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Supplementary Material

Article Title: Are Women Less Psychologically Resilient Than Men? Background Stressors Underlying Gender Differences in Reports of Stress-Related Psychological Sequelae

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1. [Table 1](#) Study Variables

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Supplementary Table 1. Study variables

| Variables | Measurement tool | References |
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| <i>Major depressive disorder (MDD) symptoms</i> | Symptoms of MDD were assessed using the <i>Patient Health Questionnaire-8</i> , an eight-item measure that assesses symptoms of MDD experienced over the previous 2 weeks. A positive screen for significant MDD symptoms was defined by a score ≥ 10 , which yields comparable estimates of the prevalence of current major depressive or other depressive disorders relative to diagnostic interviews. Cronbach's $\alpha=0.89$. | Shin C, Lee SH, Han KM, Yoon HK, Han C. Comparison of the Usefulness of the PHQ-8 and PHQ-9 for Screening for Major Depressive Disorder: Analysis of Psychiatric Outpatient Data. <i>Psychiatry Investig.</i> 2019;16(4):300-5. |
| <i>Generalized anxiety (GAD) disorder symptoms</i> | Symptoms of GAD were assessed using the <i>Generalized Anxiety Disorder-7</i> , a seven-item measure that assesses symptoms of GAD experienced over the past 2 weeks. A positive screen for significant GAD symptoms was defined by a score ≥ 10 , which has a sensitivity of 0.89 and specificity of 0.82 in diagnosing GAD (24). Cronbach's $\alpha=0.91$. | Spitzer RL, Kroenke K, Williams JB, Lowe B. A brief measure for assessing generalized anxiety disorder: the GAD-7. <i>Arch Intern Med.</i> 2006;166(10):1092-7. |
| <i>COVID-19-related PTSD symptoms</i> | Symptoms of PTSD were assessed using a 4-item PTSD-Checklist, an abbreviated version of the <i>PTSD-Checklist for DSM-5 (PCL-5)</i> , with questions modified to assess PTSD symptoms related to COVID-19 exposure (e.g., "Over the past two weeks, how often were you bothered by repeated, disturbing, and unwanted memories of your experiences related to the COVID-19 pandemic?") A positive screen for significant COVID-19-related PTSD symptoms was defined by a score ≥ 8 , which showed the highest efficiency (90.4%; sensitivity=0.81, specificity=0.94) in diagnosing PTSD (21) Cronbach's $\alpha=0.85$. | Geier TJ, Hunt JC, Hanson JL, Heyrman K, Larsen SE, Brasel KJ, et al. Validation of Abbreviated Four- and Eight-Item Versions of the PTSD Checklist for DSM-5 in a Traumatically Injured Sample. <i>J Trauma Stress.</i> 2020. Weathers FW, Litz BT, Keane TM, Palmieri PA, Marx BP, Schnurr PP. The PTSD Checklist for DSM-5 (PCL-5). 2013. |
| <i>Demographic and occupational characteristics</i> | Reported age, gender, relationship status, past history of mental health diagnosis (yes/no), level of perceived personal medical risk for COVID-19-related complications (high, medium, low) - Profession: Nurse Practitioner or Physician Assistant, Attending MD/DO, Resident/Fellow, Other (Social worker, chaplain, clinical dietitian, psychologist, other) - Number of years in practice: Report of number of years in clinical practice Burnout: Experience of Burnout based a rating of ≥ 4 (at least once a week) on either item of 2-item Maslach Burnout Inventory (MBI) specifically worded to ascertain the experience of burnout "before the onset of the | West CP, Dyrbye LN, Sloan JA, Shanafelt TD. Single item measures of emotional exhaustion and depersonalization are useful for assessing burnout in medical professionals. <i>J Gen Intern Med.</i> 2009;24(12):1318-1321. doi:10.1007/s11606-009-1129-z |

