CCLIM1 WORK1 ROLEC2 ROLEA2 ROLEA1 CCLIM2 ROLEC1 WORK2 CCLIM3 F3CLIM F2ROWO F1ROLA CCLIM4 DP2 DP1 DEC1 F4DEC F10DP DEC2 EE3 SSUP1 F9EE EE2 F5SSUP SSUP2 EE1 F7SELF SELF1 F11PA SELF3 PA1 SELF2 F8ELC PA3 F6PSUP ELC5 ELC1 PA2 PSUP2 PSUP1 ELC4 ELC3 ELC2

Figure 5. Model 2 of teacher burnout, modified from initial model

Notes: Red arrow indicates factor residuals; gray arrow indicates error residuals; Blue arrow indicates regression path; black arrow indicates factor loading; Newly merged factor is highlighted in orange