

Supplementary Online Information Table S1. Multiple regression models 1 to 9

		Adjusted R-squared	Likelihood ratio test
Model 0 Empty model	$R^2 = 0.00$ B = 20.35, 95% CI 19.6 to 21.1, $p < 0.0001$	0.00	
Model 1 Self-reflection Time spent on positive self-reflection	$R^2 = 0.09$ B = 3.61, 95% CI 2.86 to 4.37, $p < 0.0001$	0.09	$X^2 = 84.3$, $p < 0.0001$
Model 2 Ethnicity Time spent on positive self-reflection Ethnicity Vs. White: Asian Black Mixed	$R^2 = 0.17$ B = 3.28, 95% CI 2.55 to 4.02, $p < 0.0001$ B = 9.76, 95% CI 6.68 to 12.82, $p < 0.0001$ B = 11.36, 95% CI 7.97 to 14.75, $p < 0.0001$ B = 2.24, 95% CI -1.40 to 5.88, $p = 0.23$	0.17	$X^2 = 75.09$, $p < 0.0001$
Model 3 Skills development Time spent on positive self-reflection Ethnicity Vs. White: Asian Black Mixed Developed new skills in physical healthcare Developed new skills in mental healthcare	$R^2 = 0.22$ B = 2.62, 95% CI 1.86 to 3.38, $p < 0.0001$ B = 8.58, 95% CI 5.54 to 11.61, $p < 0.001$ B = 10.54, 95% CI 7.20 to 13.89, $p < 0.0001$ B = 2.09, 95% CI -1.45 to 5.62, $p = 0.25$ B = 2.56, 95% CI 1.73 to 3.44, $p < 0.0001$ B = 0.81, 95% CI 0.04 to 1.58, $p = 0.04$	0.22	$X^2 = 59.31$, $p < 0.0001$
Model 4 Connecting with others Time spent on positive self-reflection Ethnicity Vs. White: Asian	$R^2 = 0.26$ B = 2.20, 95% CI 1.45 to 2.96, $p < 0.0001$ B = 8.02, 95% CI 5.04 to 11.00, $p < 0.0001$	0.25	$X^2 = 36.53$, $p < 0.0001$

Black	B = 10.64, 95% CI 7.36 to 13.92, $p < 0.0001$		
Mixed	B = 2.77, 95% CI -0.70 to 6.23, $p = 0.12$		
Developed new skills in physical healthcare	B = 2.73, 95% CI 1.88 to 3.58, $p < 0.0001$		
Developed new skills in mental healthcare	B = 0.51, 95% CI -0.25 to 1.27, $p = 0.19$		
Time spent connecting with colleagues	B = 1.24, 95% CI 0.37 to 2.11, $p = 0.005$		
Time spent connecting with friends and family	B = 1.60, 95% CI 0.73 to 2.47, $p < 0.0001$		
Model 5 Other self-care	$R^2 = 0.27$	0.26	$X^2 = 1.99, p = 0.55$
Time spent on positive self-reflection	B = 2.21, 95% CI 1.29 to 2.96, $p < 0.0001$		
Ethnicity Vs. White:			
Asian	B = 8.04, 95% CI 5.06 to 11.01, $p < 0.0001$		
Black	B = 12.06, 95% CI 8.70 to 15.43, $p < 0.0001$		
Mixed	B = 2.91, 95% CI -0.55 to 6.36, $p = 0.09$		
Developed new skills in physical healthcare	B = 2.71, 95% CI 1.86 to 3.56, $p < 0.0001$		
Developed new skills in mental healthcare	B = 0.53, 95% CI -0.23 to 1.29, $p = 0.17$		
Time spent connecting with colleagues	B = 1.29, 95% CI 0.42 to 2.16, $p = 0.004$		
Time spent connecting with friends and family	B = 1.59, 95% CI 0.68 to 2.50, $p = 0.001$		
Time spent relaxing or doing hobbies	B = -0.24, 95% CI -1.07 to 0.59, $p = 0.57$		
Time spent exercising	B = 0.43, 95% CI -0.39 to 1.25, $p = 0.31$		
Model 6 Feeling supported	$R^2 = 0.29$	0.28	$X^2 = 27.23, p < 0.001$

