WORK2 CCLIM1 WORK1 ROLEC2 ROLEC1 ROLEA1 ROLEA2 CCLIM2 CCLIM3 F4CLIM F3WORK F2ROLC F1ROLA CCLIM4 DP2 DP1 DEC1 F5DEC F11DP ) DEC2 EE3 SSUP1 F10EE EE2 F6SSUP SSUP2 EE1 F8SELF SELF1 F12PA SELF3 PA1 SELF2 F9ELC PA3 ELC1 ELC5 PA2 ELC3 ELC2 ELC4

Figure 12. Final model of teacher burnout

Notes: Red arrow indicates factor residuals; gray arrow indicates error residuals; blue arrow indicates regression path; black arrow indicates factor loading