.2595	.0867	2.9936	.0032	.0884	.4306
	.6236	.4927	.0954	5.1665	.0000	.3045	.6809

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/

```
burnout Q22 engaged .  
BEGIN DATA.  
-.6384 -.3764 4.0338  
.0000 -.3764 4.1994  
.6384 -.3764 4.3651  
-.6384 .6236 3.7157  
.0000 .6236 4.0302
```

.6384 .6236 4.3447

END DATA.

GRAPH/SCATTERPLOT=

burnout WITH engaged BY Q22 .

OUTCOME VARIABLE:

clientim

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.5191	.2694	.4051	32.2705	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	2.3382	.3631	6.4391	.0000	1.6216	3.0549
burnout	.2415	.0819	2.9482	.0036	.0798	.4032
engaged	.4924	.0872	5.6462	.0000	.3203	.6645

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
.2415	.0819	2.9482	.0036	.0798	.4032

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

burnout -> engaged -> clientim

Q22	Effect	BootSE	BootLLCI	BootULCI
-.3764	.1278	.0501	.0443	.2378
.6236	.2426	.0785	.1096	.4186

Index of moderated mediation (difference between conditional indirect effects):

	Index	BootSE	BootLLCI	BootULCI
Q22	.1148	.0672	-.0058	.2614

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:

95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:

5000

NOTE: The following variables were mean centered prior to analysis:

Q22 burnout

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----- END MATRIX -----

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Matrix

Run MATRIX procedure:

***** PROCESS Procedure for SPSS Version 3.5 *****

Written by Andrew F. Hayes, Ph.D. www.afhayes.com
Documentation available in Hayes (2018). www.guilford.com/p/hayes3

Model : 7
 Y : clientim
 X : burnout
 M : wellbein
 W : Q22

Sample
Size: 178

OUTCOME VARIABLE:

wellbein

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.4493	.2019	.6708	14.6726	3.0000	174.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	4.2501	.0617	68.8498	.0000	4.1282	4.3719
burnout	.5725	.0981	5.8347	.0000	.3789	.7662
Q22	-.3190	.1275	-2.5010	.0133	-.5707	-.0673
Int_1	-.3149	.1949	-1.6158	.1080	-.6995	.0698

Product terms key:

Int_1 : burnout x Q22

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0120	2.6107	1.0000	174.0000	.1080

Focal predict: burnout (X)
Mod var: Q22 (W)

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/

```

burnout Q22 wellbein .
BEGIN DATA.
-.6384 -.3764 3.9290
.0000 -.3764 4.3701
.6384 -.3764 4.8113
-.6384 .6236 3.8110
.0000 .6236 4.0511
.6384 .6236 4.2913

```

END DATA.

GRAPH/SCATTERPLOT=

burnout WITH wellbein BY Q22 .

OUTCOME VARIABLE:

clientim

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.3879	.1505	.4710	15.4982	2.0000	175.0000	.0000

Model	coeff	se	t	p	LLCI	ULCI
constant	3.9202	.2692	14.5638	.0000	3.3889	4.4514
burnout	.3675	.0883	4.1623	.0000	.1933	.5418
wellbein	.1058	.0620	1.7055	.0899	-.0166	.2282

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
.3675	.0883	4.1623	.0000	.1933	.5418

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

burnout -> wellbein -> clientim

Q22	Effect	BootSE	BootLLCI	BootULCI
-.3764	.0731	.0410	.0018	.1627
.6236	.0398	.0347	-.0038	.1293

Index of moderated mediation (difference between conditional indirect effects):

Q22	Index	BootSE	BootLLCI	BootULCI
---	-.0333	.0259	-.0879	.0123

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:

95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:

5000

NOTE: The following variables were mean centered prior to analysis:

Q22 burnout

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----- END MATRIX -----

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```

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```

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```

Matrix

Run MATRIX procedure:

```
***** PROCESS Procedure for SPSS Version 3.5 *****
```

```

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```

