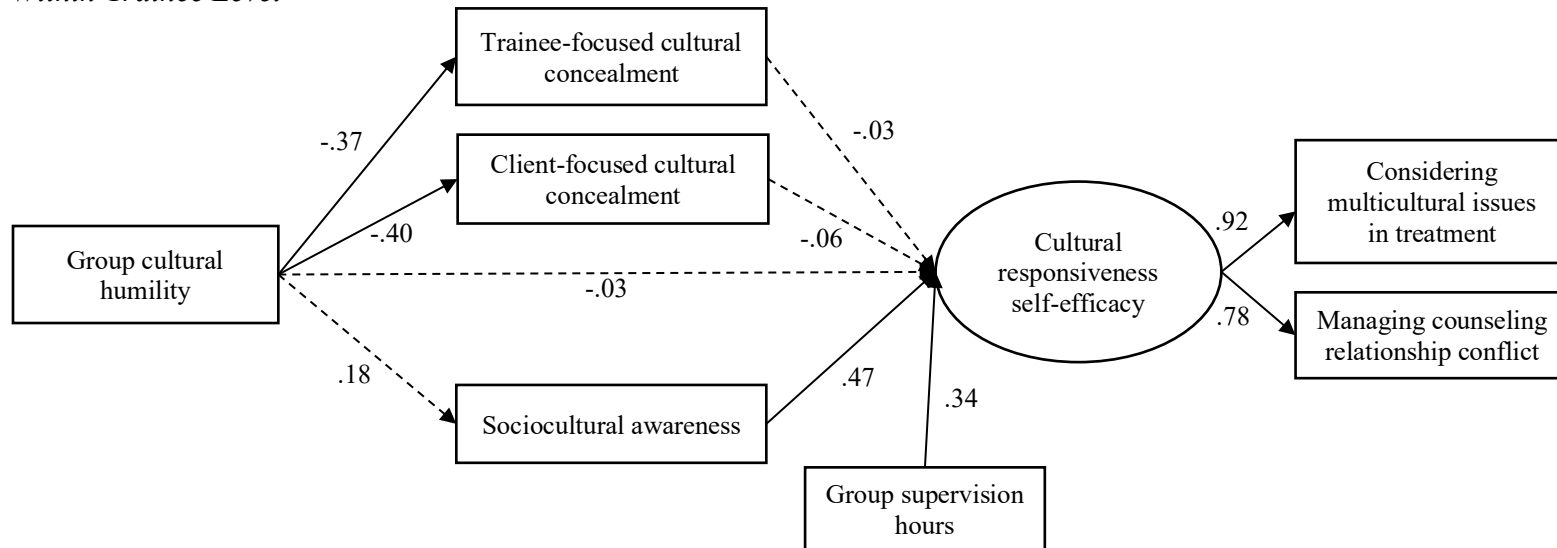


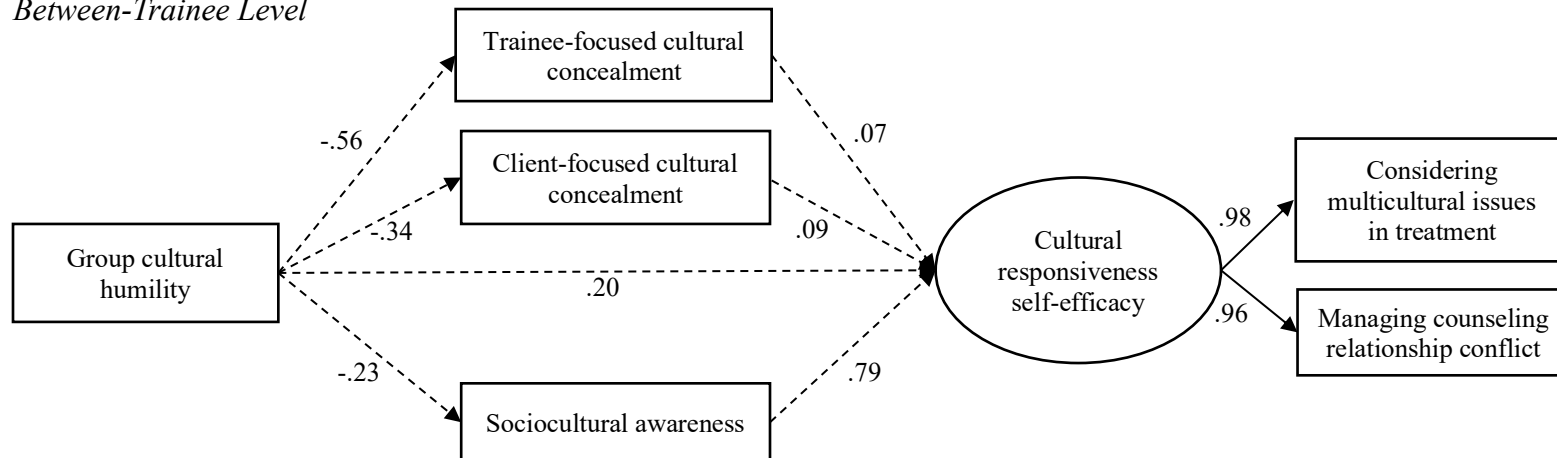
## Supplemental Material

**Figure S1** *Multilevel Mediation Model After Centering around Supervisor, Supervision Group, and Training Program*

*Within-Trainee Level*



*Between-Trainee Level*



*Note.* All coefficients shown in the figure are standardized. Solid lines indicate significant coefficients and dashed lines indicate non-significant coefficients according to 95% credible interval.