

Resilience-related statements	Total* (n=135)			Nurses (n=60)			Physicians (n=62)			Effect size (0-1)	p-value (adj)
	n (% , 95% CI)			n (% , 95% CI)			n (% , 95% CI)				
	Disagree	Neutral	Agree	Disagree	Neutral	Agree	Disagree	Neutral	Agree		
I appreciated going to work rather than staying home all day	6 (4, 2-9)	9 (7, 3-12)	120 (89, 82-94)	4 (7, 2-16)	5 (8, 3-18)	51 (85, 73-93)	2 (3, 0-11)	4 (6, 2-16)	56 (90, 80-96)	0.09	0.78
I look back with pride on the work we did during the pandemic	3 (2, 0-6)	29 (21, 15-29)	103 (76, 68-83)	2 (3, 0-12)	12 (20, 11-32)	46 (77, 64-87)	1 (2, 0-9)	13 (21, 12-33)	48 (77, 65-87)	0.06	1.00
I had more responsibility than I could handle	91 (67, 59-75)	23 (17, 11-24)	21 (16, 10-23)	31 (52, 38-65)	12 (20, 11-32)	17 (28, 17-41)	52 (84, 72-92)	7 (11, 5-22)	3 (5, 1-14)	0.37	<0.01
I found satisfaction in supporting patients during their most critical moments	3 (2, 0-6)	46 (34, 26-43)	86 (64, 55-72)	3 (5, 1-14)	17 (28, 17-41)	40 (67, 53-78)	0 (0, 0-6)	21 (34, 22-47)	41 (66, 53-78)	0.17	0.36
I felt overwhelmed at work during the pandemic	86 (64, 55-72)	28 (21, 14-29)	21 (16, 10-23)	33 (55, 42-68)	12 (20, 11-32)	15 (25, 15-38)	44 (71, 58-82)	13 (21, 12-33)	5 (8, 3-18)	0.23	0.22
Working during a crisis gave me extra professional satisfaction	19 (14, 9-21)	35 (26, 19-34)	81 (60, 51-68)	11 (18, 10-30)	15 (25, 15-38)	34 (57, 43-69)	5 (8, 3-18)	14 (23, 13-35)	43 (69, 56-80)	0.17	0.36
It was difficult dealing with COVID deniers in the hospital	26 (19, 13-27)	36 (27, 19-35)	73 (54, 45-63)	8 (13, 6-25)	17 (28, 17-41)	35 (58, 45-71)	16 (26, 16-38)	17 (27, 17-40)	29 (47, 34-60)	0.16	0.36
It was difficult seeing how sick patients were and the death toll	27 (20, 14-28)	36 (27, 19-35)	72 (53, 45-62)	9 (15, 7-27)	17 (28, 17-41)	34 (57, 43-69)	17 (27, 17-40)	13 (21, 12-33)	32 (52, 39-64)	0.16	0.36
I could not provide the quality of care I wanted to give	40 (30, 22-38)	24 (18, 12-25)	71 (53, 44-61)	14 (23, 13-36)	10 (17, 8-29)	36 (60, 47-72)	23 (37, 25-50)	11 (18, 9-30)	28 (45, 32-58)	0.16	0.36

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	Disagree	Neutral	Agree	Disagree	Neutral	Agree	Disagree	Neutral	Agree		
I experienced fear of becoming ill or infecting loved ones	34 (25, 18-33)	31 (23, 16-31)	70 (52, 43-61)	15 (25, 15-38)	14 (23, 13-36)	31 (52, 38-65)	16 (26, 16-38)	14 (23, 13-35)	32 (52, 39-64)	0.01	1.00
Lack of social activities negatively affected my well-being	57 (42, 34-51)	27 (20, 14-28)	51 (38, 30-47)	25 (42, 29-55)	9 (15, 7-27)	26 (43, 31-57)	29 (47, 34-60)	12 (19, 10-31)	21 (34, 22-47)	0.10	0.78
Insufficient inquiry into my needs and well-being during the pandemic	49 (36, 28-45)	40 (30, 22-38)	46 (34, 26-43)	18 (30, 19-43)	18 (30, 19-43)	24 (40, 28-53)	30 (48, 36-61)	15 (24, 14-37)	17 (27, 17-40)	0.19	0.36

Table 4. Resilience in direct patient care: comparison between nurses and physicians. Statistical comparisons were conducted between nurses and physicians using Fisher's exact test. Adjusted (adj) p-values were Benjamini-Hochberg-corrected; all p-values are two-sided. *Total includes all respondents working in direct patient care, comprising nurses, physicians, and a small number of other clinical staff.