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| | <p>COVID-19 pandemic.” Together, questions measure emotional exhaustion and depersonalization with responses ranging from 0 (“Never”) to 6 (“Every day”).</p> | |
| <p><i>COVID-19-related stressors</i></p> | <p>Composite measure including the following measures:</p> <p><i>Personal exposure sum score</i> Number of items endorsed on a question asking whether friends, family, colleagues, and self have been sick, required hospitalization, ICU stay, or died due to COVID-19.</p> <p><i>COVID-19 Related Job Factors</i></p> <ul style="list-style-type: none"> - Number of coworkers infected: “How many of your direct co-workers would you estimate have gotten ill with suspected or confirmed COVID-19 (and been unable to work)?” - Coworker COVID-19 illness severity level: The following questions were asked and categorized. <ul style="list-style-type: none"> “How many of your direct co-workers have been hospitalized?” “How many of your direct co-workers have been admitted to the ICU?” “How many of your direct co-workers have passed way?” - <i>Patient exposure sum score</i>: Number of items endorsed on a question asking whether they have cared for patients who have been sick with COVID-19 or died either virtually or in person. - Number of patients with COVID-19 treated: “What is the estimated number of patients you have treated (or consulted on) with suspected or confirmed COVID-19?” - Access to enough Personal Protective Equipment (PPE) on your unit (yes/no/ cannot assess) - Access to sufficient coronavirus testing for staff (yes/no/cannot assess) - Access to sufficient coronavirus testing for patients (yes/no/cannot assess) - Redeployed (yes/no) - Onsite hours worked (number) - Difficult decisions prioritizing patients: The following question was asked. <ul style="list-style-type: none"> “In the last week, have you or your team had to make a difficult decision (or decisions), involving prioritizing the health/survival of one patient over another, due to limited equipment/resources?” (yes/no) | |

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| <p><i>Pandemic-related concerns</i></p> | <p>The following items queried worries/concerns about related to family-, infection-, and work during the pandemic surge (factor scores were computed to each domain):</p> <p><i>Family-related concerns:</i> Feel torn between desire/duty to help patients vs. loved ones (family, friends, etc); Worry about how COVID-19 might affect ability to care for children/dependents; Feel that those with whom you live are fearful to be near you due to possible COVID-19 exposure at work; Worry about how COVID-19 will affect personal relationships; Worry about not being able to visit or assist loved ones who are ill or become ill with COVID-19.</p> <p><i>Infection-related concerns:</i> Worry about infecting family with COVID-19; Worry about infecting patients with COVID-19; and Worry about infecting colleagues with COVID-19.</p> <p><i>Work-related concerns:</i> Worry about not being able to do enough for COVID-19 patients; Worry about not having enough knowledge or experience to take adequate care of COVID-19 patients; Worry about having to make extremely difficult decisions involving prioritizing health/survival of one COVID-19 patient over another.</p> <p>Items beginning with “worry” were assessed using the stem: “How much do you worry about the following work-related concerns?” and a 5-point scale ranging from “Not worried at all” to “Worried nearly all of the time.”</p> <p>The item “Feel torn between desire/duty to help patients vs. loved ones (family, friends, etc)” was assessed using the stem: “In the last week, how often have you felt torn between your desire/duty to help your patients and your desire/duty to loved ones (family, friends, etc.)?” and a 5-point scale ranging from “None of the time” to “All of the time.” “Feel that those with whom you live are fearful to be near you due to possible COVID-19 exposure at work” was assessed using the stem: “In the last week, how often have you felt that those who live with you are fearful to be near you due to your possible COVID-19 exposure at work?” and a 5-point scale ranging from “None of the time” to “All of the time.”</p> | |
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| <i>Work pride and meaning</i> | <p>Sum of standardized scores on the following questions (Assessed on 3-point scale: Disagree, Neutral, Agree)</p> <ol style="list-style-type: none"> 1. I have felt more pride than usual to be a healthcare worker 2. I have derived more meaning from my clinical work than during life as usual. 3. I have been inspired by colleagues who I consider to be role models. | |
| <i>Work-related social support</i> | <p>In your opinion, what is the current level of: (Assessed on 3-point scale: Low, Medium, High):</p> <ol style="list-style-type: none"> 1. Camaraderie/team spirit among your group of co-workers in your own clinical practice team or setting. 2. Support from your hospital leadership. | |