Table 1 Level 1

```
RELIABILITY
  /VARIABLES=dep1, dep2, dep3
  /FORMAT=NOLABELS
  /SCALE(ALPHA)=ALL/MODEL=ALPHA
  /SUMMARY=TOTAL .
```

Reliability

Scale: ALPHA

Case Processing Summary

		N	%
Cases	Valid	203	100.0
	Excluded[a]	0	.0
	Total	203	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.824	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Depletion1	6.48	9.330	.718	.723
Depletion2	5.70	7.952	.677	.776
Depletion3	6.63	10.087	.667	.774

```
RELIABILITY
  /VARIABLES=call1, call2, call3
  /FORMAT=NOLABELS
  /SCALE(ALPHA)=ALL/MODEL=ALPHA
  /SUMMARY=TOTAL .
```

Reliability

Scale: ALPHA

Case Processing Summary

		N	%
Cases	Valid	203	100.0
	Excluded[a]	0	.0
	Total	203	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.899	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Occupational calling1	12.50	2.687	.737	.925
Occupational calling2	12.25	2.892	.833	.830
Occupational calling3	12.24	2.954	.852	.820

DESCRIPTIVES VARIABLES=day dep blue call
  /STATISTICS=MEAN STDDEV MIN MAX.

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Study day	203	1	5	3.07	1.514
Daily depletion	203	1.00	7.00	3.1346	1.44782
Daily number of code blue events	203	0	3	.16	.432
Daily occupational calling	203	4.00	7.00	6.1642	.82278
Valid N (listwise)	203				

CORRELATIONS
  /VARIABLES=day dep blue call
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.

Correlations

Correlations

		Study day	Daily depletion	Daily number of code blue events
Study day	Pearson Correlation	1	.009	-.123
	Sig. (2-tailed)		.904	.080
	N	203	203	203
Daily depletion	Pearson Correlation	.009	1	.044
	Sig. (2-tailed)	.904		.533
	N	203	203	203
Daily number of code blue events	Pearson Correlation	-.123	.044	1
	Sig. (2-tailed)	.080	.533	
	N	203	203	203
Daily occupational calling	Pearson Correlation	-.123	-.271[**]	.236[**]
	Sig. (2-tailed)	.080	.000	.001
	N	203	203	203

Correlations

		Daily occupational calling
Study day	Pearson Correlation	-.123
	Sig. (2-tailed)	.080
	N	203
Daily depletion	Pearson Correlation	-.271[**]
	Sig. (2-tailed)	.000
	N	203
Daily number of code blue events	Pearson Correlation	.236[**]
	Sig. (2-tailed)	.001
	N	203
Daily occupational calling	Pearson Correlation	1
	Sig. (2-tailed)	
	N	203

**. Correlation is significant at the 0.01 level (2-tailed).

Table 1 Level 2

```
RELIABILITY
  /VARIABLES=pros1, pros2, pros3, pros4
  /FORMAT=NOLABELS
  /SCALE(ALPHA)=ALL/MODEL=ALPHA
  /SUMMARY=TOTAL .
```

