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 F7PSUP ELC5 ELC1 PA2 PSUP2 PSUP1 ELC3 ELC2 ELC4

Figure 5. Hypothesized 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