**Table S1**

*Participant details*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Participant Number** | **Age** | **Gender** | **Years Work** | **Work Role** |
| 1 | 26-35 | Female | 5 to 10 years | IVF Nurse Coordinator |
| 2 | 26-35 | Female | 5 to 10 years | Senior IVF Nurse Coordinator |
| 3 | 26-35 | Female | 1 to 3 years | IVF Nurse |
| 4 | 36-45 | Female | 5 to 10 years | IVF Nurse Unit Manager |
| 5 | 36-45 | Female | 5 to 10 years | Senior IVF Nurse Coordinator |
| 6 | 45-56 | Female | 5 to 10 years | IVF Nurse Coordinator |
| 7 | 26-35 | Female | 3 to 5 years | Senior IVF Nurse Coordinator |
| 8 | 56-65 | Female | 5 to 10 years | IVF Nurse Coordinator |
| 9 | 26-35 | Female | 1 to 3 years | IVF Nurse |
| 10 | 45-56 | Female | 1 to 3 years | IVF Nurse Coordinator |
| 11 | 26-35 | Female | 5 to 10 years | Senior IVF Nurse Coordinator |
| 12 | 45-56 | Female | 10 to 15 years | Nurse Manager |
| 13 | 45-56 | Female | 10 to 15 years | Nurse Unit Manager |
| 14 | 36-45 | Female | 5 to 10 years | IVF Nurse Coordinator |
| 15 | 45-56 | Female | More than 15 years | IVF Nurse Coordinator |
| 16 | 36-45 | Female | 5 to 10 years | IVF Nurse |
| 17 | 36-45 | Female | 10 to 15 years | Senior IVF Nurse Coordinator |
| 18 | 56-65 | Female | 10 to 15 years | IVF Nurse Coordinator |
| 19 | 26-35 | Female | Less than 1 year | IVF Nurse |
| 20 | 66 or over | Female | 10 to 15 years | Senior IVF Nurse Coordinator |
| 21 | 26-35 | Female | 3 to 5 years | IVF Nurse Coordinator |
| 22 | 45-56 | Female | More than 15 years | Senior IVF Nurse Coordinator |
| 23 | 45-56 | Female | More than 15 years | IVF Nurse |
| 24 | 26-35 | Female | 1 to 3 years | IVF Nurse |
| 25 | 36-45 | Female | 5 to 10 years | IVF Nurse Coordinator |
| 26 | 26-35 | Female | 3 to 5 years | IVF Nurse |
| 27 | 26-35 | Female | 5 to 10 years | IVF Nurse |
| 28 | 26-35 | Female | 1 to 3 years | IVF Nurse |
| 29 | 26-35 | Female | 10 to 15 years | Nurse Manager |
| 30 | 26-35 | Female | 1 to 3 years | IVF Nurse Coordinator |
| 31 | 56-65 | Female | 10 to 15 years | IVF Nurse Coordinator |
| 32 | 56-65 | Female | More than 15 years | Senior IVF Nurse Coordinator |
| 33 | 56-65 | Female | More than 15 years | Clinical educator |
| 34 | 56-65 | Female | More than 15 years | ANUM |
| 35 | 36-45 | Female | 3 to 5 years | IVF Nurse Coordinator |
| 36 | 26-35 | Female | 5 to 10 years | Senior IVF Nurse Coordinator |
| 37 | 36-45 | Female | 1 to 3 years | IVF Nurse Coordinator |
| 38 | 45-56 | Female | 5 to 10 years | IVF Nurse Coordinator |
| 39 | 45-56 | Female | More than 15 years | Senior IVF Nurse Coordinator |
| 40 | 56-65 | Female | 3 to 5 years | IVF Nurse Coordinator |
| 41 | 45-56 | Female | 10 to 15 years | Nurse Manager |
| 42 | 56-65 | Female | 10 to 15 years | IVF Nurse Coordinator |
| 43 | 26-35 | Female | 3 to 5 years | Senior IVF Nurse Coordinator |
| 44 | 56-65 | Female | 5 to 10 years | IVF Nurse Coordinator |
| 45 | 26-35 | Female | Less than 1 year | IVF Nurse Coordinator |
| 46 | 45-56 | Female | 3 to 5 years | IVF Nurse |
| 47 | 56-65 | Female | More than 15 years | IVF Nurse Consultant |
| 48 | 26-35 | Female | 1 to 3 years | IVF Nurse Coordinator |
| 49 | 36-45 | Female | 1 to 3 years | IVF Nurse Coordinator |
| 50 | 45-56 | Female | 10 to 15 years | Senior IVF Nurse Coordinator |
| 51 | 45-56 | Female | 5 to 10 years | IVF Nurse |
| 52 | 45-56 | Female | 10 to 15 years | IVF Nurse Coordinator |
| 53 | 45-56 | Female | More than 15 years | Senior IVF Nurse Coordinator |
| 54 | 45-56 | Female | Less than 1 year | IVF Nurse Coordinator |
| 55 | 26-35 | Female | 3 to 5 years | Senior IVF Nurse Coordinator |
| 56 | 36-45 | Female | 3 to 5 years | Senior IVF Nurse Coordinator |
| 57 | 36-45 | Female | 3 to 5 years | IVF Nurse Coordinator |
| 58 | 56-65 | Female | 5 to 10 years | IVF Nurse Coordinator |
| 59 | 56-65 | Female | More than 15 years | IVF Nurse |
| 60 | 26-35 | Female | 5 to 10 years | IVF Nurse Manager |
| 61 | 45-56 | Female | More than 15 years | IVF Nurse Consultant |
| 62 | 36-45 | Female | 3 to 5 years | Senior IVF Nurse Coordinator |
| 63 | 36-45 | Female | 1 to 3 years | IVF Nurse |
| 64 | 45-56 | Female | 10 to 15 years | Senior IVF Nurse Coordinator |
| 65 | 45-56 | Female | 10 to 15 years | IVF Nursing Team Leader |
| 66 | 56-65 | Female | More than 15 years | Senior IVF Nurse Coordinator |
| 67 | 36-45 | Female | 1 to 3 years | IVF Nurse Coordinator |
| 68 | Not provided | |  |  |
| 69 | 45-56 | Female | More than 15 years | IVF Nurse |
| 70 | 36-45 | Female | 5 to 10 years | Other (please detail) |
| 71 | 45-56 | Female | 5 to 10 years | Senior IVF Nurse Coordinator |
| 72 | 26-35 | Female | 3 to 5 years | IVF Nurse |
| 73 | Not provided | |  |  |
| 74 | 45-56 | Female | 10 to 15 years | IVF Nurse Consultant |

**Table S2**

*Work engagement descriptive statistics and comparison of IVF Nurse results with general nurses and normative data.*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | *n* | *M* | *SD* | Comparison t-test |
| Fertility Nurses | 67 | 4.38 | 1.02 |  |
| Australian Nurses | 510 | 4.69 | 0.71 | -2.45\* |
| USA Nurses | 718 | 4.45 | 0.78 | -0.58 |

*Note*: Comparisons to IVF Nurse group calculated through t-tests. \* = *p* <.05, \*\* = *p* <.01, \*\*\* = *p* <.001