```
*****
```

```

Model   : 7
Y       : clientim
X       : burnout
M       : intquitF
W       : Q22

```

```

Sample
Size: 178

```

```
*****
```

```

OUTCOME VARIABLE:
intquitF

```

```

Model Summary

```

	R	R-sq	MSE	F	df1	df2	
p	.2969	.0881	1.2598	5.6051	3.0000	174.0000	.00

```

Model

```

	coeff	se	t	p	LLCI	ULCI
constant	2.3944	.0846	28.3045	.0000	2.2274	2.5613
burnout	-.4734	.1345	-3.5207	.0005	-.7388	-.2080

Q22	.2953	.1748	1.6898	.0929	-.0496	.6403
Int_1	.2879	.2671	1.0779	.2826	-.2393	.8150

Product terms key:

Int_1 : burnout x Q22

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0061	1.1618	1.0000	174.0000	.2826

Focal predict: burnout (X)
 Mod var: Q22 (W)

Data for visualizing the conditional effect of the focal predictor:
 Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/

```

burnout      Q22      intquitF      .
BEGIN DATA.
  -.6384      -.3764      2.6546
   .0000      -.3764      2.2832
   .6384      -.3764      1.9118
  -.6384      .6236      2.7662
   .0000      .6236      2.5786
   .6384      .6236      2.3909
END DATA.

```

GRAPH/SCATTERPLOT=

burnout WITH intquitF BY Q22 .

OUTCOME VARIABLE:

clientim

Model Summary

	R	R-sq	MSE	F	df1	df2	p
Model	.3734	.1395	.4771	14.1800	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	4.4583	.1216	36.6600	.0000	4.2183	4.6983
burnout	.4108	.0842	4.8773	.0000	.2446	.5771
intquitF	-.0367	.0461	-.7950	.4277	-.1277	.0544

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
.4108	.0842	4.8773	.0000	.2446	.5771

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

burnout -> intquitF -> clientim

Q22	Effect	BootSE	BootLLCI	BootULCI
-.3764	.0213	.0282	-.0346	.0793
.6236	.0108	.0183	-.0207	.0544

Index of moderated mediation (difference between conditional indirect effects):

Q22	Index	BootSE	BootLLCI	BootULCI
---	-.0106	.0200	-.0617	.0234

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:
95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:
5000

NOTE: The following variables were mean centered prior to analysis:
Q22 burnout

WARNING: Variables names longer than eight characters can produce incorrect output when some variables in the data file have the same first eight characters. Shorter variable names are recommended. By using this output, you are accepting all risk and consequences of interpreting or reporting results that may be incorrect.

----- END MATRIX -----

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```

Matrix

Run MATRIX procedure:

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***** PROCESS Procedure for SPSS Version 3.5 *****
```

```
Written by Andrew F. Hayes, Ph.D.      www.afhayes.com  
Documentation available in Hayes (2018). www.guilford.com/p/hayes3
```

```
*****
```

```
Model   : 7  
Y       : clientim  
X       : burnout  
M       : intquitp  
W       : Q22
```

```
Sample  
Size: 178
```

```
*****
```

```
OUTCOME VARIABLE:  
intquitp
```

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.4355	.1897	.7453	13.5752	3.0000	174.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	1.9087	.0651	29.3347	.0000	1.7802	2.0371
burnout	-.6019	.1034	-5.8199	.0000	-.8061	-.3978
Q22	.2714	.1344	2.0185	.0451	.0060	.5367
Int_1	.2100	.2054	1.0222	.3081	-.1955	.6154

Product terms key:

```
Int_1   :      burnout x      Q22
```

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0049	1.0449	1.0000	174.0000	.3081

```
-----
```

```
Focal predict: burnout (X)  
Mod var: Q22 (W)
```

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

```

DATA LIST FREE/
  burnout      Q22      intquitp  .
BEGIN DATA.
  -.6384      -.3764      2.2412
   .0000      -.3764      1.8065
   .6384      -.3764      1.3718
  -.6384      .6236      2.3785
   .0000      .6236      2.0779
   .6384      .6236      1.7772

```

```

END DATA.
GRAPH/SCATTERPLOT=
  burnout WITH      intquitp BY      Q22      .

