

Supplementary material, Table S1. Emotional exhaustion sub score (EE) by severity categories (Reference=Low/Medium)

	Low and Medium (N=80)	%	High (N=56)	%	OR or F	CI 95% or p
Age:						
< 35	27	33.8	27	48.2	1.83	0.91-3.68
≥35	53	66.3	29	51.8	Ref	
Missing	-					
Age*	80; 40.1; 38 (23-68)		56; 37.8; 35 (24-58)		1.73	0.1904
Missing	-		-			
Sex:						
Male	38	48.7	17	30.4	0.46	0.22-0.94
Female	40	51.3	39	69.6	Ref	
Missing	2		-			
Profession:						
Nurse	49	61.3	35	62.5	Ref	
Physician	31	38.8	21	37.5	0.95	0.47-1.92
Missing	-		-			
Living alone:						
Yes	13	19.4	17	34.7	2.21	0.95-5.13
No	54	80.6	32	65.3	Ref	
Missing	13		7			
Worry about transmitting the virus to the people you live with:						
No/a little	23	44.2	10	33.3	0.63	0.25-1.61
A lot	29	55.8	20	66.7	Ref	
Missing	2		2			
Years of work experience	69; 13.8;10 (0-42)		45;13.6;12 (0-36)		0.01	0.9386
Missing	11		11			
Work area before the pandemic:						
ICU	48	63.2	39	73.6	1.62	0.75-3.50
Operating room/ surgery/ Other	28	36.8	14	26.4	Ref	
Missing	4		3			
Difficulties in adapting to the new work environment:						
Not at all	41	53.9	16	33.3	Ref	
Yes	35	46.1	32	66.7	2.34	1.11-4.96
Missing	4		8			
Compared to before the Covid-19 emergency, the patient number/workload has:						

Increased	38	53.5	35	64.8	Ref	
Equal/diminished	33	46.5	19	35.2	0.62	0.30-1.29
Missing	9		2			
Compared to before the Covid-19 emergency, how do you evaluate the relationship with your colleagues?						
Improved	45	61.6	26	51.0	Ref	
Equal/ Got worse	28	38.4	25	49.0	1.54	0.75-3.19
Missing	7		5			
Compared to before the Covid emergency, there are opportunities to discuss important decisions in groups:						
More frequent	36	48.0	24	48.0	Ref	
Equal/ Less frequent	39	52.0	26	52.0	1.00	0.49-2.05
Missing	5		6			
Do you feel protected when you work?						
No /a little bit	25	31.6	30	57.7	2.94	1.42-6.09
Protected	54	68.4	22	42.3	Ref	
Missing	1		4			
Hospital anxiety and depression scale:						
Anxiety						
Normal anxiety	51	69.9	9	16.4	Ref	
Presence of symptoms of anxiety	22	30.1	46	83.6	11.84	4.95-28.33
Missing	7		1			
Depression						
Normal depression	59	77.6	10	20.0	Ref	
Presence of symptoms of depression	17	22.4	40	80.0	13.88	5.77-33.41
Missing	4		6			
Resilience						
Low or very low	8	10.0	16	28.6	3.60	1.42-9.15
Moderate or high	72	90.0	40	71.4	Ref	
Missing						
Insomnia						
Clinical insomnia	33	47.1	42	80.8	4.71	2.04-10.84
No clinically significant insomnia	37	52.9	10	19.2	Ref	
Missing	10		4			

* N.; Mean; Median (Range)

Supplementary material, Table S2. Depersonalization sub score (DP) by severity categories (Reference= Low/Medium)

	<i>Low and Medium (N=71)</i>	<i>%</i>	<i>High (N=65)</i>	<i>%</i>	<i>OR or F</i>	<i>CI 95% or p</i>
Age:						
< 35	24	33.8	30	46.2	1.68	0.84-3.35

≥35	47	66.2	35	53.8	Ref	
Missing	-		-			
Age*	71; 39.9; 38 (23-58)		65; 38.3; 37 (23-68)		1.00	0.3192
Missing	-		-			
Sex:						
Male	28	40.6	27	41.5	1.04	0.52-2.07
Female	41	59.4	38	58.5	Ref	
Missing	2		-			
Profession:						
Nurse	38	53.5	46	70.8	Ref	
Physician	33	46.5	19	29.2	0.48	0.23-0.97
Missing	-		-			
Living alone:						
Yes	15	25.0	15	26.8	1.10	0.48-2.52
No	45	75.0	41	73.2	Ref	
Missing	11		9			
Worry about transmitting the virus to the people you live with:						
No/a little	23	54.8	25	62.5	0.80	0.33-1.94
A lot	19	45.2	15	37.5	Ref	
Missing	3		1			
Years of work experience	62;12.5;7 (0-34)		52;15.2;13.5 (0-41)		1.66	0.2006
Missing	9		13			
Work area before the pandemic:						
ICU	42	61.8	45	73.8	1.74	0.82-3.69
Operating room/ surgery/ Other	26	38.2	16	26.2	Ref	
Missing	3		4			
Difficulties in adapting to the new work environment:						
Not at all	32	50.0	25	41.7	Ref	
Yes	32	50.0	35	58.3	1.40	0.69-2.85
Missing	7		5			
Compared to before the Covid-19 emergency, the patient number/workload has:						
Increased	45	68.2	28	47.5	Ref	
Equal/diminished	21	31.8	31	52.5	2.37	1.15-4.91
Missing	5		6			
Compared to before the Covid-19 emergency, How do you evaluate the						

