



THE JOURNAL OF CLINICAL PSYCHIATRY

THE OFFICIAL JOURNAL OF THE AMERICAN SOCIETY OF CLINICAL PSYCHOPHARMACOLOGY

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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DOI Number: 10.4088/JCP.21br14098

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1. [Table 1](#) Study Variables

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Supplementary Table 1. Study variables

Variables	Measurement tool	References
<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</i> (PCL-5), 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

	COVID-19 pandemic.” Together, questions measure emotional exhaustion and depersonalization with responses ranging from 0 (“Never”) to 6 (“Every day”).	
<i>COVID-19-related stressors</i>	<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. “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. “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) 	

<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> <p>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. <u>3. I have been inspired by colleagues who I consider to be role models.</u></p>	
<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> <p>1. Camaraderie/team spirit among your group of co-workers in your own clinical practice team or setting. 2. Support from your hospital leadership.</p>	