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| Additional File 1. Descriptive statistics of the study variables per profession |
|  |  | Autonomous motivationMean rank | Job autonomyMean (SD) | InterdependenceMean (SD) |
|  | *n* | Baseline | Follow-up | Baseline | Follow-up | Baseline | Follow-up |
| Physicians  | 75 | 224 | 217 | 4.93 (1.06) | 4.84 (1.17) | 5.15 (0.93) | 5.20 (0.90) |
| Nurses | 154 | 237 | 233 | 4.91 (0.96) | 4.84 (1.09) | 4.45 (0.93) | 4.70 (0.92) |
| Allied HCPs | 145 | 227 | 234 | 4.61 (1.38) | 4.48 (1.40) | 4.50 (1.23) | 4.75 (1.22) |
| Administrative staff | 82 | 219 | 221 | 5.14 (1.21) | 5.16 (1.36) | 4.87 (1.10) | 5.13 (1.14) |