relationship with your colleagues?							
Improved	39	58.2	32	56.1	Ref		
Equal/ Got worse	28	41.8	25	43.9	1.09	0.53-2.22	
Missing	4		8				
Compared to before the Covid-19 emergency, there are opportunities to discuss important decisions in groups:							
More frequent	31	44.9	29	51.8	Ref		
Equal/ Less frequent	38	55.1	27	48.2	0.76	0.37-1.54	
Missing	2		9				
Do you feel protected when you work?							
No /a little bit	24	34.3	31	50.8	1.98	0.98-4.00	
Protected	46	65.7	30	49.2	Ref		
Missing	1		4				
Hospital anxiety and depression scale:							
Anxiety							
Normal anxiety	40	58.8	20	33.3	Ref		
Presence of symptoms of anxiety	28	41.2	40	66.7	2.86	1.39-5.88	
Missing	3		5				
Depression							
Normal depression	46	69.7	23	38.3	Ref		
Presence of symptoms of depression	20	30.3	37	61.7	3.70	1.77-7.75	
Missing	5		5				
Resilience							
Low or very low	8	11.3	16	24.6	2.57	1.02-6.50	
Moderate or high	63	88.7	49	75.4	Ref		
Missing	-		-				
Insomnia							
Clinical insomnia	35	55.6	49	83.1	1.68	0.80-3.52	
No clinically significant insomnia	28	44.4	19	32.2	Ref		
Missing	8		6				

* N.; Mean; Median (Range)

Supplementary material, Table S3. Personal accomplishment sub score (PA) by severity categories (Reference=High/Medium)

	High/Medium (N=64)	%	Low (N=72)	%	OR or F	CI 95% or p
Age:						
< 35	20	31.3	34	47.2	1.97	0.97-3.97
≥35	44	68.8	38	52.8	Ref	
Missing	-		-			

Age*	64; 39.9; 38 (23-68)		72; 38.4; 36 (24-58)		0.83	0.3634
<i>Missing</i>	-		-			
Sex:						
Male	25	40.3	30	41.7	1.06	0.53-2.11
Female	37	59.7	42	58.3	<i>Ref</i>	
<i>Missing</i>	2		-			
Profession:						
Nurse	40	62.5	44	61.1	<i>Ref</i>	
Physician	24	37.5	28	38.9	1.06	0.53-2.12
<i>Missing</i>	-		-			
Living alone:						
Yes	11	20.0	19	31.1	1.81	0.77-4.25
No	44	80.0	42	68.9	<i>Ref</i>	
<i>Missing</i>	9		11			
Worry about transmitting the virus to the people you live with:						
No/a little	19	44.2	14	35.9	0.71	0.29-1.72
A lot	24	55.8	25	64.1	<i>Ref</i>	
<i>Missing</i>	1		3			
Years of work experience	59;13.8;12 (0-41)		55;13.7;9 (0-36)		0.01	0.9412
<i>Missing</i>	5		17			
Work area before the pandemic:						
ICU	44	72.1	43	63.2	0.66	0.31-1.40
Operating room/surgery/ Other	17	27.9	25	36.8	<i>Ref</i>	
<i>Missing</i>	3		4			
Difficulties in adapting to the new work environment:						
Not at all	26	45.6	31	46.3	<i>Ref</i>	
Yes	31	54.4	36	53.7	0.97	0.48-1.98
<i>Missing</i>	7		5			
Compared to before the Covid-19 emergency, the patient number/workload has:						
Increased	37	61.7	36	55.4	<i>Ref</i>	
Equal/diminished	23	38.3	29	44.6	1.30	0.63-2.65
<i>Missing</i>	4		7			
Compared to before the Covid-19 emergency, how do you evaluate the relationship with your colleagues?						

Improved	33	58.9	38	55.9	Ref	
Equal/ Got worse	23	41.1	30	44.1	1.13	0.55-2.32
Missing	8		4			
Compared to before the Covid-19 emergency, there are opportunities to discuss important decisions in groups:						
More frequent	28	46.7	32	49.2	Ref	
Equal/ Less frequent	32	53.3	33	50.8	0.90	0.45-1.82
Missing	4		7			
Do you feel protected when you work?						
No /a little bit	18	28.6	37	54.4	2.98	1.44-6.16
Protected	45	71.4	31	45.6	Ref	
Missing	1		4			
Hospital anxiety and depression scale:						
Anxiety						
Normal anxiety	35	58.3	25	36.8	Ref	
Presence of symptoms of anxiety	25	41.7	43	63.2	2.41	1.18-4.91
Missing	4		4			
Depression						
Normal depression	40	67.8	29	43.3	Ref	
Presence of symptoms of depression	19	32.2	38	56.7	2.76	1.33-5.72
Missing	5		5			
Resilience						
Low or very low	2	3.1	22	30.6	13.64	3.06-60.80
Moderate or high	62	96.9	50	69.4	Ref	
Missing	-		-			
Insomnia						
Clinical insomnia	37	63.8	38	59.4	0.83	0.40-1.72
No clinically significant insomnia	21	36.2	26	40.6	Ref	
Missing	6		8			

* N.; Mean; Median (Range)