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 ELC5 ELC1 PA2 ELC4 ELC3 ELC2

Figure 12. Final model of teacher burnout

Notes: Red arrow indicates factor residuals; gray arrow indicates error residuals; black arrow indicates factor loading; blue arrow indicates originally hypothesized regression path; orange arrow indicates regression paths added over pos hoc analysis