```

```

*****
OUTCOME VARIABLE:
  clientim

```

```

Model Summary
      R      R-sq      MSE      F      df1      df2
p
.3781      .1429      .4752      14.5933      2.0000      175.0000      .00
00

```

```

Model
      coeff      se      t      p      LLCI      ULCI
constant      4.5025      .1247      36.1026      .0000      4.2563      4.7486
burnout      .3862      .0889      4.3438      .0000      .2107      .5616
intquitp      -.0692      .0597      -1.1601      .2476      -.1870      .0486

```

```

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

```

```

Direct effect of X on Y
      Effect      se      t      p      LLCI      ULCI
      .3862      .0889      4.3438      .0000      .2107      .5616

```

```

Conditional indirect effects of X on Y:

```

```

INDIRECT EFFECT:
  burnout      ->      intquitp      ->      clientim

      Q22      Effect      BootSE      BootLLCI      BootULCI
      -.3764      .0472      .0370      -.0278      .1179
      .6236      .0326      .0301      -.0180      .1010

```

```

Index of moderated mediation (difference between conditional indirect effects):

```

```

      Index      BootSE      BootLLCI      BootULCI
Q22      -.0145      .0183      -.0560      .0202
---
```

```

***** ANALYSIS NOTES AND ERRORS *****

```

Level of confidence for all confidence intervals in output:
95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:
5000

NOTE: The following variables were mean centered prior to analysis:
Q22 burnout

WARNING: Variables names longer than eight characters can produce incorrect output when some variables in the data file have the same first eight characters. Shorter variable names are recommended. By using this output, you are accepting all risk and consequences of interpreting or reporting results that may be incorrect.

----- END MATRIX -----

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Matrix

Run MATRIX procedure:

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```

*****
Model   : 7
  Y     : burnout
  X     : Q22
  M     : intquitp
  W     : clientim

```

```

Sample
Size: 178

```

```

*****
OUTCOME VARIABLE:
  intquitp

```

```

Model Summary

```

	R	R-sq	MSE	F	df1	df2	
p	.3084	.0951	.8323	6.0946	3.0000	174.0000	.0006

```

Model

```

	coeff	se	t	p	LLCI	ULCI
constant	1.8951	.0685	27.6741	.0000	1.7599	2.0302
Q22	.3188	.1414	2.2544	.0254	.0397	.5979
clientim	-.2923	.0931	-3.1388	.0020	-.4760	-.1085
Int_1	-.3526	.1966	-1.7934	.0747	-.7406	.0355

```

Product terms key:
  Int_1   :      Q22      x      clientim

```

```

Test(s) of highest order unconditional interaction(s):

```

	R2-chng	F	df1	df2	p
X*W	.0167	3.2161	1.0000	174.0000	.0747

```

-----
  Focal predict: Q22      (X)
  Mod var: clientim (W)

```

```

Conditional effects of the focal predictor at values of the moderator(s):

```

clientim	Effect	se	t	p	LLCI	UL
CI						
-.7404	.5798	.1996	2.9042	.0042	.1858	.97
38						
.0000	.3188	.1414	2.2544	.0254	.0397	.59
79						
.6292	.0969	.1908	.5080	.6121	-.2797	.47
36						

```

Moderator value(s) defining Johnson-Neyman significance region(s):
  Value  % below  % above
  .1012  48.3146  51.6854

```

