**Table S1.** CFA of hypothesized model compared to alternative models*.*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | χ2 | d*f* | χ2/d*f* | *p* | TLI | CFI | RMSEA | Model comparison | Δχ2 | Δd*f* | *p*  |
| 9-factor model\* | 1724.21 | 866 | 1.99 | <.001 | 0.92 | 0.93 | 0.05 |  |  |  |  |
| 6-factor CPC model† | 3591.14 | 887 | 4.05 | <.001 | 0.76 | 0.77 | 0.08 | Model 1 > Model 2 | 1866.93 | 21 | <.001 |
| 1-factor model‡ | 9868.68 | 902 | 10.94 | <.001 | 0.21 | 0.24 | 0.15 | model 1 > model 3 | 8144.47 | 36 | <.001 |

Note: We used the TLI (Tucker–Lewis index), CFI (comparative fit index), and RMSEA (root mean square error of approximation) estimates to evaluate model fit. Hu and Bentler (1999) [54] suggested TLI and CFI scores of close to .95 (and higher) for good model fit and RMSEA scores of .06 or lower. \*The items of all variables included in the hypothesized model load on their respective factor; †process, content, and context domains are treated as latent factors; ‡all items load on one factor.

**Table S2*.*** Scale means, standard deviations, and sample sizes of medical schools, and males and females.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Medical school | *M* | *SD* | *n* | Gender | *M* | *SD* | *n* |
| Future work self | A. | 3.14 | 0.84 | 234 | Male | 3.27 | 0.74 | 99 |
|  | B. | 3.21 | 0.79 | 187 | Female | 3.15 | 0.84 | 321 |
|  | Total | 3.18 | 0.82 | 421 | Total | 3.17 | 0.82 | 420 |
| Career choice irreversibility | A. | 4.19 | 1.19 | 234 | Male | 4.33 | 1.20 | 99 |
|  | B. | 4.21 | 1.24 | 187 | Female | 4.16 | 1.21 | 321 |
|  | Total | 4.20 | 1.21 | 421 | Total | 4.20 | 1.21 | 420 |
| Time pressure | A. | 3.02 | 0.89 | 234 | Male | 3.11 | 0.81 | 99 |
|  | B. | 3.12 | 0.93 | 187 | Female | 3.05 | 0.93 | 321 |
|  | Total | 3.06 | 0.90 | 421 | Total | 3.06 | 0.91 | 420 |
| Career decision-making self- | A. | 3.66 | 0.65 | 234 | Male | 3.72 | 0.64 | 99 |
| efficacy | B. | 3.75 | 0.65 | 187 | Female | 3.70 | 0.65 | 321 |
|  | Total | 3.70 | 0.65 | 421 | Total | 3.70 | 0.64 | 420 |
| Supervisory support | **A.** | **4.79** | 1.05 | 234 | Male | 4.54 | 1.17 | 99 |
|  | **B.** | **4.09** | 1.19 | 187 | Female | 4.46 | 1.17 | 321 |
|  | Total | 4.48 | 1.17 | 421 | Total | 4.48 | 1.17 | 420 |
| Medical school career | A. | 3.63 | 1.00 | 234 | Male | 3.51 | 1.11 | 99 |
| support | B. | 3.51 | 1.00 | 187 | Female | 3.59 | 0.97 | 321 |
|  | Total | 3.57 | 1.00 | 421 | Total | 3.57 | 1.00 | 420 |
| Study load | **A.** | **3.13** | 0.75 | 234 | **Male** | **3.13** | 0.78 | 99 |
|  | **B.** | **3.45** | 0.72 | 187 | **Female** | **3.32** | 0.74 | 321 |
|  | Total | 3.27 | 0.76 | 421 | Total | 3.28 | 0.76 | 420 |
| Competition | **A.** | **5.14** | 0.95 | 234 | Male | 5.47 | 0.94 | 99 |
|  | **B.** | **5.83** | 0.83 | 187 | Female | 5.44 | 0.97 | 321 |
|  | Total | 5.45 | 0.96 | 421 | Total | 5.45 | 0.96 | 420 |
| Career decision-making  | A. | 3.00 | 1.06 | 234 | **Male** | **2.90** | 1.10 | 99 |
| stress | B. | 3.21 | 1.01 | 187 | **Female** | **3.16** | 1.02 | 321 |
|  | Total | 3.09 | 1.05 | 421 | Total | 3.10 | 1.05 | 420 |

Note: Significant differences (see Table 2) between medical schools (A vs. B) and gender (male vs female) are in bold.