Reliability

Scale: ALPHA

Case Processing Summary

		N	%
Cases	Valid	66	100.0
	Excluded[a]	0	.0
	Total	66	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.930	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Prosocial motivation1	19.4545	3.729	.832	.910
Prosocial motivation2	19.4091	3.907	.823	.914
Prosocial motivation3	19.4545	3.390	.887	.892
Prosocial motivation4	19.4091	3.692	.810	.917

```
CORRELATIONS
  /VARIABLES=perfa perfb
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Correlations

		Job performance rated by head nurse A	Job performance rated by head nurse B
Job performance rated by head nurse A	Pearson Correlation	1	.732**
	Sig. (2-tailed)		.000
	N	66	66
Job performance rated by head nurse B	Pearson Correlation	.732**	1
	Sig. (2-tailed)	.000	
	N	66	66

**. Correlation is significant at the 0.01 level (2-tailed).

DESCRIPTIVES VARIABLES=gender age tenure icu dep blue pros call callsd perf
  /STATISTICS=MEAN STDDEV MIN MAX.

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Gender	66	.00	.00	.0000	.00000
Age	66	25.00	45.00	31.8030	4.78530
Nurse tenure	66	2.00	25.00	9.0303	5.42138
ICU work experience	66	.00	1.00	.6970	.46309
Average level of depletion	66	1.00	6.17	3.2784	1.28274
Average number of code blue events	66	.00	1.50	.1705	.29890
Prosocial motivation	66	5.00	7.00	6.4773	.63204
Average level of occupational calling	66	4.44	7.00	6.1380	.69455
Occupational calling variability	66	.00	2.12	.4383	.42331
Job performance	66	82.00	93.50	86.0833	3.57296
Valid N (listwise)	66				

CORRELATIONS
  /VARIABLES=gender age tenure icu dep blue pros call callsd perf
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.

Correlations

Correlations

		Gender	Age	Nurse tenure
Gender	Pearson Correlation	.[a]	.[a]	.[a]
	Sig. (2-tailed)		.	.
	N	66	66	66
Age	Pearson Correlation	.[a]	1	.972[**]
	Sig. (2-tailed)	.		.000
	N	66	66	66
Nurse tenure	Pearson Correlation	.[a]	.972[**]	1
	Sig. (2-tailed)	.	.000	
	N	66	66	66
ICU work experience	Pearson Correlation	.[a]	.195	.197
	Sig. (2-tailed)	.	.117	.113
	N	66	66	66
Average level of depletion	Pearson Correlation	.[a]	-.193	-.212
	Sig. (2-tailed)	.	.121	.088
	N	66	66	66
Average number of code blue events	Pearson Correlation	.[a]	-.092	-.078
	Sig. (2-tailed)	.	.462	.532
	N	66	66	66
Prosocial motivation	Pearson Correlation	.[a]	-.139	-.087
	Sig. (2-tailed)	.	.266	.488
	N	66	66	66
Average level of occupational calling	Pearson Correlation	.[a]	.037	.118
	Sig. (2-tailed)	.	.765	.346
	N	66	66	66
Occupational calling variability	Pearson Correlation	.[a]	-.305[*]	-.342[**]
	Sig. (2-tailed)	.	.013	.005
	N	66	66	66
Job performance	Pearson Correlation	.[a]	.209	.253[*]
	Sig. (2-tailed)	.	.092	.041
	N	66	66	66

Correlations

		ICU work experience	Average level of depletion	Average number of code blue events
Gender	Pearson Correlation	.^a	.^a	.^a
	Sig. (2-tailed)	.	.	.
	N	66	66	66
Age	Pearson Correlation	.195	-.193	-.092
	Sig. (2-tailed)	.117	.121	.462
	N	66	66	66
Nurse tenure	Pearson Correlation	.197	-.212	-.078
	Sig. (2-tailed)	.113	.088	.532
	N	66	66	66
ICU work experience	Pearson Correlation	1	-.037	-.160
	Sig. (2-tailed)		.770	.199
	N	66	66	66
Average level of depletion	Pearson Correlation	-.037	1	.011
	Sig. (2-tailed)	.770		.927
	N	66	66	66
Average number of code blue events	Pearson Correlation	-.160	.011	1
	Sig. (2-tailed)	.199	.927	
	N	66	66	66
Prosocial motivation	Pearson Correlation	-.011	-.255[*]	.201
	Sig. (2-tailed)	.932	.039	.106
	N	66	66	66
Average level of occupational calling	Pearson Correlation	-.074	-.299[*]	.217
	Sig. (2-tailed)	.555	.015	.081
	N	66	66	66
Occupational calling variability	Pearson Correlation	-.059	.361^{**}	-.021
	Sig. (2-tailed)	.640	.003	.869
	N	66	66	66
Job performance	Pearson Correlation	-.133	-.219	-.103
	Sig. (2-tailed)	.286	.077	.412
	N	66	66	66

Correlations

		Prosocial motivation	Average level of occupational calling	Occupational calling variability
Gender	Pearson Correlation	.[a]	.[a]	.[a]
	Sig. (2-tailed)	.	.	.
	N	66	66	66
Age	Pearson Correlation	-.139	.037	-.305[*]
	Sig. (2-tailed)	.266	.765	.013
	N	66	66	66
Nurse tenure	Pearson Correlation	-.087	.118	-.342[**]
	Sig. (2-tailed)	.488	.346	.005
	N	66	66	66
ICU work experience	Pearson Correlation	-.011	-.074	-.059
	Sig. (2-tailed)	.932	.555	.640
	N	66	66	66
Average level of depletion	Pearson Correlation	-.255[*]	-.299[*]	.361[**]
	Sig. (2-tailed)	.039	.015	.003
	N	66	66	66
Average number of code blue events	Pearson Correlation	.201	.217	-.021
	Sig. (2-tailed)	.106	.081	.869
	N	66	66	66
Prosocial motivation	Pearson Correlation	1	.690[**]	-.292[*]
	Sig. (2-tailed)		.000	.017
	N	66	66	66
Average level of occupational calling	Pearson Correlation	.690[**]	1	-.394[**]
	Sig. (2-tailed)	.000		.001
	N	66	66	66
Occupational calling variability	Pearson Correlation	-.292[*]	-.394[**]	1
	Sig. (2-tailed)	.017	.001	
	N	66	66	66
Job performance	Pearson Correlation	.275[*]	.467[**]	-.430[**]
	Sig. (2-tailed)	.025	.000	.000
	N	66	66	66

Correlations

		Job performance
Gender	Pearson Correlation	.[a]
	Sig. (2-tailed)	.
	N	66
Age	Pearson Correlation	.209
	Sig. (2-tailed)	.092
	N	66
Nurse tenure	Pearson Correlation	.253[*]
	Sig. (2-tailed)	.041
	N	66
ICU work experience	Pearson Correlation	-.133
	Sig. (2-tailed)	.286
	N	66
Average level of depletion	Pearson Correlation	-.219
	Sig. (2-tailed)	.077
	N	66
Average number of code blue events	Pearson Correlation	-.103
	Sig. (2-tailed)	.412
	N	66
Prosocial motivation	Pearson Correlation	.275[*]
	Sig. (2-tailed)	.025
	N	66
Average level of occupational calling	Pearson Correlation	.467[**]
	Sig. (2-tailed)	.000
	N	66
Occupational calling variability	Pearson Correlation	-.430[**]
	Sig. (2-tailed)	.000
	N	66
Job performance	Pearson Correlation	1
	Sig. (2-tailed)	
	N	66

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

a. Cannot be computed because at least one of the variables is constant.

Table 2

c:\calling\full model.out

```
Mplus VERSION 8
MUTHEN & MUTHEN
09/05/2020   3:35 PM

INPUT INSTRUCTIONS

  Data: File is daily.csv;

  VARIABLE:
  NAMES ARE
  interid intraid
  day blue
  call1 call2 call3
  dep1 dep2 dep3
  pros1 pros2 pros3 pros4
  perfa perfb
  gender age tenure icu
  call dep pros perf
  callsd;


  USEVARIABLES ARE
  interid
  day blue icu
  dep
  call callsd pros perf;


  CLUSTER=interid;

