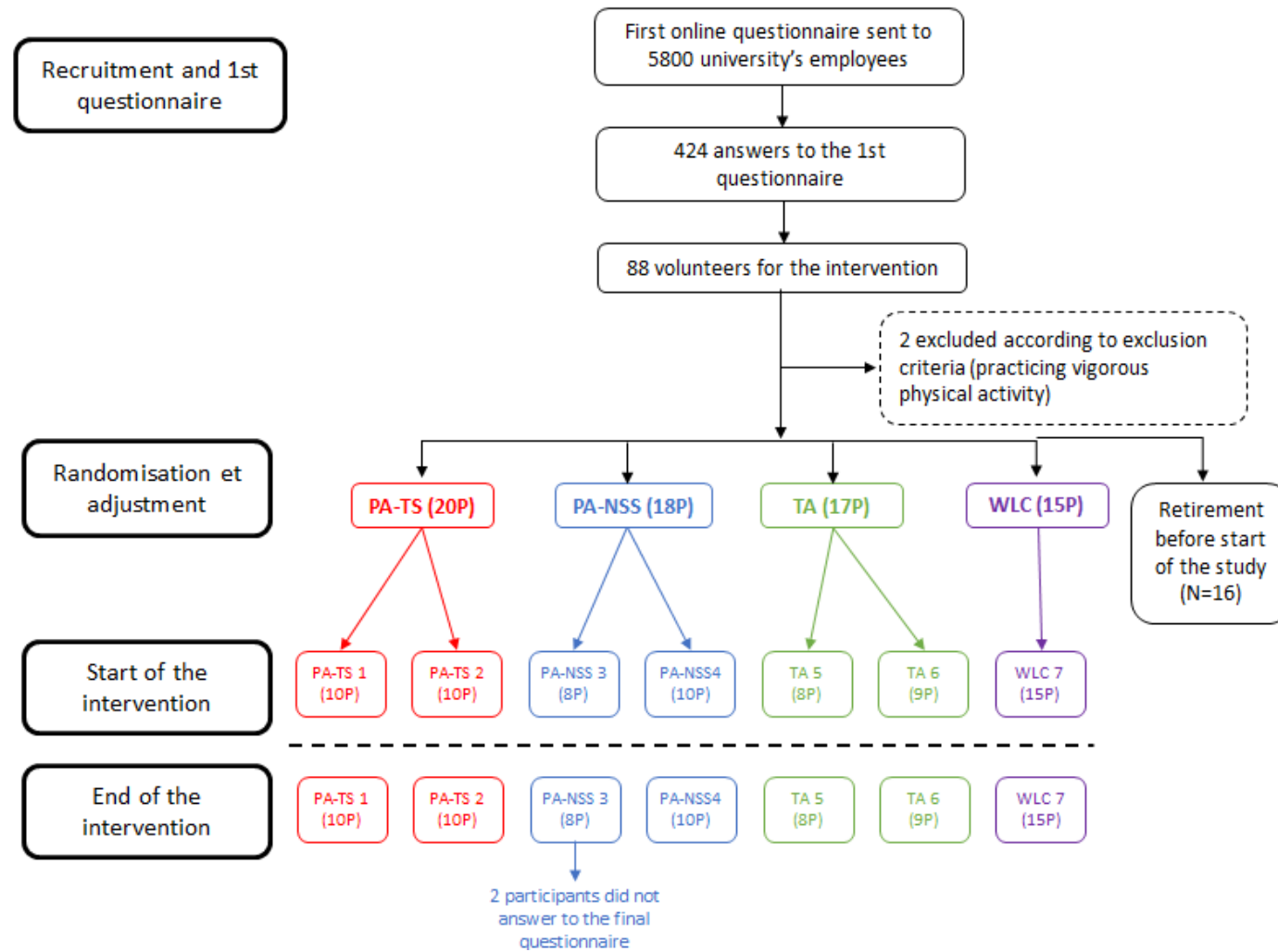


## Participant Flow

1



## Baseline characteristics

**Table.** Initial group characteristics

	Conditions			
	PA-NSS	PA-TS	TA	WLC
Group size	N=20	N=18	N=17	N=15
Age : mean (SD)	47.4 (8.32)	42.9 (10.9)	43.2 (9.83)	40.6 (11.6)
Sex : female (%)	17 (85%)	18 (100%)	16 (94%)	13 (87%)
IMC kg/m <sup>2</sup> : mean (SD)	22.4 (3.25)	23.3 (3.25)	23.9 (3.54)	23.1 (2.62)
<i>Socio-professional category</i>				
Managers and related staff : number (%)	9 (45%)	13 (72%)	10 (59%)	10 (67%)
Intermediate professions : number (%)	1 (5%)	0 (0%)	1 (6%)	2 (13%)
Employees : number (%)	10 (50%)	5 (28%)	6 (35%)	3 (20%)
Seniority: mean (SD)	12.5 (9.16)	10.2 (9.54)	11.1 (10.6)	9.00 (10.3)
Weekly working hours : mean (SD)	38.6 (7.98)	40.3 (9.65)	39.8 (7.03)	37.5 (6.05)

*Notes.* PA-NSS = Physical Activity Need Supportive Style ; PA-TS = Physical Activity Traditional Style ; TA = Theatre Activity ; WLC = Waiting List Control ; SD = Standard Deviation.

## Outcome measures

**Table.** Descriptive statistics of primary outcomes at the start and the end of the intervention.

		Burnout		Vigor	
Condition		M	SD	M	SD
PA-NSS	<i>Start</i>	3.19	.896	3.72	.881
	<i>End</i>	2.92	.879	4.37	1.15
PA-TS	<i>Start</i>	3.60	.914	3.22	.894
	<i>End</i>	2.93	1.04	3.90	1.04
TA	<i>Start</i>	3.37	1.03	3.77	.978
	<i>End</i>	3.20	1.15	3.78	1.14
