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| Supplemental Digital Content Table 1. Confirmatory factor analysis – goodness of fit indices  |
| **Model** | **χ2** | **Df** | **χ2diff** | **Dfdiff** | **CFI** | **SRMR** | **RMSEA (90% CI)** |
| *Hypothesized 6 Factors* | *2663* | *362* | *-* | *-* | *0.91* | *0.06* | *0.08 (0.08 -0.08)* |
| Alternative 1 Factor | 11087 | 377 | 8424 | 15\* | 0.60 | 0.12 | 0.17 (0.00 – -) |
| Alternative 2 Factors | 8467 | 376 | 5804 | 14\* | 0.69 | 0.10 | 0.14 (0.14 – 0.15) |
| Alternative 3 Factors | 7888 | 374 | 5225 | 12\* | 0.71 | 0.09 | 0.14 (0.14 – 0.14) |
| CFI: Comparative fit index, SRMR: Standardized root mean square residual, RMSEA: Root mean square error of approximation. Alternative 1 factor model: All items are represented by one construct. Alternative 2 factor model: All safety items represented by one factor and all health items represented by one factor. Alternative 3 factor model: All leadership items represented by one factor, all climate items represented by one factor, and all behavior items represented by one factor. \**p* < 0.01 |