```

Conditional effect of focal predictor at values of the moderator:

```

	clientim	Effect	se	t	p	LLCI	UL
CI	-3.3708	1.5072	.6731	2.2391	.0264	.1786	2.83
57	-3.1708	1.4367	.6347	2.2634	.0248	.1839	2.68
94	-2.9708	1.3661	.5965	2.2904	.0232	.1889	2.54
34	-2.7708	1.2956	.5583	2.3205	.0215	.1936	2.39
76	-2.5708	1.2251	.5204	2.3542	.0197	.1980	2.25
22	-2.3708	1.1546	.4827	2.3921	.0178	.2020	2.10
73	-2.1708	1.0841	.4452	2.4349	.0159	.2053	1.96
28	-1.9708	1.0136	.4081	2.4834	.0140	.2080	1.81
91	-1.7708	.9431	.3715	2.5386	.0120	.2098	1.67
63	-1.5708	.8726	.3355	2.6010	.0101	.2104	1.53
47	-1.3708	.8021	.3003	2.6711	.0083	.2094	1.39
47	-1.1708	.7315	.2662	2.7478	.0066	.2061	1.25
70	-.9708	.6610	.2338	2.8269	.0053	.1995	1.12
26	-.7708	.5905	.2039	2.8961	.0043	.1881	.99
30	-.5708	.5200	.1777	2.9269	.0039	.1694	.87
07	-.3708	.4495	.1570	2.8633	.0047	.1397	.75
93	-.1708	.3790	.1443	2.6267	.0094	.0942	.66
38	.0292	.3085	.1417	2.1769	.0308	.0288	.58
82	.1012	.2831	.1434	1.9737	.0500	.0000	.56
62	.2292	.2380	.1498	1.5887	.1139	-.0577	.53
36	.4292	.1675	.1670	1.0028	.3173	-.1621	.49
70	.6292	.0969	.1908	.5080	.6121	-.2797	.47
36							

Data for visualizing the conditional effect of the focal predictor:
 Paste text below into a SPSS syntax window and execute to produce plot.

```
DATA LIST FREE/
  Q22      clientim  intquitp  .
BEGIN DATA.
```

-.3764	-.7404	1.8932
.6236	-.7404	2.4730
-.3764	.0000	1.7751
.6236	.0000	2.0939
-.3764	.6292	1.6747
.6236	.6292	1.7716

END DATA.

GRAPH/SCATTERPLOT=

clientim WITH intquitp BY Q22 .

OUTCOME VARIABLE:

burnout

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.4096	.1678	.3430	17.6372	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	4.3124	.0997	43.2671	.0000	4.1157	4.5091
Q22	-.0473	.0921	-.5133	.6084	-.2290	.1345
intquitp	-.2696	.0471	-5.7305	.0000	-.3625	-.1768

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
-.0473	.0921	-.5133	.6084	-.2290	.1345

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

Q22 -> intquitp -> burnout

clientim	Effect	BootSE	BootLLCI	BootULCI
-.7404	-.1563	.0612	-.2850	-.0445
.0000	-.0860	.0397	-.1682	-.0123
.6292	-.0261	.0474	-.1206	.0681

Index of moderated mediation:

clientim	Index	BootSE	BootLLCI	BootULCI
	.0951	.0540	-.0108	.2061

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:

95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:

5000

W values in conditional tables are 1 SD below the mean, the mean, and the maximum.

NOTE: One SD above the mean is above the maximum observed in the data for W,
so the maximum measurement for W is used for conditioning instead.

NOTE: The following variables were mean centered prior to analysis:
clientim Q22

WARNING: Variables names longer than eight characters can produce incorrect output when some variables in the data file have the same first eight characters. Shorter variable names are recommended. By using this output, you are accepting all risk and consequences of interpreting or reporting results that may be incorrect.

----- END MATRIX -----

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Matrix

Run MATRIX procedure:

***** PROCESS Procedure for SPSS Version 3.5 *****

```
*****
Model   : 7
Y       : burnout
X       : Q22
M       : intquitF
W       : clientim
```

```
Sample
Size: 178
```

```
*****
OUTCOME VARIABLE:
intquitF
```

```
Model Summary

          R          R-sq          MSE          F          df1          df2
p
.2208    .0488    1.3142    2.9733    3.0000    174.0000    .03
32
```

