

SUPPLEMENTARY DATA

Supplementary Table S1. Overview of survey items.

Scale/item	Questions	Response options
Diabetes distress (5 items, PAID-5)	Which of the following diabetes issues are currently a problem for you? <ul style="list-style-type: none"> Feeling scared when you think about living with diabetes Feeling depressed when you think about living with diabetes Worrying about the future and the possibility of serious complications? Feeling that diabetes is taking up too much of your mental and physical energy every day Coping with complications of diabetes 	Respondents rated each item on a 5-point Likert scale from 'Not a problem' to 'A serious problem'
Work-related diabetes distress (2 items, WRDD)	Which of the following diabetes issues are currently a problem for you? <ul style="list-style-type: none"> Worrying about your ability to do your job due to your diabetes Becoming exhausted by the need to reconcile your work with your diabetes 	Respondents rated each item on a 5-point Likert scale from 'Not a problem' to 'A serious problem'
Intentional hyperglycaemia at work (1 item, IHW)	How often do you intentionally run your blood glucose levels high at work?	Respondents rated the item on a 5-point Likert scale from 'Never' to 'Always'
Opportunity to self-manage type 1 diabetes at work (4 items)	How easy or difficult is it to carry out the following activities in the workplace, to manage your diabetes: <ul style="list-style-type: none"> blood glucose monitoring eating snacks insulin injections eating meals 	Respondents rated each item on a 4-point Likert scale from 'Very easy' to 'Very difficult'
Work ability score (1 item, WAS)	Imagine your work ability being 10 points worth at its best. How many points would you assign to your current work ability overall?	0 = 'Completely unable to work' to 10 = 'work ability at its best'
Job demands (4 items, from the Job	Assess to which degree you agree or disagree with the following statements:	The respondents rate each item on a 5-point Likert scale from 'Fully agree' to 'Fully disagree'. The fourth item was reverse-scored before a sum score was

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Content Questionnaire)	<ul style="list-style-type: none"> • My job requires me to work very fast • My job requires me to work very hard • My job requires an inordinate amount of work • I have enough time to get my job done 	calculated, with higher scores indicating greater job demands.
Diabetes stigma (19 items, DSAS-1 DK)	<p>Please state to which degree you agree or disagree with each statement:</p> <p>Treated differently</p> <ul style="list-style-type: none"> • Because I have type 1 diabetes, I have been excluded by others from certain social events • I have been discriminated against in the workplace because I have type 1 diabetes • Some people see me as a lesser person because I have type 1 diabetes • Some people think I am unreliable because I have type 1 diabetes • I have been rejected by others (e.g. friends, colleagues, romantic partners) because of my type 1 diabetes <p>Blame and judgement</p> <ul style="list-style-type: none"> • Some people assume that it is my fault I have type 1 diabetes (e.g. I ate too much sugar, I could have prevented it) • Some people think that I brought type 1 diabetes on myself • Some people think I need insulin because I haven't looked after myself • Because I have type 1 diabetes, some people judge me if I eat sugary food or drinks (e.g. cakes, lollies, soft drink) • Some people make unfair assumptions about what I can and cannot do because of my type 1 diabetes • Some people think I'm irresponsible when my diabetes management isn't 'perfect' <p>Identity concern</p> <ul style="list-style-type: none"> • I worry what people will think if they see me injecting/blousing insulin or checking 	<p>Respondents rated each of the 19 items on a 5-point Likert scale from 'Strongly disagree' to 'Strongly agree'.</p> <p>The 19 items form three sub-scales: Treated differently, Blame and Judgement, Identity Concerns.</p>

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	<p>my blood glucose in public</p> <ul style="list-style-type: none">• I feel embarrassed when I have to manage my type 1 diabetes in public (e.g. check blood glucose, inject/bolus insulin refuse food, eat extra food)• I feel self-conscious about all the tools I need to manage my type 1 diabetes (e.g. insulin pen, pump, blood glucose meter)• To avoid negative reactions, I don't tell people I have type 1 diabetes• I feel worried about telling people I have type 1 diabetes in case they react negatively• I feel embarrassed about what people might think if I need help with a hypo• If I were to inject insulin in public, people would think I was taking drugs	
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Supplementary Table S2. Participant characteristics

	N = 1030
Gender, n (%)	
Women	492 (48)
Men	538 (52)
Age in years, mean±SD (range)	46.01±12.08 (18-70)
Diabetes duration in years, mean±SD (range)	23.37±13.50 (0-63)
HbA1c, mean±SD	
Mmol/mol	60.8±11.18
%	7.7±3.2
Albumin-creatinine ratio in mg/g, mean±SD	37.54±211.23
Complications, n (%)	
None	545 (52.9)
≥ 1	485 (47.1)
Treatment, n (%)	
Insulin pump	190 (18.5)
Insulin pen	840 (81.6)
WRDD, mean±SD (range)	1.61±1.78 (0-8)
PAID-5, mean±SD (range)	7.09±4.87 (0-20)
Work ability, mean±SD (range)	8.65±1.56 (0-10)
Intentional hyperglycemia at work, n (%)	
Never	351 (35.1)
A few times	326 (31.7)
Sometimes	230 (22.3)
Often	99 (9.6)
Always	14 (1.4)
Job demands, mean±SD (range)	13.17±2.96
Diabetes stigma, mean±SD (range)	
Blame and judgement	17.36±5.23
Treated differently	9.70±3.89
Identity concern	15.87±6.09
Opportunity to self-manage at work, mean±SD (range)	6.14±2.48 (4-16)

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Supplementary Table S3. Spearman's coefficient for bivariate associations between key variables in the path analysis

Variable	1	2	3	4	5	6	7	8	9	10
1 Work demands	1	0.04**	0.21**	0.11*	0.08*	0.07*	0.13**	0.17**	0.10*	0.01
2 Work ability		1	-	-	-	-	-	-	-	-
3 Opportunity to self-manage at work			1	0.22**	0.18**	0.16**	0.25**	0.36**	0.47**	0.16**
4 Blame and judgment				1	0.27**	0.41**	0.21**	0.35**	0.39**	0.32**
5 Identity concern					1	0.44**	0.49**	0.41**	0.33**	0.21**
6 Treated differently						1	0.56**	0.47**	0.35**	0.27**
7 PAID-5							1	0.62**	0.34**	0.14**
8 WRDD								1	0.33**	0.08**
9 IHW									1	0.28**
10 HbA1c										1

Statistically not significant unless otherwise noted

*P < 0.05

** P < 0.001

Abbreviations: HbA1c, haemoglobin A1c; IHW, intentional hyperglycemia at work; PAID-5, Problem Areas in Diabetes Scale Short Form; WRDD, work-related diabetes distress