

Table SM 2

Results of the lagged and synchronous effects models estimating within-startup effects

| | Lagged effects | | Synchronous effects | |
|--|----------------|-------|---------------------|-------|
| | B | p | B | p |
| <i>Predictors</i> | | | | |
| Time | -0.009 | 0.655 | -0.003 | 0.864 |
| Perceived business impairment | 0.066 | 0.521 | 0.271** | 0.008 |
| Perceived business impairment (group mean) | 0.191 | 0.368 | 0.001 | 0.996 |
| Compassion fatigue (autoregressive effect) | 0.134 | 0.066 | 0.109 | 0.124 |
| | EDF | p | EDF | p |
| <i>Random effects</i> | | | | |
| Random intercept | 28.00*** | 0.000 | 28.39*** | 0.000 |
| Pseudo-R ² | 72.60% | | 74.00% | |

Note. EDF = effective degrees of freedom; *p < .05, **p < .01, ***p < .001