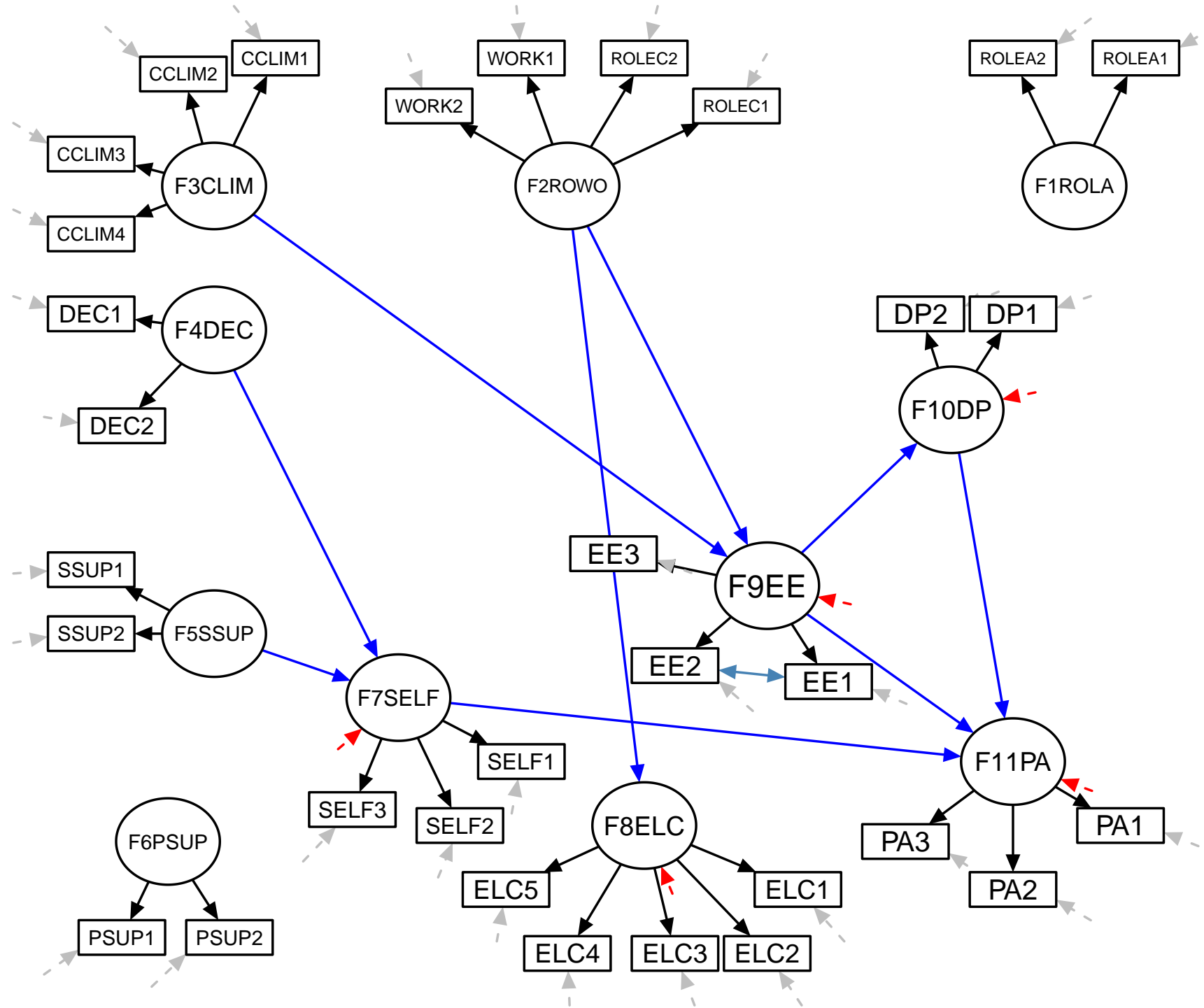Figure 8. Baseline model of elementary teacher burnout, modified from model 4

Notes: Red arrow indicates factor residuals; gray arrow indicates error residuals;
Blue arrow indicates regression path; black arrow indicates factor loading;
Covariance between items is highlighted in steelblue