  BETWEEN=icu pros callsd perf;
  WITHIN=day dep blue;

  ANALYSIS:
  TYPE=TWOLEVEL;


  DEFINE:
  CENTER icu pros(GRANDMEAN);
  CENTER dep blue(GROUPMEAN);


  MODEL:
  %WITHIN%
  call ON day dep
          blue;

  %BETWEEN%
  call ON icu
          pros(a1);
  callsd ON icu
            pros(a2);
  perf ON icu
          pros
          call(b1)
          callsd(b2);

  MODEL CONSTRAINT:
  NEW(ind1 ind2);
  ind1=a1*b1;
  ind2=a2*b2;

  OUTPUT:
```

---

tech1 tech3 cinterval standardized;

*** WARNING
  One or more individual-level variables have no variation within a
  cluster for the following clusters.

     Variable   Cluster IDs with no within-cluster variation

      CALL   14 15 50 54 63 39 23 12 7 17 59 61 49 57 58

   1 WARNING(S) FOUND IN THE INPUT INSTRUCTIONS

SUMMARY OF ANALYSIS

Number of groups   1
Number of observations   203

Number of dependent variables   3
Number of independent variables   5
Number of continuous latent variables   0

Observed dependent variables

  Continuous
   CALLSD   PERF   CALL

Observed independent variables
   DAY   BLUE   ICU   DEP   PROS

Variables with special functions

  Cluster variable   INTERID

  Within variables
   DAY   BLUE   DEP

  Between variables
   ICU   CALLSD   PROS   PERF

  Centering (GRANDMEAN)
   ICU   PROS

  Centering (GROUPMEAN)
   DEP   BLUE

Estimator   MLR
Information matrix   OBSERVED
Maximum number of iterations   100
Convergence criterion   0.100D-05
Maximum number of EM iterations   500
Convergence criteria for the EM algorithm
  Loglikelihood change   0.100D-02
  Relative loglikelihood change   0.100D-05
  Derivative   0.100D-03
Minimum variance   0.100D-03
Maximum number of steepest descent iterations   20
Maximum number of iterations for H1   2000

| Convergence criterion for H1 | 0.100D-03 |
| Optimization algorithm | EMA |

Input data file(s)
  daily.csv
Input data format FREE

SUMMARY OF DATA

      Number of clusters   66

      Average cluster size   3.076

      Estimated Intraclass Correlations for the Y Variables

                Intraclass
      Variable Correlation

      CALL   0.584

UNIVARIATE SAMPLE STATISTICS

   UNIVARIATE HIGHER-ORDER MOMENT DESCRIPTIVE STATISTICS

| Variable/ | Mean/ | Skewness/ | Minimum/ | % with | | Percentiles | |
Sample Size	Variance	Kurtosis	Maximum	Min/Max	20%/60%	40%/80%	Median
CALLSD	0.438	1.643	0.000	22.73%	0.000	0.236	0.385
66.000	0.176	3.777	2.121	1.52%	0.471	0.707	
PERF	86.083	0.579	82.000	19.70%	82.000	84.500	84.500
66.000	12.573	-0.919	93.500	1.52%	86.000	89.000	
CALL	6.164	-0.617	4.000	1.97%	5.333	6.000	6.333
203.000	0.674	-0.658	7.000	35.96%	6.667	7.000	
DAY	3.069	0.072	1.000	18.23%	2.000	2.000	3.000
203.000	2.281	-1.496	5.000	29.06%	4.000	5.000	
BLUE	0.000	0.986	-1.500	0.49%	-0.200	0.000	0.000
203.000	0.113	5.757	1.500	0.49%	0.000	0.000	
DEP	0.000	-0.002	-2.750	0.49%	-0.444	-0.133	0.000
203.000	0.477	1.675	2.000	0.49%	0.000	0.467	
ICU	0.000	-0.857	-0.697	30.30%	-0.697	0.303	0.303
66.000	0.211	-1.265	0.303	69.70%	0.303	0.303	
PROS	0.000	-0.904	-1.477	6.06%	-0.477	-0.227	0.273
66.000	0.393	-0.296	0.523	48.48%	0.523	0.523	

THE MODEL ESTIMATION TERMINATED NORMALLY

MODEL FIT INFORMATION

Number of Free Parameters   18

Loglikelihood

      H0 Value   -382.612
      H0 Scaling Correction Factor   1.1764
         for MLR

```
          H1 Value                            -379.269
          H1 Scaling Correction Factor           1.2188
             for MLR
```

Information Criteria

```
          Akaike (AIC)                         801.223
          Bayesian (BIC)                       860.861
          Sample-Size Adjusted BIC             803.832
             (n* = (n + 2) / 24)
```

Chi-Square Test of Model Fit

```
          Value                                  3.374*
          Degrees of Freedom                         1
          P-Value                               0.0662
          Scaling Correction Factor             1.9818
             for MLR
```

*   The chi-square value for MLM, MLMV, MLR, ULSMV, WLSM and WLSMV cannot be used
    for chi-square difference testing in the regular way. MLM, MLR and WLSM
    chi-square difference testing is described on the Mplus website. MLMV, WLSMV,
    and ULSMV difference testing is done using the DIFFTEST option.

RMSEA (Root Mean Square Error Of Approximation)

```
          Estimate                               0.108
```

CFI/TLI

```
          CFI                                    0.969
          TLI                                    0.633
```

Chi-Square Test of Model Fit for the Baseline Model

```
          Value                                 89.558
          Degrees of Freedom                        12
          P-Value                               0.0000
```

SRMR (Standardized Root Mean Square Residual)

```
          Value for Within                       0.001
          Value for Between                      0.067
```

MODEL RESULTS

