

Supplementary Table 1 Variance Inflation Factor between independent variables

Independent variables	Variance Inflation Factor (VIF)
Age	1.07
Gender	
Female	Reference
Male	1.13
Occupation:	
Physicians	Reference
Nurses	2.75
Other healthcare workers	2.36
Administrative workers	2.21
Marital status	
Unmarried	Reference
Married	1.04
Educational level	
< University graduate	Reference
≥ University graduate	1.15
Direct contact with COVID-19 patient (hours per week)	1.5
Previous psychiatric or psychological treatment (self-reported)	1.05
Had COVID-19 (self-reported)	1.03
Close family or friend hospitalized or who died due to COVID-19	1.02
Ethical conflict	1.08

Personal motivation	1.81
Institutional support	1.82
