

APPENDIX**Part I: Demographic data****Part II: Sources of stress**

How did you rate the severity of your job-related stress and the following stressors during the SARS outbreak?

None = 0; Mild = 1; Moderate = 2; Significant = 3; Severe = 4

	None	Mild	Moderate	Significant	Severe
Before SARS outbreak					
During SARS outbreak					
After SARS outbreak					

Sources	0	1	2	3	4
1. Risk to own health					
2. Interference with home life					
3. Risk of infecting relatives or friends					
4. Disrupting personal plans					
5. Isolation by relatives and friends					
6. Heavy workload					
7. Hazardous working environment					
8. Fear of infecting colleagues					
9. Deployed to unfamiliar working environment					
10. Unclear job instructions					
11. Ambiguous infection control policies					
12. Lack of feedback to senior					
13. Being blamed for mistakes					
14. Lack of appreciation at work					
15. Healthcare workers being infected					
16. Hospital service restructuring, uncertain job prospect					
17. Handling colleagues' negative emotions					
18. Being discriminated against as high-risk spreader by public					
19. Public had high expectations of medical professionals					
20. Others					

Part III: Stress coping strategies

How often did you use the following strategies to cope with stress during the outbreak?

Never = 0; Infrequent = 1; Often = 2; Very often = 3

	0	1	2	3
1. Talking to colleagues, friends or relatives				
2. Losing temper, displacing anger to others				
3. Seeking professional counseling for emotional problems				
4. Seeking support from religious belief				
5. Using alcohol or drugs to reduce negative emotions				
6. Diverting attention away from the job to other relaxing activities				
7. Expressing views to senior or administrative ranks				
8. Ventilating in the mass media programs				
9. Learning the progress and seeking solutions enthusiastically				
10. Taking a positive attitude towards the adversity				
11. Giving up or escaping from difficult problems				
12. Blaming self				
13. Blaming others				

Part IV: General Health Questionnaire-12**Part V: Support**

Please rate the adequacy of the following support items.

	Enough	Not enough
1. Support from relatives and friends		
2. Religious support		
3. Appreciation and gratitude from the community		
4. Protective facilities and temporary residential arrangement from the employer		
5. Insurance and compensation in case of being infected at workplace		
6. Sense of coherence and team spirit among the colleagues		
7. Gratitude from patients and their relatives		
8. Clear guidelines for new job arrangement and infection control		

9. Acceptance of feedback from frontline workers by people of administrative rank		
10. Counseling and psychological support for the employee organized by Hospital Authority or hospitals		
11. Opportunities for reflecting opinions through unions or mass media		
12. Others		

Part VI: Change of attitude and personal values

	Agree	Disagree	No comment
1. Greater awareness of personal and environmental hygiene			
2. Fulfilled the ambitions of joining a healthcare profession and understood the meaning of professional sacrifice			
3. Felt that death could be near and unexpected, fear of diseases and death			
4. Felt a lack of control			
5. Protective measures and fear of infection created greater interpersonal distance			
6. Relationship with colleagues became closer and more supportive			
7. Felt guilty for surviving when colleagues were sick or deceased			
8. Willing to devote more time to helping others, having escaped infection personally			
9. Valued gatherings with family members more			
10. Felt that job and life were unpredictable, that the present should be enjoyed and that long-term planning was less important than previously			
11. Became more empathetic towards the patients			
12. Changed values and priority of goals in life (specify:)			
13. Other'			