```
                                                      Two-Tailed
                        Estimate     S.E.  Est./S.E.    P-Value
```

Within Level

```
 CALL       ON
    DAY                   -0.049    0.026     -1.865      0.062
    DEP                   -0.066    0.054     -1.229      0.219
    BLUE                   0.332    0.105      3.152      0.002

 Residual Variances
    CALL                   0.256    0.056      4.562      0.000
```

Between Level

CALL   ON
    ICU   -0.085   0.119   -0.712   0.476
    PROS   0.768   0.084   9.110   0.000

CALLSD   ON
    ICU   -0.056   0.109   -0.517   0.605
    PROS   -0.196   0.096   -2.033   0.042

PERF   ON
    ICU   -0.889   0.906   -0.981   0.327
    PROS   -1.337   0.934   -1.432   0.152
    CALL   3.095   1.145   2.703   0.007
    CALLSD   -2.583   0.886   -2.915   0.004

Intercepts
    CALLSD   0.438   0.049   8.881   0.000
    PERF   67.760   7.327   9.248   0.000
    CALL   6.286   0.090   69.955   0.000

Residual Variances
    CALLSD   0.161   0.042   3.809   0.000
    PERF   8.221   1.209   6.801   0.000
    CALL   0.157   0.046   3.422   0.001

New/Additional Parameters
    IND1   2.378   0.876   2.714   0.007
    IND2   0.506   0.238   2.121   0.034

STANDARDIZED MODEL RESULTS

STDYX Standardization

	Estimate	S.E.	Est./S.E.	Two-Tailed P-Value

Within Level

CALL   ON
    DAY   -0.142   0.072   -1.964   0.050
    DEP   -0.087   0.070   -1.243   0.214
    BLUE   0.211   0.066   3.206   0.001

Residual Variances
    CALL   0.925   0.031   29.503   0.000

Between Level

CALL   ON
    ICU   -0.062   0.088   -0.708   0.479
    PROS   0.771   0.073   10.584   0.000

CALLSD   ON
    ICU   -0.062   0.117   -0.526   0.599
    PROS   -0.292   0.121   -2.420   0.016

PERF   ON
    ICU   -0.118   0.119   -0.992   0.321
    PROS   -0.242   0.171   -1.418   0.156
    CALL   0.560   0.196   2.855   0.004
    CALLSD   -0.314   0.083   -3.785   0.000

```
Intercepts
  CALLSD            1.043      0.117      8.945      0.000
  PERF             19.592      2.613      7.498      0.000
  CALL             10.051      0.898     11.198      0.000

Residual Variances
  CALLSD            0.911      0.078     11.754      0.000
  PERF              0.687      0.090      7.606      0.000
  CALL              0.401      0.107      3.740      0.000
```

STDY Standardization

		Estimate	S.E.	Est./S.E.	Two-Tailed P-Value

Within Level

```
CALL       ON
  DAY              -0.094      0.048     -1.973      0.049
  DEP              -0.125      0.101     -1.246      0.213
  BLUE              0.630      0.194      3.243      0.001

Residual Variances
  CALL              0.925      0.031     29.503      0.000
```

Between Level

```
CALL       ON
  ICU              -0.136      0.191     -0.710      0.478
  PROS              1.229      0.125      9.822      0.000

CALLSD     ON
  ICU              -0.134      0.255     -0.526      0.599
  PROS             -0.466      0.189     -2.466      0.014

PERF       ON
  ICU              -0.257      0.258     -0.996      0.319
  PROS             -0.387      0.271     -1.427      0.153
  CALL              0.560      0.196      2.855      0.004
  CALLSD           -0.314      0.083     -3.785      0.000

Intercepts
  CALLSD            1.043      0.117      8.945      0.000
  PERF             19.592      2.613      7.498      0.000
  CALL             10.051      0.898     11.198      0.000

Residual Variances
  CALLSD            0.911      0.078     11.754      0.000
  PERF              0.687      0.090      7.606      0.000
  CALL              0.401      0.107      3.740      0.000
```

STD Standardization

		Estimate	S.E.	Est./S.E.	Two-Tailed P-Value

Within Level