```
Model

          coeff          se          t          p          LLCI          ULCI
constant  2.3796    .0860    27.6540    .0000    2.2098    2.5494
Q22        .3278    .1777    1.8450    .0667    -.0229    .6785
clientim   -.2362    .1170   -2.0185    .0451   -.4671   -.0052
Int_1      -.2779    .2470   -1.1248    .2622   -.7654    .2097
```

```
Product terms key:
Int_1   :      Q22      x      clientim
```

```
Test(s) of highest order unconditional interaction(s):
          R2-chng          F          df1          df2          p
X*W      .0069    1.2653    1.0000    174.0000    .2622
```

```
-----
Focal predict: Q22      (X)
Mod var: clientim (W)
```

Data for visualizing the conditional effect of the focal predictor:
 Paste text below into a SPSS syntax window and execute to produce plot.

```
DATA LIST FREE/
  Q22      clientim      intquitF      .
BEGIN DATA.
  -.3764    -.7404    2.3536
  .6236    -.7404    2.8872
  -.3764    .0000    2.2562
  .6236    .0000    2.5840
  -.3764    .6292    2.1734
  .6236    .6292    2.3264
END DATA.
```

GRAPH/SCATTERPLOT=
 clientim WITH intquitF BY Q22 .

 OUTCOME VARIABLE:
 burnout

Model Summary

	R	R-sq	MSE	F	df1	df2	
P	.2696	.0727	.3822	6.8571	2.0000	175.0000	.0014

Model

	coeff	se	t	p	LLCI	ULCI
constant	4.1260	.1067	38.6613	.0000	3.9154	4.3367
Q22	-.0932	.0967	-.9639	.3364	-.2840	.0976
intquitF	-.1369	.0403	-3.3953	.0008	-.2164	-.0573

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
-.0932	.0967	-.9639	.3364	-.2840	.0976

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

Q22 -> intquitF -> burnout

clientim	Effect	BootSE	BootLLCI	BootULCI
-.7404	-.0730	.0422	-.1684	-.0031
.0000	-.0449	.0275	-.1060	.0020
.6292	-.0209	.0347	-.0925	.0493

Index of moderated mediation:

clientim	Index	BootSE	BootLLCI	BootULCI
---	.0380	.0392	-.0290	.1271

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:

95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:

5000

W values in conditional tables are 1 SD below the mean, the mean, and the maximum.

NOTE: One SD above the mean is above the maximum observed in the data for W ,

so the maximum measurement for W is used for conditioning instead.

NOTE: The following variables were mean centered prior to analysis:
clientim Q22

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----- END MATRIX -----

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Matrix

Run MATRIX procedure:

***** PROCESS Procedure for SPSS Version 3.5 *****

Written by Andrew F. Hayes, Ph.D. www.afhayes.com
Documentation available in Hayes (2018). www.guilford.com/p/hayes3

Model : 7
 Y : burnout
 X : Q22

M : jobsat
W : clientim

Sample
Size: 178

OUTCOME VARIABLE:
jobsat

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.3562	.1269	.3944	8.4274	3.0000	174.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	3.9741	.0471	84.3050	.0000	3.8811	4.0672
Q22	-.2076	.0973	-2.1325	.0344	-.3997	-.0155
clientim	.2686	.0641	4.1904	.0000	.1421	.3951
Int_1	.2378	.1353	1.7572	.0806	-.0293	.5049

Product terms key:

Int_1 : Q22 x clientim

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0155	3.0879	1.0000	174.0000	.0806

Focal predict: Q22 (X)
Mod var: clientim (W)

Conditional effects of the focal predictor at values of the moderator(s):

clientim	Effect	se	t	p	LLCI	UL
CI						
24	-.7404	.1374	-2.7916	.0058	-.6549	-.11
55	.0000	.0973	-2.1325	.0344	-.3997	-.01
13	.6292	.1314	-.4411	.6597	-.3172	.20

Moderator value(s) defining Johnson-Neyman significance region(s):

Value	% below	% above
.0600	48.3146	51.6854

Conditional effect of focal predictor at values of the moderator:

clientim	Effect	se	t	p	LLCI	UL
CI						
46	-3.3708	.4634	-2.1779	.0308	-1.9237	-.09

92	-3.1708	-.9616	.4369	-2.2008	.0291	-1.8240	-.09
37	-2.9708	-.9141	.4106	-2.2262	.0273	-1.7245	-.10
79	-2.7708	-.8665	.3844	-2.2544	.0254	-1.6251	-.10
19	-2.5708	-.8189	.3582	-2.2860	.0235	-1.5260	-.11
56	-2.3708	-.7714	.3323	-2.3215	.0214	-1.4272	-.11
89	-2.1708	-.7238	.3065	-2.3616	.0193	-1.3287	-.11
17	-1.9708	-.6763	.2810	-2.4070	.0171	-1.2308	-.12
39	-1.7708	-.6287	.2557	-2.4583	.0149	-1.1334	-.12
53	-1.5708	-.5811	.2309	-2.5164	.0128	-1.0369	-.12
56	-1.3708	-.5336	.2067	-2.5813	.0107	-.9415	-.12
43	-1.1708	-.4860	.1833	-2.6519	.0087	-.8477	-.12
07	-.9708	-.4384	.1610	-2.7237	.0071	-.7562	-.12
38	-.7708	-.3909	.1404	-2.7847	.0060	-.6679	-.11
19	-.5708	-.3433	.1223	-2.8071	.0056	-.5847	-.10
25	-.3708	-.2958	.1081	-2.7368	.0068	-.5091	-.08
22	-.1708	-.2482	.0993	-2.4989	.0134	-.4442	-.05
81	.0292	-.2006	.0975	-2.0568	.0412	-.3932	-.00
00	.0600	-.1933	.0979	-1.9737	.0500	-.3866	.00
04	.2292	-.1531	.1031	-1.4846	.1395	-.3566	.05
14	.4292	-.1055	.1149	-.9179	.3599	-.3324	.12
13	.6292	-.0580	.1314	-.4411	.6597	-.3172	.20

Data for visualizing the conditional effect of the focal predictor:
 Paste text below into a SPSS syntax window and execute to produce plot.