Time spent on positive self-reflection	B = 2.06, 95% CI 1.24 to 2.98, $p < 0.0001$		
Ethnicity Vs. White: Asian	B = 8.06, 95% CI 5.09 to 11.04, $p < 0.0001$		
Black	B = 12.34, 95% CI 8.97 to 15.72, $p < 0.0001$		
Mixed	B = 2.72, 95% CI -0.69 to 6.14, $p = 0.12$		
Developed new skills in physical healthcare	B = 2.52, 95% CI 1.67 to 3.36, $p < 0.0001$		
Developed new skills in mental healthcare	B = 0.36, 95% CI -0.40 to 1.13, $p = 0.35$		
Time spent connecting with colleagues	B = 0.99, 95% CI 0.09 to 1.89, $p = 0.03$		
Time spent connecting with friends and family	B = 1.57, 95% CI 0.67 to 2.47, $p = 0.001$		
Time spent relaxing or doing hobbies	B = -0.45, 95% CI -1.28 to 0.38, $p = 0.29$		
Time spent exercising	B = 0.37, 95% CI -0.46 to 1.19, $p = 0.38$		
Felt supported by my immediate team	B = -0.27, 95% CI -1.29 to 0.75, $p = 0.60$		
Felt supported by senior management	B = 0.85, 95% CI 0.02 to 1.68, $p = 0.04$		
Felt supported by the UK government	B = 1.01, 95% CI 0.22 to 1.80, $p = 0.01$		
Felt supported by the people of the UK	B = 0.96, 95% CI 0.15 to 1.77, $p = 0.02$		
Model 7 Professional characteristics	$R^2 = 0.33$	Adjusted $R^2 = 0.30$	$X^2 = 50.56$, $p < 0.0001$
Time spent on positive self-reflection	B = 1.95, 95% CI 1.10 to 2.79, $p < 0.0001$		
Ethnicity Vs. White: Asian	B = 7.31, 95% CI 3.97 to 10.65, $p < 0.0001$		

Black	B = 11.48, 95% CI 7.93 to 15.03, $p < 0.0001$		
Mixed	B = 2.95, 95% CI -0.61 to 6.51, $p = 0.10$		
Developed new skills in physical healthcare	B = 2.15, 95% CI 1.21 to 3.08, $p < 0.001$		
Developed new skills in mental healthcare	B = 1.27, 95% CI 0.43 to 2.11, $p = 0.003$		
Time spent connecting with colleagues	B = 0.76, 95% CI -0.15 to 1.66, $p = 0.101$		
Time spent connecting with friends and family	B = 1.64, 95% CI 0.73 to 2.55, $p < 0.0001$		
Time spent relaxing or doing hobbies	B = -0.54, 95% CI -1.37 to 0.29, $p = 0.199$		
Time spent exercising	B = 0.59, 95% CI -0.25 to 1.42, $p = 0.17$		
Felt supported by my immediate team	B = -0.47, 95% CI -1.50 to 0.53, $p = 0.37$		
Felt supported by senior management	B = 0.99, 95% CI 0.14 to 1.84, $p = 0.023$		
Felt supported by the UK government	B = 0.35, 95% CI -0.46 to 1.16, $p = 0.396$		
Felt supported by the people of the UK	B = 1.37, 95% CI 0.55 to 2.20, $p = 0.001$		
Profession Vs. non-clinical			
AHPs & social workers	B = -5.43, 95% CI -8.21 to -2.65, $p < 0.0001$		
HCA's & support workers	B = -3.63, 95% CI -7.21 to 0.05, $p = 0.047$		
Medical	B = -4.49, 95% CI -8.40 to -0.58, $p = 0.022$		
Nursing & midwifery	B = -4.95, 95% CI -7.50 to -2.40, $p < 0.0001$		
Psychology & psychotherapy	B = -6.69, 95% CI -9.40 to -3.97, $p < 0.0001$		
Location of work Vs. Administration offices			

Community only	B = 0.33, 95% CI -1.35 to 2.01, p = 0.703		
Inpatient (or mixed)	B = -0.54, 95% CI -2.94 to 1.87, p = 0.661		
Healthcare sector Vs. primary care:			
Community physical health	B = -3.39, 95% CI -7.50 to 0.72, p = 0.106		
Mental health	B = -3.93, 95% CI -7.44 to -0.42, p = 0.028		
NHS Trust Vs. East London CNWL	B = 0.08, 95% CI -1.81 to 1.97, p = 0.934		
Devon	B = -0.32, 95% CI -2.32 to 1.69, p = 0.755		
NSFT	B = -1.03, 95% CI -3.29 to 1.23, p = 0.370		
Model 8 Exposure to or risk of COVID-19	R ² = 0.34	0.31	X ² = 15.67, p = 0.0013 AIC = 5522.7 BIC = 5680.2
Time spent on positive self-reflection	B = 2.01, 95% CI 1.17 to 2.85, p < 0.0001		
Ethnicity Vs. White:			
Asian	B = 6.53, 95% CI 3.18 to 9.89, p < 0.0001		
Black	B = 11.15, 95% CI 7.57 to 14.74, p < 0.0001		
Mixed	B = 3.17, 95% CI -0.37 to 6.72, p = 0.080		
Developed new skills in physical healthcare	B = 2.03, 95% CI 1.10 to 2.96, p < 0.0001		
Developed new skills in mental healthcare	B = 0.98, 95% CI 0.14 to 1.83, p = 0.023		
Time spent connecting with colleagues	B = 0.73, 95% CI -0.17 to 1.63, p = 0.112		
Time spent connecting with friends and family	B = 1.67, 95% CI 0.77 to 2.57, p < 0.0001		
Time spent relaxing or doing hobbies	B = -0.43, 95% CI -1.25 to 0.40, p = 0.312		
Time spent exercising	B = 0.78, 95% CI -0.05 to 1.62, p = 0.067		