```
CALL       ON
  DAY              -0.049      0.026     -1.865      0.062
  DEP              -0.066      0.054     -1.229      0.219
```

BLUE	0.332	0.105	3.152	0.002

Residual Variances
CALL	0.256	0.056	4.562	0.000

Between Level

CALL   ON
ICU	-0.085	0.119	-0.712	0.476
PROS	0.768	0.084	9.110	0.000

CALLSD   ON
ICU	-0.056	0.109	-0.517	0.605
PROS	-0.196	0.096	-2.033	0.042

PERF   ON
ICU	-0.889	0.906	-0.981	0.327
PROS	-1.337	0.934	-1.432	0.152
CALL	3.095	1.145	2.703	0.007
CALLSD	-2.583	0.886	-2.915	0.004

Intercepts
CALLSD	0.438	0.049	8.881	0.000
PERF	67.760	7.327	9.248	0.000
CALL	6.286	0.090	69.955	0.000

Residual Variances
CALLSD	0.161	0.042	3.809	0.000
PERF	8.221	1.209	6.801	0.000
CALL	0.157	0.046	3.422	0.001

R-SQUARE

Within Level

Observed Variable	Estimate	S.E.	Est./S.E.	Two-Tailed P-Value
CALL	0.075	0.031	2.400	0.016

Between Level

Observed Variable	Estimate	S.E.	Est./S.E.	Two-Tailed P-Value
CALLSD	0.089	0.078	1.147	0.252
PERF	0.313	0.090	3.461	0.001
CALL	0.599	0.107	5.582	0.000

QUALITY OF NUMERICAL RESULTS

    Condition Number for the Information Matrix   0.149E-04
       (ratio of smallest to largest eigenvalue)

CONFIDENCE INTERVALS OF MODEL RESULTS

	Lower .5%	Lower 2.5%	Lower 5%	Estimate	Upper 5%	Upper 2.5%	Upper .5%

Within Level

CALL	ON							
	DAY	-0.118	-0.101	-0.093	-0.049	-0.006	0.003	0.019
	DEP	-0.204	-0.171	-0.154	-0.066	0.022	0.039	0.072
	BLUE	0.061	0.125	0.159	0.332	0.505	0.538	0.602
Residual Variances								
	CALL	0.112	0.146	0.164	0.256	0.349	0.366	0.401
Between Level								
CALL	ON							
	ICU	-0.391	-0.318	-0.281	-0.085	0.111	0.149	0.222
	PROS	0.551	0.603	0.630	0.768	0.907	0.934	0.986
CALLSD	ON							
	ICU	-0.338	-0.271	-0.236	-0.056	0.123	0.158	0.225
	PROS	-0.444	-0.385	-0.354	-0.196	-0.037	-0.007	0.052
PERF	ON							
	ICU	-3.223	-2.665	-2.379	-0.889	0.602	0.887	1.445
	PROS	-3.742	-3.167	-2.873	-1.337	0.199	0.493	1.068
	CALL	0.146	0.851	1.212	3.095	4.979	5.339	6.044
	CALLSD	-4.866	-4.320	-4.041	-2.583	-1.125	-0.846	-0.300
Intercepts								
	CALLSD	0.311	0.342	0.357	0.438	0.520	0.535	0.565
	PERF	48.888	53.399	55.707	67.760	79.812	82.120	86.632
	CALL	6.054	6.110	6.138	6.286	6.434	6.462	6.517
Residual Variances								
	CALLSD	0.052	0.078	0.091	0.161	0.230	0.244	0.270
	PERF	5.107	5.852	6.233	8.221	10.209	10.590	11.334
	CALL	0.039	0.067	0.081	0.157	0.232	0.247	0.275
New/Additional Parameters								
	IND1	0.121	0.661	0.937	2.378	3.820	4.096	4.635
	IND2	-0.108	0.038	0.114	0.506	0.898	0.973	1.120

CONFIDENCE INTERVALS OF STANDARDIZED MODEL RESULTS

STDYX Standardization

		Lower .5%	Lower 2.5%	Lower 5%	Estimate	Upper 5%	Upper 2.5%	Upper .5%
Within Level								
CALL	ON							
	DAY	-0.328	-0.283	-0.260	-0.142	-0.023	0.000	0.044
	DEP	-0.266	-0.223	-0.201	-0.087	0.028	0.050	0.093
	BLUE	0.042	0.082	0.103	0.211	0.320	0.341	0.381
Residual Variances								
	CALL	0.844	0.863	0.873	0.925	0.976	0.986	1.006
Between Level								
CALL	ON							
	ICU	-0.289	-0.235	-0.207	-0.062	0.082	0.110	0.164
	PROS	0.583	0.628	0.651	0.771	0.890	0.913	0.958
CALLSD	ON							

	Lower .5%	Lower 2.5%	Lower 5%	Estimate	Upper 5%	Upper 2.5%	Upper .5%
ICU	−0.364	−0.292	−0.255	−0.062	0.131	0.168	0.241
PROS	−0.604	−0.529	−0.491	−0.292	−0.094	−0.056	0.019
PERF ON							
ICU	−0.425	−0.351	−0.314	−0.118	0.078	0.115	0.189
PROS	−0.683	−0.578	−0.524	−0.242	0.039	0.093	0.198
CALL	0.055	0.175	0.237	0.560	0.882	0.944	1.065
CALLSD	−0.527	−0.476	−0.450	−0.314	−0.177	−0.151	−0.100
Intercepts							
CALLSD	0.743	0.815	0.852	1.043	1.235	1.272	1.344
PERF	12.862	14.471	15.294	19.592	23.890	24.713	26.322
CALL	7.739	8.292	8.574	10.051	11.527	11.810	12.363
Residual Variances							
CALLSD	0.711	0.759	0.784	0.911	1.039	1.063	1.111
PERF	0.455	0.510	0.539	0.687	0.836	0.864	0.920
CALL	0.125	0.191	0.225	0.401	0.578	0.611	0.678

STDY Standardization

	Lower .5%	Lower 2.5%	Lower 5%	Estimate	Upper 5%	Upper 2.5%	Upper .5%
Within Level							
CALL ON							
DAY	−0.216	−0.187	−0.172	−0.094	−0.016	−0.001	0.029
DEP	−0.385	−0.323	−0.291	−0.125	0.040	0.072	0.134
BLUE	0.130	0.249	0.310	0.630	0.949	1.011	1.130
Residual Variances							
CALL	0.844	0.863	0.873	0.925	0.976	0.986	1.006
Between Level							
CALL ON							
ICU	−0.627	−0.510	−0.450	−0.136	0.179	0.239	0.356
PROS	0.906	0.983	1.023	1.229	1.434	1.474	1.551
CALLSD ON							
ICU	−0.791	−0.634	−0.554	−0.134	0.285	0.366	0.523
