

Appendix

Qualitative Research in Medicine & Healthcare #7572

Perspectives of meaningful work in a high-burnout academic medical center: a discourse analysis

Supplementary Table A1. Physicians: *in vivo* codes of the use of the term *patient*.

...making a difference to	patients	
optimizing large scale systems to optimize	patient	care
Improving	patient's	lives
getting to help	patients	and help young faculty develop...
Having and impact on	patient	care
Giving back to	patients	
Research that affects	patient	care
Improving the life of my	patients	

Supplementary Table A2. Physicians: *in vivo* codes of the term *difference*.

I make a substantial	difference	[at my organization]
Making a	difference	in the function of the department
Making a	difference	to patients.
Making a	difference	that gets them back to work/family
Making a	difference	in the lives of patients and students
Making a positive	difference	in people's lives
The	difference	I make with patients.
When I make a	difference	in a patient's life

Supplementary Table A3. Physicians: *in vivo* codes of the term *helping*.

Satisfaction of	helping	others
Patient interaction,	helping	others
...reward of	helping	others
...love	helping	people
Providing good care to patients and	helping	them understand their illness
Realize I'm	helping	people reach their goals
Caring and	helping	others and families in times of need
...	helping	sick patients who are motivated to take...

Supplementary Table A4. Basic scientists: *in vivo* codes of the term *my*.

Seeing	my	faculty succeed
I can use	my	skills, which are mainly abstract, to make a real world difference
See the good result of	my	work, promotion of new discoveries
...expert in	my	area
	my	knowledge and work moves the field
	my	team members make new discoveries
...perceiving that	my	effort leads to something making discovery
...applicability of	my	work at hospitals
Learn something new everyday with	my	research