

## **Additional file 2. Survey.**

### **Effects of COVID-19 Measures on Mental Health, Resilience, and Job Satisfaction**

#### **Introduction**

This questionnaire aims to gain insight into the impact of COVID-19 measures on the mental health, resilience, and job satisfaction of healthcare professionals during and after the pandemic. Specific measures, such as the use of FFP2 masks, restrictions on visitors for terminally ill patients, and financial bonuses, may have had profound effects on the well-being and work experience of healthcare workers.

This questionnaire follows an interview study conducted among 17 nurses, in which several aspects relevant to healthcare workers' well-being were identified. By incorporating these experiences into a questionnaire and distributing it to a larger group of healthcare professionals, we aim to better understand which factors influenced mental well-being and resilience during the pandemic, which factors contributed to job satisfaction, and which factors may have contributed to healthcare professionals leaving the sector.

The results will contribute to a better understanding of challenges and needs within the healthcare sector and support the formulation of recommendations for future policy, with the goal of better supporting healthcare workers in crisis situations. Your participation is therefore highly valuable.

The questionnaire consists of statements and multiple-choice questions. The first part focuses on the impact of COVID-19 measures using statements derived from the interview study. The second part consists of general questions. This study is part of a ZonMw-funded research program.

#### **Informed Consent**

Do you agree to participate in this study?

- Yes
- No

(Without consent, the questionnaire cannot be started.)

#### **Statements - Impact of COVID-19 Measures**

Response options for all statements:

Strongly disagree – Disagree – Neutral – Agree – Strongly agree

#### *Section 1*

1. I appreciated going to work and not having to stay at home all day.
2. During the pandemic, I was given more responsibility than I could handle.
3. The lack of social activities during the pandemic negatively affected my well-being.
4. I experienced the ban on visitors for patients as burdensome.

5. I found it difficult to see how severely ill patients were and how many people passed away.
6. During the pandemic, I experienced fear of becoming ill myself or infecting my loved ones.
7. Being able to support a patient during their most critical moments gave me a great sense of fulfillment.
8. During the pandemic, I received most support from contact with my direct colleagues.
9. I felt strong pressure from my work environment to work extra hours.
10. The constant changes in safety guidelines during the pandemic negatively affected my sense of safety.

### *Section 2*

11. During the pandemic, I was unable to provide the quality of care I would have liked to deliver.
12. I felt a great deal of appreciation from society, which gave me a sense of purpose.
13. I look back with pride on the work we accomplished during the pandemic.
14. I felt unsafe at work due to shortages of specific protective equipment, such as FFP2 masks.
15. During the pandemic, insufficient attention was paid to my needs and well-being as an employee.
16. I had sufficient autonomy regarding where, how, and with whom I worked.
17. I felt unsafe at work due to uncertainty about whether the available protective equipment provided adequate protection.
18. I felt overburdened during the pandemic.
19. I found it difficult to deal with COVID-19 deniers in the hospital.
20. I felt that my safety was not the organization's highest priority.

### *Section 3*

21. Communication about measures within my department was adequate.
22. The choice of whether or not to get vaccinated caused division within the team.
23. Psychological support organized by the hospital should be optional, not mandatory.
24. I regularly felt undervalued and underestimated in the workplace.
25. My salary was proportional to the work I performed during the pandemic.
26. Working during a crisis (such as the pandemic) gave me additional fulfillment in my job.
27. There was understanding at work when I indicated that the workload was too high.
28. There was sufficient psychological support provided by the organization during the pandemic.
29. There was sufficient psychological support provided by the organization after the pandemic.

## **Selection Questions**

### *Negative Influences*

Which three factors had the most negative impact on your mental well-being during the pandemic?

(Select up to three)

- Lack of personal patient contact
- Absence of visitors/family for patients
- Uncertainty about protective equipment
- Lack of autonomy at work
- Insufficient societal support

- Increased workload and long shifts
- Fear of infection (self or loved ones)
- Unclear communication from the organization
- Insufficient (mental) support in the workplace
- Uncertainty about the duration of the pandemic
- Difficulty maintaining work–life balance
- Social isolation due to measures (e.g., lockdown, quarantine)
- Restrictions on recreation and leisure activities
- Dealing with COVID-19 deniers
- Other: \_\_\_\_\_

### *Positive Influences*

Which three factors had the most positive impact on your mental well-being during the pandemic?  
(Select up to three)

- Appreciation from society
- Feeling proud of the work performed
- Availability of mental support from the hospital
- Engaging in hobbies
- Physical exercise
- Maintaining social contacts outside the home
- Spending more time with family
- Clear communication from the organization
- Appreciation from the immediate environment
- Team support and a sense of solidarity
- Initiatives such as food or gifts from or to the organization
- Financial bonus
- Reduced social obligations and pressure
- Rest and relaxation in the evenings
- Other: \_\_\_\_\_

### *Workforce Attrition*

What do you think are the main reasons why many healthcare workers left the profession during or after the pandemic, or why you yourself changed roles or professions? (Select up to three)

- High workload
- Insufficient appreciation
- Lack of autonomy
- Emotional burden
- Sick leave
- Lack of progress in collective labor agreement negotiations
- Better salary elsewhere
- Lower commuting or parking costs elsewhere
- Better housing opportunities elsewhere
- Completion of education or training

- Opportunity for a new challenge
- Other: \_\_\_\_\_

### **Open Questions (Optional)**

1. What would be the most important reason for you personally to leave healthcare or your current position?
2. Which factors motivate you to continue working in healthcare, even during difficult times?
3. What improvements do you believe are necessary to prevent healthcare workers from leaving their profession or position?

### **Demographic Information**

- Gender
- Age
- Relationship status during the pandemic
- Children living at home (<18 years)
- Ethnic background
- Highest completed level of education
- Years of work experience since graduation
- Experience with long COVID

### **Work-Related Information**

- Type of hospital (academic/peripheral/other)
- Direct involvement in patient care during the pandemic (yes/no)
- Job function during the pandemic
- Type of employment contract
- Primary department during the pandemic
- Employment changes after the pandemic
- Doubts about continuing work in the hospital

### **Closing**

Thank you for your participation. We wish you a pleasant day.