Felt supported by my immediate team	B = -0.51, 95% CI -1.54 to 0.52, p = 0.334		
Felt supported by senior management	B = 1.07, 95% CI 0.22 to 1.91, p = 0.013		
Felt supported by the UK government	B = 0.44, 95% CI -0.36 to 1.24, p = 0.282		
Felt supported by the people of the UK	B = 1.32, 95% CI 0.50 to 2.15, p = 0.002		
Profession Vs. non-clinical			
AHPs & social workers	B = -5.41, 95% CI -8.18 to -2.63, p < 0.0001		
HCA's & support workers	B = -3.86, 95% CI -7.45 to -0.27, p = 0.035		
Medical	B = -4.58, 95% CI -8.49 to -0.68, p = 0.022		
Nursing & midwifery	B = -5.23, 95% CI -7.80 to -2.65, p < 0.0001		
Psychology & psychotherapy	B = -6.32, 95% CI -9.04 to -3.60, p < 0.0001		
Location of work Vs. Administration offices			
Community only	B = -0.12, 95% CI -1.80 to 1.56, p = 0.890		
Inpatient (or mixed)	B = -0.40, 95% CI -2.73 to 1.99, p = 0.741		
Healthcare sector Vs. primary care:			
Community physical health	B = -3.79, 95% CI -7.87 to 0.30, p = 0.069		
Mental health	B = -3.92, 95% CI -7.41 to -0.44, p = 0.027		
NHS Trust Versus East London CNWL	B = 0.47, 95% CI -1.41 to 2.36, p = 0.627		
Devon	B = -0.03, 95% CI -2.03 to 1.96, p = 0.974		
NSFT	B = -1.00, 95% CI -3.24 to 1.25, p = 0.383		
Extent of anxiety about the personal and work-	B = 2.05, 95% CI 0.80 to 3.30, p = 0.001		

related consequences of COVID-19			
Self, family or friends becoming seriously ill or hospitalised with COVID-19	B = 1.10, 95% CI -0.73 to 2.92, p = 0.239		
Self or family CEV	B = 1.41, 95% CI -0.58 to 3.39, p = 0.164		
Model 9 Final model removing non-significant predictors	R ² = 0.32	R ² = 0.31	X ² = 14.05, p = 0.297 AIC = 5512.7 BIC = 5614.7
Time spent on positive self-reflection	B = 2.17, 95% CI 1.40 to 2.94, p < 0.0001		
Ethnicity Vs. White:			
Asian	B = 7.03, 95% CI 3.78 to 10.27, p < 0.0001		
Black	B = 11.21, 95% CI 7.82 to 14.60, p < 0.0001		
Mixed	B = 2.85, 95% CI -0.65 to 6.34, p = 0.11		
Developed new skills in physical healthcare	B = 2.13, 95% CI 1.23 to 3.04, p < 0.0001		
Developed new skills in mental healthcare	B = 1.05, 95% CI 0.22 to 1.88, p = 0.013		
Time spent connecting with friends and family	B = 1.89, 95% CI 1.10 to 2.67, p < 0.0001		
Felt supported by senior management	B = 0.89, 95% CI 0.20 to 1.58, p = 0.012		
Felt supported by the people of the UK	B = 1.46, 95% CI 0.70 to 2.21, p < 0.0001		
Profession Vs. non-clinical AHPs & social workers	B = -5.60, 95% CI -7.77 to -3.42, p < 0.0001		
HCA's & support workers	B = -3.56, 95% CI -6.69 to -0.44, p = 0.026		

Medical	B = - 4.92, 95% CI -8.40 to - 1.44, p = 0.006		
Nursing & midwifery	B = -5.24, 95% CI -7.22 to - 3.26, p < 0.0001		
Psychology & psychotherapy	B = -6.52, 95% CI -8.67 to - 4.83, p < 0.0001		
Healthcare sector Vs. primary care:			
Community physical health	B = -4.16, 95% CI -8.21 to - 0.11, p = 0.044		
Mental health	B = 3.68, 95% CI -7.06 to - 0.31, p = 0.032		
Extent of anxiety about the personal and work-related consequences of COVID-19	B = 2.10, 95% CI 0.88 to 3.32, p = 0.001		

AHP Allied Health Professional; CEV Clinically extremely vulnerable; HCA Healthcare Assistant; NHS National Health Service; UK United Kingdom