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**Article:**

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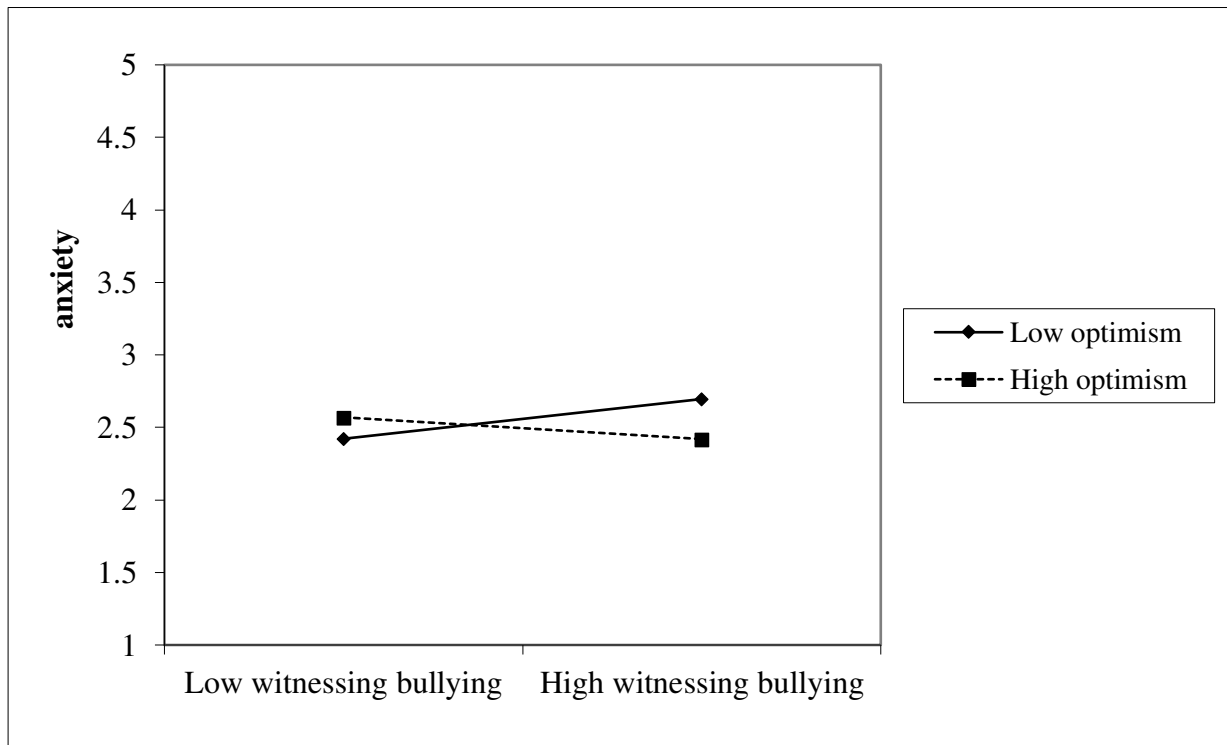
## Results of experienced bullying moderation analyses

	Emotional Exhaustion			Depression			Anxiety		
Age – t1	-.02	-.05	-.04	.06	.02	.04	.12	.09	.10
Organizational tenure – t1	.06	.08	.06	.08	.09	.07	-.03	-.02	-.03
Gender – t1	.01	-.03	-.03	.09	.04	.04	.06	.02	.02
Emotional exhaustion - t1	.51***	.54***	.55***						
Depression - t1				.45***	.50***	.43***			
Anxiety - t1							.50***	.53***	.52***
Experienced bullying – t1	.14	.12	.08	.21**	.16	.14	.26***	.23**	.22**
Optimism – t1	.00			-.07			-.02		
Supportive supervisory style – t1		.01			-.03			.01	
Co-worker support – t1			-.01			-.17*			-.04
Interaction (optimism)	-.17*			-.20**			-.15*		
Interaction (supervisor S)		-.07			-.15*			-.11	
Interaction (co-worker S)			-.13			-.16*			-.11
R <sup>2</sup>	.44	.43	.43	.52	.49	.51	.55	.53	.54

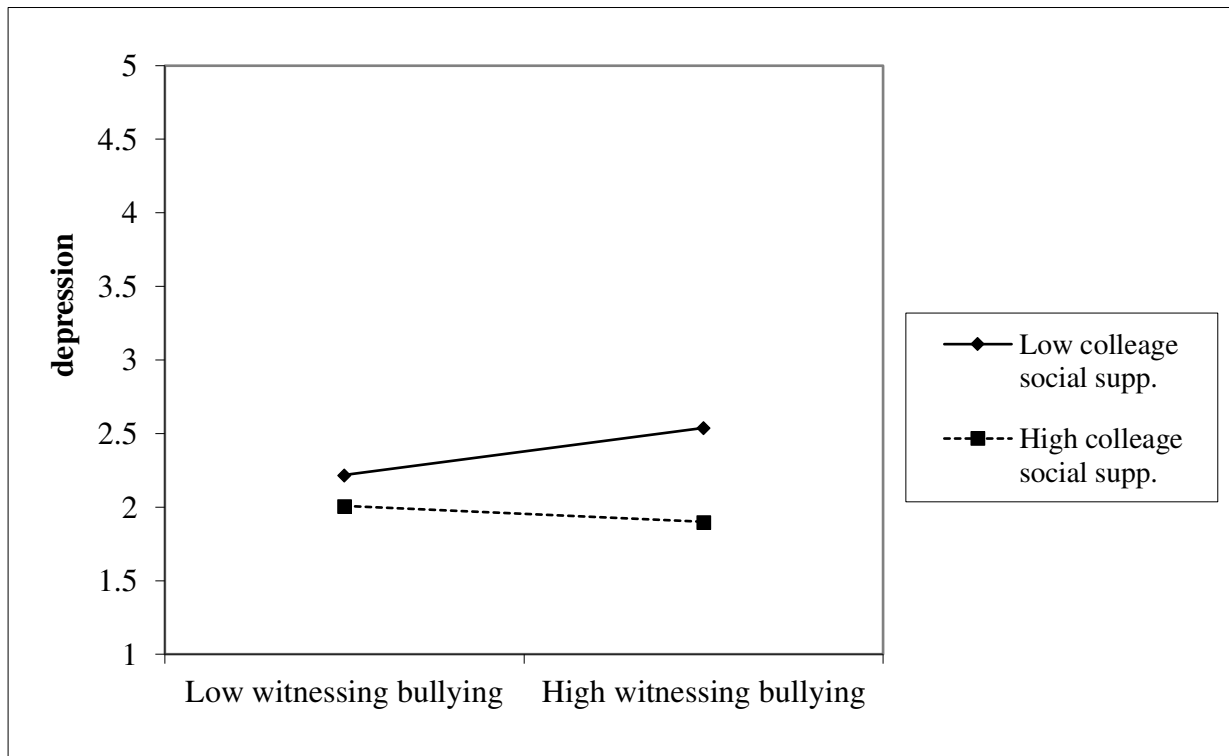
Figures in main section of table are standardized regression (beta) coefficients

\* p < .05; \*\* p < .01; \*\*\* p < .001

### Moderating effect of optimism on the relationship between witnessing bullying and anxiety



### Moderating effect of co-worker social support on the relationship between witnessing bullying and depression



**Moderating effect of supportive supervisory style on the relationship between witnessing bullying and depression**