```
DATA LIST FREE/
  Q22      clientim  jobsat  .
BEGIN DATA.
  -.3764   -.7404    3.9197
  .6236    -.7404    3.5360
  -.3764    .0000    4.0523
  .6236    .0000    3.8447
```

-.3764 .6292 4.1649
 .6236 .6292 4.1070

END DATA.

GRAPH/SCATTERPLOT=

clientim WITH jobsat BY Q22 .

OUTCOME VARIABLE:

burnout

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.4857	.2359	.3150	27.0093	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	1.9719	.2585	7.6290	.0000	1.4618	2.4820
Q22	-.0338	.0881	-.3833	.7020	-.2077	.1401
jobsat	.4604	.0642	7.1670	.0000	.3336	.5872

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
-.0338	.0881	-.3833	.7020	-.2077	.1401

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

Q22 -> jobsat -> burnout

clientim	Effect	BootSE	BootLLCI	BootULCI
-.7404	-.1766	.0817	-.3423	-.0229
.0000	-.0956	.0511	-.2082	-.0098
.6292	-.0267	.0562	-.1484	.0691

Index of moderated mediation:

clientim	Index	BootSE	BootLLCI	BootULCI
	.1095	.0681	-.0410	.2337

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:

95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:

5000

W values in conditional tables are 1 SD below the mean, the mean, and the maximum.

NOTE: One SD above the mean is above the maximum observed in the data for W
,
so the maximum measurement for W is used for conditioning instead.

NOTE: The following variables were mean centered prior to analysis:
clientim Q22

WARNING: Variables names longer than eight characters can produce incorrect
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Shorter
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Matrix

Run MATRIX procedure:

***** PROCESS Procedure for SPSS Version 3.5 *****

Written by Andrew F. Hayes, Ph.D. www.afhayes.com
Documentation available in Hayes (2018). www.guilford.com/p/hayes3

Model : 7
Y : burnout
X : Q22
M : wellbein
W : clientim

Sample
Size: 178

OUTCOME VARIABLE:
wellbein

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.3229	.1043	.7529	6.7524	3.0000	174.0000	.0002

Model

	coeff	se	t	p	LLCI	ULCI
constant	4.2602	.0651	65.4106	.0000	4.1317	4.3888
Q22	-.3650	.1345	-2.7138	.0073	-.6304	-.0995
clientim	.3031	.0886	3.4224	.0008	.1283	.4779
Int_1	-.0153	.1870	-.0819	.9348	-.3843	.3537

Product terms key:
Int_1 : Q22 x clientim

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0000	.0067	1.0000	174.0000	.9348

Focal predict: Q22 (X)
Mod var: clientim (W)

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/
Q22 clientim wellbein .
BEGIN DATA.
-.3764 -.7404 4.1689
.6236 -.7404 3.8153
-.3764 .0000 4.3976
.6236 .0000 4.0326
-.3764 .6292 4.5919
.6236 .6292 4.2173
END DATA.
GRAPH/SCATTERPLOT=
clientim WITH wellbein BY Q22 .

OUTCOME VARIABLE:

burnout

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.4039	.1631	.3449	17.0581	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	2.6088	.2161	12.0742	.0000	2.1823	3.0352
Q22	-.0327	.0929	-.3520	.7252	-.2160	.1506
wellbein	.2795	.0496	5.6297	.0000	.1815	.3775

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
-.0327	.0929	-.3520	.7252	-.2160	.1506

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

Q22 -> wellbein -> burnout

clientim	Effect	BootSE	BootLLCI	BootULCI
