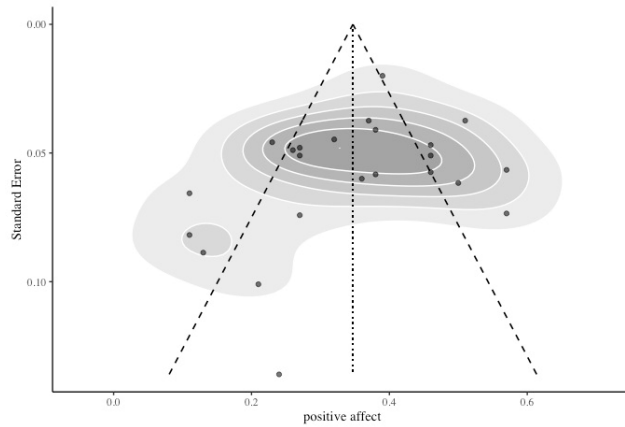


## File S1. Analyses of Publication Bias for Positive Affect and Emotional Exhaustion.

Significant tests for publication bias of the three-level meta-analyses of the outcomes *positive affect* and *emotional exhaustion*.

### a) Positive affect



**Figure S1a.** Test for publication bias on the three-level meta-analysis of positive affect.

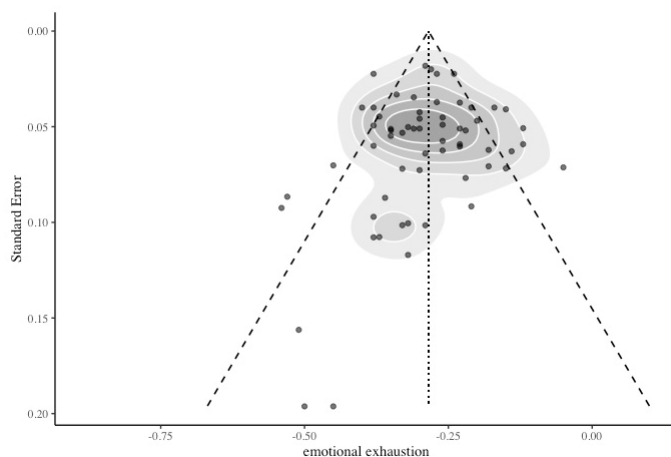
Egger's Test:  $z = -1.8205$ ,  $p = 0.07$

Trim and fill =

Estimated number of missing studies on the right side = 2,  $SE = 2.45$ ,  $p = 0.13$

Model results: estimate = 0.37,  $SE = 0.03$ ,  $p = <0.001$ ,  $CI [0.31; 0.43]$

### b) Emotional exhaustion



**Figure S1b.** Test for publication bias on the three-level meta-analysis of emotional exhaustion.

Egger's Test:  $z = -1.6615$ ,  $p = 0.10$

Trim and fill =

Estimated number of missing studies on the right side = 0,  $SE = 1.41$ ,  $p = 0.5$

Model results: estimate = -0.28,  $SE = 0.01$ ,  $p = <0.001$ ,  $CI [-0.31; -0.26]$