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Table 3*Number of studies endorsing each theme and sub-theme*

Sub-theme	Number of studies that endorsed sub-theme	Core theme	Number of studies that endorsed core theme
Emotionally draining work	29	The dissonance and discomfort of being a helper struggling to help	33
Feeling helpless and deskilled	21		
Watching and being watched	13		
Moral distress	10		
Avoiding and distancing	17	Defending against the dissonance	23
Battle and blame	11		
Balance and flexibility	17	Accepting the dissonance to provide safe and compassionate care	34
Mindful awareness, acceptance and self-observation	10		
Connecting with common humanity	24		
Humbly open to learning and support	22		