

## Supplementary Information

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*Table S1: Comparison of Happy/Satisfied doctors with Unhappy/Dissatisfied doctors on measures of stress, burnout and the Big Five personality measures. N=40 for most measures, except for occasional missing values.*

	Unhappy/Dissatisfied		Happy/Satisfied		Significance
	Mean	SD	Mean	SD	
Composite Satisfaction measure	5.27	2.58	16.95	.59	n/a
<i>Abbreviated Maslach Burnout Inventory</i>					
Emotional exhaustion	12.35	3.32	5.77	3.33	P<.001
Depersonalisation	8.69	4.61	4.40	4.06	P<.001
Personal accomplishment	11.31	3.34	15.52	2.66	P<.001
<i>Stress levels (General Health Questionnaire)</i>					
GHQ-12 (0-1-2-3 scoring)	14.82	5.00	9.15	3.86	P<.001
GHQ-12 caseness ( $\geq 4$ on 0-0-1-1-scoring)	19/40=47.5%		3/40=7.5%		P<.001
<i>Abbreviated Big Five Personality scale</i>					
Neuroticism	9.75	2.13	7.3	2.06	P<.001
Extraversion	8.70	2.02	10.57	1.86	P<.001
Openness to experience	9.77	2.99	10.95	2.47	P=.059
Agreeableness	12.40	1.39	13.25	1.53	P=.011
Conscientiousness	10.67	1.74	11.45	1.74	P=.050
<i>Educational achievement</i>					
Mean A-level grade (A=5, E=1)	4.35	.50	4.35	.56	P=.989
Mean estimated A-level grade	4.52	.53	4.61	.40	P=.458
Mean GCSE grade	4.62	.36	4.64	.35	P=.868
Number of GCSEs	9.20	1.04	8.35	2.94	P=.090

*NB* A significance test is not meaningful for the composite score since the groups were formed on the basis of extreme scores on this measure.

Table S2: Age and sex distribution of the assessors.

Group	Age group					Sex		Total
	20-29	30-39	40-49	50-59	60+	Male	Female	
Medical school selectors	1	4	10	17	3	19	16	35
Doctors	7	4	2	4	2	9	10	19
Medical students	22	0	0	0	0	9	13	22
Psychology students	20	0	0	0	0	7	13	20
Total	50	8	12	21	5	44	52	96

*Table S3: Correlation of personality and background measures of assessors with number of correct judgements and with mean strength of judgements (proportion of ‘Definite’ answers). Note that only three of the 28 correlations are significant at the 5% level (shown in bold), and none are significant at the 1% level. A Bonferroni correction would mean that none of the correlations is significant. N=96 for sex and age, and 84 for most personality correlations, except for occasional missing values.*

	Correlation with number of correct judgements	Correlation with number of ‘definite’ judgements
<i>Demographic factors</i>		
Sex	r = .015 NS	r = -.032 NS
Age	r = -.215 <b>P=.035</b>	r = .058 NS
<i>Abbreviated Big Five Personality scale</i>		
Neuroticism	r = -.014 NS	r = -.067 NS
Extraversion	r = .097 NS	r = -.013 NS
Openness to experience	r = .180 NS	<b>r = -.216 P=.040</b>
Agreeableness	r = .042 NS	r = -.110 NS
Conscientiousness	r = -.165 NS	r = .049 NS
<i>Abbreviated empathy scale</i>		
Fantasy	r = .131 NS	r = -.182 NS
Perspective-taking	r = .146 NS	r = .069 NS
Empathic concern	r = .050 NS	<b>r = .231 P=.028</b>
Personal distress	r = .038 NS	r = -.134 NS
<i>Communicative Skills</i>		
Non-verbal communication	r = .121 NS	r = -.108 NS
Effective communication	r = .032 NS	r = .111 NS
Dominant communication	r = -.041 NS	r = .180 NS