PROS	−0.953	−0.837	−0.777	−0.466	−0.155	−0.096	0.021
PERF ON							
ICU	−0.922	−0.763	−0.682	−0.257	0.168	0.249	0.408
PROS	−1.084	−0.917	−0.832	−0.387	0.059	0.144	0.311
CALL	0.055	0.175	0.237	0.560	0.882	0.944	1.065
CALLSD	−0.527	−0.476	−0.450	−0.314	−0.177	−0.151	−0.100
Intercepts							
CALLSD	0.743	0.815	0.852	1.043	1.235	1.272	1.344
PERF	12.862	14.471	15.294	19.592	23.890	24.713	26.322
CALL	7.739	8.292	8.574	10.051	11.527	11.810	12.363
Residual Variances							
CALLSD	0.711	0.759	0.784	0.911	1.039	1.063	1.111
PERF	0.455	0.510	0.539	0.687	0.836	0.864	0.920
CALL	0.125	0.191	0.225	0.401	0.578	0.611	0.678

STD Standardization

	Lower .5%	Lower 2.5%	Lower 5%	Estimate	Upper 5%	Upper 2.5%	Upper .5%
Within Level							
CALL ON							
DAY	-0.118	-0.101	-0.093	-0.049	-0.006	0.003	0.019
DEP	-0.204	-0.171	-0.154	-0.066	0.022	0.039	0.072
BLUE	0.061	0.125	0.159	0.332	0.505	0.538	0.602
Residual Variances							
CALL	0.112	0.146	0.164	0.256	0.349	0.366	0.401
Between Level							
CALL ON							
ICU	-0.391	-0.318	-0.281	-0.085	0.111	0.149	0.222
PROS	0.551	0.603	0.630	0.768	0.907	0.934	0.986
CALLSD ON							
ICU	-0.338	-0.271	-0.236	-0.056	0.123	0.158	0.225
PROS	-0.444	-0.385	-0.354	-0.196	-0.037	-0.007	0.052
PERF ON							
ICU	-3.223	-2.665	-2.379	-0.889	0.602	0.887	1.445
PROS	-3.742	-3.167	-2.873	-1.337	0.199	0.493	1.068
CALL	0.146	0.851	1.212	3.095	4.979	5.339	6.044
CALLSD	-4.866	-4.320	-4.041	-2.583	-1.125	-0.846	-0.300
Intercepts							
CALLSD	0.311	0.342	0.357	0.438	0.520	0.535	0.565
PERF	48.888	53.399	55.707	67.760	79.812	82.120	86.632
CALL	6.054	6.110	6.138	6.286	6.434	6.462	6.517
Residual Variances							
CALLSD	0.052	0.078	0.091	0.161	0.230	0.244	0.270
PERF	5.107	5.852	6.233	8.221	10.209	10.590	11.334
CALL	0.039	0.067	0.081	0.157	0.232	0.247	0.275

TECHNICAL 1 OUTPUT

   PARAMETER SPECIFICATION FOR WITHIN

       NU

CALL	DAY	BLUE	DEP
_____	_____	_____	_____
0	0	0	0

       LAMBDA

	CALL	DAY	BLUE	DEP
	_____	_____	_____	_____
CALL	0	0	0	0
DAY	0	0	0	0
BLUE	0	0	0	0
DEP	0	0	0	0

       THETA

	CALL	DAY	BLUE	DEP
	_____	_____	_____	_____

CALL	0			
DAY	0	0		
BLUE	0	0	0	
DEP	0	0	0	0

ALPHA

CALL	DAY	BLUE	DEP
0	0	0	0

BETA

	CALL	DAY	BLUE	DEP
CALL	0	1	2	3
DAY	0	0	0	0
BLUE	0	0	0	0
DEP	0	0	0	0

PSI

	CALL	DAY	BLUE	DEP
CALL	4			
DAY	0	0		
BLUE	0	0	0	
DEP	0	0	0	0

PARAMETER SPECIFICATION FOR BETWEEN

NU

CALLSD	PERF	CALL	ICU	PROS
0	0	0	0	0

LAMBDA

	CALLSD	PERF	CALL	ICU	PROS
CALLSD	0	0	0	0	0
PERF	0	0	0	0	0
CALL	0	0	0	0	0
ICU	0	0	0	0	0
PROS	0	0	0	0	0

THETA

	CALLSD	PERF	CALL	ICU	PROS
CALLSD	0				
PERF	0	0			
CALL	0	0	0		
ICU	0	0	0	0	
PROS	0	0	0	0	0

ALPHA

CALLSD	PERF	CALL	ICU	PROS
5	6	7	0	0

BETA

	CALLSD	PERF	CALL	ICU	PROS
CALLSD	0	0	0	8	9
PERF	10	0	11	12	13
CALL	0	0	0	14	15
ICU	0	0	0	0	0
PROS	0	0	0	0	0

PSI

	CALLSD	PERF	CALL	ICU	PROS
CALLSD	16				
PERF	0	17			
CALL	0	0	18		
ICU	0	0	0	0	
PROS	0	0	0	0	0

PARAMETER SPECIFICATION FOR THE ADDITIONAL PARAMETERS

NEW/ADDITIONAL PARAMETERS

IND1	IND2
19	20

STARTING VALUES FOR WITHIN

NU

CALL	DAY	BLUE	DEP
0.000	0.000	0.000	0.000

LAMBDA

	CALL	DAY	BLUE	DEP
CALL	1.000	0.000	0.000	0.000
DAY	0.000	1.000	0.000	0.000
BLUE	0.000	0.000	1.000	0.000
DEP	0.000	0.000	0.000	1.000

THETA

	CALL	DAY	BLUE	DEP
CALL	0.000			
DAY	0.000	0.000		
BLUE	0.000	0.000	0.000	
DEP	0.000	0.000	0.000	0.000

ALPHA

CALL	DAY	BLUE	DEP
0.000	0.000	0.000	0.000

BETA

	CALL	DAY	BLUE	DEP
CALL	0.000	0.000	0.000	0.000
DAY	0.000	0.000	0.000	0.000
BLUE	0.000	0.000	0.000	0.000
DEP	0.000	0.000	0.000	0.000

PSI

	CALL	DAY	BLUE	DEP
CALL	0.337			
DAY	0.000	1.140		
BLUE	0.000	0.000	0.056	
DEP	0.000	0.000	0.000	0.239

STARTING VALUES FOR BETWEEN

NU

CALLSD	PERF	CALL	ICU	PROS
0.000	0.000	0.000	0.000	0.000

LAMBDA

	CALLSD	PERF	CALL	ICU	PROS
CALLSD	1.000	0.000	0.000	0.000	0.000
PERF	0.000	1.000	0.000	0.000	0.000
CALL	0.000	0.000	1.000	0.000	0.000
ICU	0.000	0.000	0.000	1.000	0.000
PROS	0.000	0.000	0.000	0.000	1.000

THETA

	CALLSD	PERF	CALL	ICU	PROS
CALLSD	0.000				
PERF	0.000	0.000			
CALL	0.000	0.000	0.000		
ICU	0.000	0.000	0.000	0.000	
PROS	0.000	0.000	0.000	0.000	0.000

ALPHA

CALLSD	PERF	CALL	ICU	PROS
0.401	86.397	6.164	0.000	0.000

BETA

	CALLSD	PERF	CALL	ICU	PROS
CALLSD	0.000	0.000	0.000	0.000	0.000
PERF	0.000	0.000	0.000	0.000	0.000
CALL	0.000	0.000	0.000	0.000	0.000
ICU	0.000	0.000	0.000	0.000	0.000
PROS	0.000	0.000	0.000	0.000	0.000