-.7404	-.0988	.0566	-.2214	.0014
.0000	-.1020	.0421	-.1931	-.0282
.6292	-.1047	.0544	-.2174	-.0018

Index of moderated mediation:

	Index	BootSE	BootLLCI	BootULCI
clientim	-.0043	.0528	-.1021	.1092

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:

95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:

5000

W values in conditional tables are 1 SD below the mean, the mean, and the maximum.

NOTE: One SD above the mean is above the maximum observed in the data for W

, so the maximum measurement for W is used for conditioning instead.

NOTE: The following variables were mean centered prior to analysis:

clientim Q22

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Matrix

Run MATRIX procedure:

***** PROCESS Procedure for SPSS Version 3.5 *****

Written by Andrew F. Hayes, Ph.D. www.afhayes.com
Documentation available in Hayes (2018). www.guilford.com/p/hayes3

Model : 7
 Y : burnout
 X : Q22
 M : engaged
 W : clientim

Sample

Size: 178

OUTCOME VARIABLE:

engaged

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.5501	.3026	.2551	25.1649	3.0000	174.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	4.1348	.0379	109.0666	.0000	4.0599	4.2096
Q22	-.1874	.0783	-2.3933	.0178	-.3419	-.0328
clientim	.3995	.0515	7.7509	.0000	.2978	.5013
Int_1	.3621	.1088	3.3267	.0011	.1473	.5769

Product terms key:

Int_1 : Q22 x clientim

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	.0444	11.0672	1.0000	174.0000	.0011

Focal predict: Q22 (X)
Mod var: clientim (W)

Conditional effects of the focal predictor at values of the moderator(s):

clientim	Effect	se	t	p	LLCI	UL
CI						
73	-.7404	.1105	-4.1206	.0001	-.6736	-.23
28	.0000	.0783	-2.3933	.0178	-.3419	-.03
90	.6292	.1057	.3830	.7022	-.1681	.24

Moderator value(s) defining Johnson-Neyman significance region(s):

Value	% below	% above
.0860	48.3146	51.6854

Conditional effect of focal predictor at values of the moderator:

clientim	Effect	se	t	p	LLCI	UL
CI						
23	-3.3708	.3726	-3.7778	.0002	-2.1433	-.67
18	-3.1708	.3514	-3.8002	.0002	-2.0289	-.64
12	-2.9708	.3302	-3.8248	.0002	-1.9147	-.61

05	-2.7708	-1.1906	.3091	-3.8516	.0002	-1.8006	-.58
95	-2.5708	-1.1181	.2881	-3.8811	.0001	-1.6868	-.54
83	-2.3708	-1.0457	.2672	-3.9134	.0001	-1.5731	-.51
68	-2.1708	-.9733	.2465	-3.9488	.0001	-1.4598	-.48
49	-1.9708	-.9009	.2260	-3.9872	.0001	-1.3469	-.45
26	-1.7708	-.8285	.2057	-4.0283	.0001	-1.2344	-.42
95	-1.5708	-.7561	.1857	-4.0710	.0001	-1.1226	-.38
56	-1.3708	-.6837	.1662	-4.1126	.0001	-1.0118	-.35
04	-1.1708	-.6113	.1474	-4.1473	.0001	-.9022	-.32
33	-.9708	-.5388	.1295	-4.1623	.0000	-.7944	-.28
36	-.7708	-.4664	.1129	-4.1319	.0001	-.6892	-.24
99	-.5708	-.3940	.0984	-4.0059	.0001	-.5881	-.19
01	-.3708	-.3216	.0869	-3.7004	.0003	-.4931	-.15
15	-.1708	-.2492	.0799	-3.1197	.0021	-.4068	-.09
19	.0292	-.1768	.0785	-2.2534	.0255	-.3316	-.02
00	.0860	-.1562	.0791	-1.9737	.0500	-.3124	.00
93	.2292	-.1044	.0829	-1.2586	.2099	-.2680	.05
05	.4292	-.0320	.0924	-.3456	.7300	-.2144	.15
90	.6292	.0405	.1057	.3830	.7022	-.1681	.24

Data for visualizing the conditional effect of the focal predictor:
 Paste text below into a SPSS syntax window and execute to produce plot.

