

Online Appendix Table 1. About Your Work

	Peer Specialists		VR Specialists		Test statistic <sup>a</sup>	p≤
	N	%	N	%		
Time in job					169.58	.001
< 6 months	29	19%	31	14%		
6-12 months	7	5%	156	70%		
> 12 months	113	76%	35	16%		
Hours per week					18.05	.001
1-30	17	11%	4	2%		
31-40	97	65%	176	80%		
>40	35	24%	41	19%		
Hours direct service to veterans					3.42	n.s.
Up to 20 hours per week	30	20%	29	13%		
21-30 hours per week	52	35%	87	39%		
> 31 hours per week	66	45%	105	48%		
Supervision hours					17.56	.001
None	19	13%	12	5%		
Up to 1 hour/week	44	30%	38	17%		
1-2 hours/week	48	32%	92	41%		
>2 hours/week	37	25%	80	36%		
Satisfaction with amt supervision	146	4.27±1.19	221	4.48±0.92	t=-1.8	.07
Work missed in past 6 months for medical reasons*					4.41	n.s.
None	68	48%	84	39%		
Up to 1 week	51	36%	102	47%		

1-2 weeks	16	11%	21	10%		
>2 weeks	8	6%	9	4%		
Work missed in past 6 months for mental health reasons*					4.86	n.s.
None	112	76%	179	82%		
Up to 1 week	20	14%	30	14%		
1-2 weeks	8	5%	4	2%		
>2 weeks	7	5%	6	3%		
Work missed in past 6 months for alcohol or drug reasons*					<1	n.s.
None	147	99%	218	99%		
Up to 1 week	0	0	0	0		
1-2 weeks	0	0	0	0		
>2 weeks	1	1%	1	1%		
Work missed in past 6 months for other reasons*					3.97	n.s.
None	101	69%	147	66%		
Up to 1 week	31	21%	62	28%		
1-2 weeks	11	7%	10	5%		
>2 weeks	4	3%	3	1%		
Total Work missed in past 6 months for all reasons*					19.26	.001
Up to 1 week	89	60%	133	60%		
1 – 2 wks	33	22%	74	33%		
2 - 3 weeks	22	15%	7	3%		
> 3 weeks	5	3.4%	8	4%		

\* Possible satisfaction ratings ranged from 1 (not at all satisfied)...5 (very satisfied)

<sup>a</sup> All test statistics are chi-squares except satisfaction with amount of supervision

df for chi-square tests = 1- number of categories; df for satisfaction with amount of supervision=367.

Online Appendix Table 2. Work Limitations and Job Burnout

	Peer Specialists		VR Specialists		t	df	p≤
	Mean	s.d.	Mean	s.d.			
Work Limitations <sup>a</sup>							
Time Management	1.71	.87	1.67	.88	<1	349	ns
Physical Demands	1.98	1.20	1.97	1.17	<1	352	ns
Mental-Interpersonal Demands	1.69	.89	1.66	.79	<1	360	ns
Output Demands	1.60	.92	1.57	.79	<1	357	ns
Burnout <sup>b</sup>							
Emotional Exhaustion <sup>c</sup>	2.43	1.22	2.43	1.20	<1	369	ns
Depersonalization <sup>c</sup>	1.50	.804	1.52	.724	<1	369	ns
Personal Accomplishments <sup>d</sup>	6.40	.635	6.31	.692	1.18	369	ns

<sup>a</sup>Possible scores for work limitations scores range from 1 to 5. Higher scores indicate more limitations.

<sup>b</sup>Possible burnout scores range from 1-7.

<sup>c</sup>Higher scores indicate higher levels of emotional exhaustion and depersonalization.

<sup>d</sup>Higher scores indicate greater sense of personal accomplishment (lower burnout).