**Supplementary Material 1.** Questionnaire survey.

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| --- | --- | --- | --- | --- | --- | --- |
| **a. Standard Professional fulfilment index (SPFI)** | | | | | | |
| **How true do you feel the following statements are about you at work during the COVID-19 pandemic?** | | | | | | |
|  | | Not at all  true  Score=0 | Somewhat true  Score=1 | Moderately  true  Score=2 | Very  true  Score=3 | Completely  true  Score=4 |
| a. I feel happy at work | | [ ] | [ ] | [ ] | [ ] | [ ] |
| b. I feel worthwhile at work | | [ ] | [ ] | [ ] | [ ] | [ ] |
| c. My work is satisfying to me | | [ ] | [ ] | [ ] | [ ] | [ ] |
| d. I feel in control when dealing with difficult problems at work | | [ ] | [ ] | [ ] | [ ] | [ ] |
| e. My work is meaningful to me | | [ ] | [ ] | [ ] | [ ] | [ ] |
| f. I'm contributing professionally (e.g. patient care, teaching, research, and leadership) in the ways I value most | | [ ] | [ ] | [ ] | [ ] | [ ] |
| **To what degree have you experienced the following?** | | | | | | |
| **During the COVID-19 pandemic, I have felt...** | | Not at all  Score=0 | Very little  Score=1 | Moderately  Score=2 | A lot  Score=3 | Extremely  Score=4 |
| a. A sense of dread when I think about work I have to do | | [ ] | [ ] | [ ] | [ ] | [ ] |
| b. Physically exhausted at work | | [ ] | [ ] | [ ] | [ ] | [ ] |
| c. Lacking in enthusiasm at work | | [ ] | [ ] | [ ] | [ ] | [ ] |
| d. Emotionally exhausted at work | | [ ] | [ ] | [ ] | [ ] | [ ] |
| **During the COVID-19 pandemic, my job has contributed to me feeling...** | | Not at all  Score=0 | Very little  Score=1 | Moderately  Score=2 | A lot  Score=3 | Extremely  Score=4 |
| a. Less empathetic with my patients | | [ ] | [ ] | [ ] | [ ] | [ ] |
| b. Less empathetic with my colleagues | | [ ] | [ ] | [ ] | [ ] | [ ] |
| c. Less sensitive to others' feelings/emotions | | [ ] | [ ] | [ ] | [ ] | [ ] |
| d. Less interested in talking with my patients | | [ ] | [ ] | [ ] | [ ] | [ ] |
| e. Less connected with my patients | | [ ] | [ ] | [ ] | [ ] | [ ] |
| f. Less connected with my colleagues | | [ ] | [ ] | [ ] | [ ] | [ ] |
| **b. Self-reported physical level of harm (SRPLH)** | | | | | | |
| **How would you rate the impact of the pandemic on your physical health?** | | | | | | |
| a. No changes to my physical health | | | | | | |
| b. Changes to my physical health, self remedy, without impacting clinical or surgical work | | | | | | |
| c. Changes to my physical health necessitating time off less than two weeks with an impact on clinical or surgical work | | | | | | |
| d. Changes to my physical health necessitating time off more than two weeks with an impact on clinical or surgical work | | | | | | |
| **c. Overall Composite Level of harm (OCLH) Score LH1-LH4 GRADES** | | | | | | |
| **Composite level of harm** | **SPFI Result** | **Self-reported physical level of harm** | | | | |
| No harm (LH1) | No burnout | No changes in physical Health | | | | |
| Low harm (LH2) | No burnout | Changes to physical health but self-remedy with no impact on work | | | | |
| Moderate harm (LH3) | Burnout or  No burnout | Changes to physical health with time off <2 weeks with impact on work | | | | |
| Severe harm (LH4) | Burnout or  No burnout | Changes to physical health with time off >2 weeks with impact on work | | | | |