```

DATA LIST FREE/
  Q22      clientim  engaged  .
BEGIN DATA.
  -.3764   -.7404    4.0104
  .6236    -.7404    3.5549
  -.3764    .0000    4.2053
  .6236    .0000    4.0179
  -.3764    .6292    4.3709
  .6236    .6292    4.4114
END DATA.
GRAPH/SCATTERPLOT=

```

clientim WITH engaged BY Q22 .

OUTCOME VARIABLE:

burnout

Model Summary

	R	R-sq	MSE	F	df1	df2	
p	.4053	.1642	.3445	17.1948	2.0000	175.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	2.0529	.3121	6.5784	.0000	1.4370	2.6688
Q22	-.0456	.0924	-.4934	.6223	-.2279	.1367
engaged	.4231	.0748	5.6537	.0000	.2754	.5709

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI
-.0456	.0924	-.4934	.6223	-.2279	.1367

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

Q22 -> engaged -> burnout

clientim	Effect	BootSE	BootLLCI	BootULCI
-.7404	-.1927	.0784	-.3589	-.0499
.0000	-.0793	.0392	-.1676	-.0142
.6292	.0171	.0435	-.0756	.0976

Index of moderated mediation:

	Index	BootSE	BootLLCI	BootULCI
clientim	.1532	.0704	.0166	.2955

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:

95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:

5000

W values in conditional tables are 1 SD below the mean, the mean, and the maximum.

NOTE: One SD above the mean is above the maximum observed in the data for W

,

so the maximum measurement for W is used for conditioning instead.

NOTE: The following variables were mean centered prior to analysis:
clientim Q22

WARNING: Variables names longer than eight characters can produce incorrect output when some variables in the data file have the same first eight characters. Shorter variable names are recommended. By using this output, you are accepting all risk and consequences of interpreting or reporting results that may be incorrect .

----- END MATRIX -----

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