```
        PSI
             CALLSD        PERF         CALL         ICU         PROS
             _____     _____     _____     _____     _____
 CALLSD        0.077
 PERF          0.000        6.523
 CALL          0.000        0.000        0.337
 ICU           0.000        0.000        0.000        0.107
 PROS          0.000        0.000        0.000        0.000        0.185
```

STARTING VALUES FOR THE ADDITIONAL PARAMETERS

```
        NEW/ADDITIONAL PARAMETERS
             IND1         IND2
             _____     _____
              0.500        0.500
```

TECHNICAL 3 OUTPUT

```
        ESTIMATED COVARIANCE MATRIX FOR PARAMETER ESTIMATES
                  1            2            3            4            5
             _____     _____     _____     _____     _____
      1    0.701504D-03
      2    0.699437D-03   0.110630D-01
      3    0.417695D-03   0.802922D-03   0.288348D-02
      4   -0.441509D-03   0.918990D-03  -0.405647D-03   0.315463D-02
      5   -0.304635D-03   0.137028D-02  -0.315070D-03   0.236197D-02   0.243619D-02
      6   -0.337462D-01  -0.605566D-03   0.493330D-01  -0.138563D+00  -0.966922D-01
      7   -0.178390D-02  -0.269747D-02  -0.957169D-03   0.349685D-03  -0.224380D-04
      8   -0.340546D-03  -0.178947D-02  -0.629464D-03  -0.598708D-03  -0.159845D-03
      9    0.399185D-03   0.839822D-03   0.806602D-04  -0.216167D-02  -0.158873D-02
     10   -0.390773D-02  -0.174611D-01  -0.149763D-01   0.242761D-01   0.171544D-01
     11    0.663463D-02   0.216711D-02  -0.618069D-02   0.200812D-01   0.139122D-01
     12    0.491290D-02  -0.482999D-02  -0.685821D-02   0.777437D-02   0.273907D-02
     13   -0.602933D-02  -0.281829D-02   0.177766D-02  -0.153640D-01  -0.101592D-01
     14    0.716276D-03  -0.534253D-03   0.133726D-02  -0.172820D-02  -0.161484D-02
     15    0.445765D-03   0.672187D-04   0.438769D-03  -0.119461D-02  -0.135536D-02
     16   -0.332338D-03   0.296897D-04  -0.677476D-03   0.204074D-02   0.141308D-02
     17   -0.480448D-03  -0.132085D-01  -0.413387D-02  -0.131230D-01  -0.923619D-02
     18   -0.371521D-03  -0.108267D-02  -0.260489D-03  -0.552959D-03  -0.554045D-03
     19    0.647777D-02   0.187327D-02  -0.339122D-02   0.117330D-01   0.649515D-02
     20   -0.265972D-03   0.124952D-02   0.272388D-02   0.830412D-03   0.744897D-03
```

```
        ESTIMATED COVARIANCE MATRIX FOR PARAMETER ESTIMATES
                  6            7            8            9           10
             _____     _____     _____     _____     _____
      6    0.536816D+02
      7    0.127868D+00   0.807417D-02
      8    0.220136D+00  -0.616996D-03   0.119331D-01
      9    0.288970D+00  -0.257401D-02   0.496146D-02   0.927917D-02
     10   -0.317316D+01   0.475161D-02  -0.712743D-02  -0.347779D-01   0.785356D+00
     11   -0.836031D+01  -0.238346D-01  -0.349207D-01  -0.433957D-01   0.443198D+00
     12   -0.236145D+01  -0.118113D-01   0.250805D-03   0.337488D-02   0.150609D+00
     13    0.509798D+01   0.271041D-01   0.338657D-01   0.323880D-01  -0.127399D+00
     14    0.560530D-01  -0.224783D-03  -0.120534D-02   0.837514D-03  -0.257893D-01
     15    0.119793D+00  -0.407217D-03   0.102741D-02   0.771466D-03  -0.221923D-01
     16   -0.117846D+00   0.621529D-03  -0.573954D-03  -0.187767D-02   0.232392D-01
     17    0.456692D+01   0.465003D-02   0.108039D-01   0.172651D-01  -0.328434D+00
```