WLC	<i>Start</i>	3.45	1.02	3.60	1.09
	<i>End</i>	3.09	.819	4.22	1.06

*Notes.* PA-NSS = Physical Activity Need-Supportive Style; PA-TS = Physical Activity Traditional Style; TA = Theatre Activity; WLC = Waiting-List Control; Start = Start of the intervention; End = End of the intervention; M = mean; SD = Standard Deviation.

**Table.** Descriptive statistics of secondary outcomes at the start and the end of the intervention.

		Autonomous motivation		Job satisfaction		Work performance		Work ability	
Condition		M	SD	M	SD	M	SD	M	SD
PA-NSS	<i>Start</i>	4.81	1.03	4.07	1.23	7.70	1.20	7.42	2.31
	<i>End</i>	4.82	1.57	3.86	.946	7.69	.910	7.35	1.97
PA-TS	<i>Start</i>	4.91	1.02	4.53	1.04	7.98	1.27	7.47	2.62
	<i>End</i>	5.40	1.11	4.53	1.42	7.94	1.09	7.63	1.93
TA	<i>Start</i>	4.90	1.15	4.57	1.12	7.62	1.76	7.61	2.30
	<i>End</i>	4.85	1.45	4.67	1.21	7.90	.929	7.50	1.37
WLC	<i>Start</i>	5.21	.654	5.13	.726	7.81	1.70	8.07	1.41
	<i>End</i>	5.40	1.30	4.84	1.44	8.25	.891	8.58	1.47

*Notes.* PA-NSS = Physical Activity Need-Supportive Style; PA-TS = Physical Activity Traditional Style; TA = Theatre Activity; WLC = Waiting-List Control; Start = Start of the intervention; End = End of the intervention; M = mean; SD = Standard Deviation.

**Adverse events**

The reasons of the two withdrawals were personal reasons (one private event, and one issue with new work schedules).