```
18    0.502750D-01   0.229366D-03   0.692515D-03   0.681015D-03  -0.283846D-02
19   -0.605332D+01  -0.195750D-01  -0.236532D-01  -0.309576D-01   0.271866D+00
20   -0.125114D+00   0.571817D-02  -0.114196D-01  -0.171583D-01  -0.639361D-01
```

```
          ESTIMATED COVARIANCE MATRIX FOR PARAMETER ESTIMATES
                  11              12              13              14              15

          _____      _____      _____      _____      _____
11    0.131108D+01
12    0.363471D+00   0.820993D+00
13   -0.810593D+00  -0.220880D+00   0.872100D+00
14   -0.525377D-02  -0.295592D-01   0.194491D-03   0.141655D-01
15   -0.156363D-01  -0.929507D-03  -0.915308D-02   0.395581D-02   0.711496D-02
16    0.171449D-01   0.350149D-02  -0.126968D-01  -0.954075D-03  -0.470111D-03
17   -0.677384D+00  -0.339592D+00   0.377476D+00   0.353770D-01   0.265590D-01
18   -0.835739D-02   0.302911D-03   0.772970D-02  -0.162894D-02  -0.130414D-02
19    0.959045D+00   0.276416D+00  -0.651193D+00   0.820675D-02   0.100068D-01
20    0.253143D-01  -0.382049D-01  -0.587126D-01   0.288606D-02   0.235240D-02
```

```
          ESTIMATED COVARIANCE MATRIX FOR PARAMETER ESTIMATES
                  16              17              18              19              20

          _____      _____      _____      _____      _____
16    0.178169D-02
17   -0.110006D-01   0.146102D+01
18   -0.352264D-03  -0.422505D-02   0.210270D-02
19    0.117191D-01  -0.438300D+00  -0.104583D-01   0.767905D+00
20    0.299877D-03   0.197095D-01  -0.120327D-02   0.267326D-01   0.568367D-01
```

```
          ESTIMATED CORRELATION MATRIX FOR PARAMETER ESTIMATES
                   1               2               3               4               5

          _____      _____      _____      _____      _____
 1     1.000
 2     0.251           1.000
 3     0.294           0.142           1.000
 4    -0.297           0.156          -0.134           1.000
 5    -0.233           0.264          -0.119           0.852           1.000
 6    -0.174          -0.001           0.125          -0.337          -0.267
 7    -0.750          -0.285          -0.198           0.069          -0.005
 8    -0.118          -0.156          -0.107          -0.098          -0.030
 9     0.156           0.083           0.016          -0.400          -0.334
10    -0.166          -0.187          -0.315           0.488           0.392
11     0.219           0.018          -0.101           0.312           0.246
12     0.205          -0.051          -0.141           0.153           0.061
13    -0.244          -0.029           0.035          -0.293          -0.220
14     0.227          -0.043           0.209          -0.259          -0.275
15     0.200           0.008           0.097          -0.252          -0.326
16    -0.297           0.007          -0.299           0.861           0.678
17    -0.015          -0.104          -0.064          -0.193          -0.155
18    -0.306          -0.224          -0.106          -0.215          -0.245
19     0.279           0.020          -0.072           0.238           0.150
20    -0.042           0.050           0.213           0.062           0.063
```

```
          ESTIMATED CORRELATION MATRIX FOR PARAMETER ESTIMATES
                   6               7               8               9              10

          _____      _____      _____      _____      _____
 6     1.000
 7     0.194           1.000
 8     0.275          -0.063           1.000
 9     0.409          -0.297           0.471           1.000
10    -0.489           0.060          -0.074          -0.407           1.000
```

11	-0.997	-0.232	-0.279	-0.393	0.437
12	-0.356	-0.145	0.003	0.039	0.188
13	0.745	0.323	0.332	0.360	-0.154
14	0.064	-0.021	-0.093	0.073	-0.245
15	0.194	-0.054	0.112	0.095	-0.297
16	-0.381	0.164	-0.124	-0.462	0.621
17	0.516	0.043	0.082	0.148	-0.307
18	0.150	0.056	0.138	0.154	-0.070
19	-0.943	-0.249	-0.247	-0.367	0.350
20	-0.072	0.267	-0.438	-0.747	-0.303

ESTIMATED CORRELATION MATRIX FOR PARAMETER ESTIMATES

	11	12	13	14	15
11	1.000				
12	0.350	1.000			
13	-0.758	-0.261	1.000		
14	-0.039	-0.274	0.002	1.000	
15	-0.162	-0.012	-0.116	0.394	1.000
16	0.355	0.092	-0.322	-0.190	-0.132
17	-0.489	-0.310	0.334	0.246	0.260
18	-0.159	0.007	0.181	-0.298	-0.337
19	0.956	0.348	-0.796	0.079	0.135
20	0.093	-0.177	-0.264	0.102	0.117

ESTIMATED CORRELATION MATRIX FOR PARAMETER ESTIMATES

	16	17	18	19	20
16	1.000				
17	-0.216	1.000			
18	-0.182	-0.076	1.000		
19	0.317	-0.414	-0.260	1.000	
20	0.030	0.068	-0.110	0.128	1.000

DIAGRAM INFORMATION

  Mplus diagrams are currently not available for multilevel analysis.
  No diagram output was produced.

     Beginning Time: 15:35:45
        Ending Time: 15:35:45
        Elapsed Time: 00:00:00