Supplementary Materials

The role of Work Engagement in Facing the COVID-19 Pandemic among Mental Healthcare Workers: An Italian Study to Improve Work Sustainability During Emergency Situations

Valentina Fietta [1], Francesca Bertoldo [2], Lorenzo Gasperi [2], Cristina Mazza [3,*], Paolo Roma [4] and Merylin Monaro [1]

[1] Department of General Psychology, University of Padova, 35131 Padua, Italy
[2] Unità Operativa di Psichiatria, Area Territoriale EST, APSS, 38123, Trento, Italy
[3] Department of Neuroscience, Imaging and Clinical Sciences, "G. d'Annunzio" University of Chieti-Pescara, 66100 Chieti, Italy
[4] Department of Human Neuroscience, Sapienza University of Roma, 00185 Rome, Italy
* Correspondence: cristina.mazza@unich.it

Table S1. Spearman correlations between UWES scores and the other variables (resilience, burnout, stress and coping).

Spearman's Correlations

			Spearman's rho		p	Lower 95% CI	Upper 95% CI
UWES *Vigour*	-	BRCS	0.581	**	0.006	0.199	0.810
UWES *Absorption*	-	BRCS	0.557	**	0.009	0.165	0.797
UWES *Dedication*	-	BRCS	0.678	***	7.269e -4	0.349	0.859
UWES Total	-	BRCS	0.646	**	0.002	0.297	0.843
UWES *Vigour*	-	LBQ *Psychophysical Exhaustion*	-0.845	***	1.452e -6	-0.935	-0.650
UWES *Vigour*	-	LBQ *Professional Ineffectiveness*	-0.548	*	0.010	-0.792	-0.152
UWES *Vigour*	-	LBQ *Relationship Deterioration*	-0.403		0.070	-0.711	0.035
UWES *Vigour*	-	LBQ *Disillusionment*	-0.770	***	4.459e -5	-0.902	-0.507
UWES *Absorption*	-	LBQ *Psychophysical Exhaustion*	-0.728	***	1.852e -4	-0.882	-0.431
UWES *Absorption*	-	LBQ *Professional Ineffectiveness*	-0.424		0.055	-0.723	0.009
UWES *Absorption*	-	LBQ *Relationship Deterioration*	-0.367		0.102	-0.689	0.077
UWES *Absorption*	-	LBQ *Disillusionment*	-0.763	***	5.675e -5	-0.899	-0.495
UWES *Dedication*	-	LBQ *Psychophysical Exhaustion*	-0.810	***	8.589e -6	-0.920	-0.582
UWES *Dedication*	-	LBQ *Professional Ineffectiveness*	-0.411		0.064	-0.716	0.025
UWES *Dedication*	-	LBQ *Relationship Deterioration*	-0.415		0.061	-0.718	0.020
UWES *Dedication*	-	LBQ *Disillusionment*	-0.874	***	2.241e -7	-0.948	-0.711
UWES Total	-	LBQ *Psychophysical Exhaustion*	-0.844	***	1.550e -6	-0.935	-0.648
UWES Total	-	LBQ *Professional Ineffectiveness*	-0.477	*	0.029	-0.753	-0.057

Spearman's Correlations

			Spearman's rho		p	Lower 95% CI	Upper 95% CI
UWES Total	-	LBQ *Relationship Deterioration*	-0.450	*	0.041	-0.738	-0.023
UWES Total	-	LBQ *Disillusionment*	-0.853	***	9.193e -7	-0.939	-0.666
UWES *Vigour*	-	HPSCS-I-I STRESS *Personal Attack*	-0.448	*	0.042	-0.737	-0.021
UWES *Vigour*	-	HPSCS-I STRESS *Clinical Emergency*	0.126		0.585	-0.323	0.529
UWES *Vigour*	-	HPSCS-I STRESS *Problematic Relationships*	-0.319		0.159	-0.660	0.131
UWES *Vigour*	-	HPSCS-I STRESS *Personal Devaluation*	-0.121		0.603	-0.525	0.328
UWES *Vigour*	-	HPSCS-I STRESS *Organizational Unforeseen Events*	-0.360		0.108	-0.685	0.084
UWES *Vigour*	-	HPSCS-I STRESS Total score	-0.303		0.182	-0.650	0.148
UWES *Absorption*	-	HPSCS-I STRESS *Personal Attack*	-0.560	**	0.008	-0.798	-0.169
UWES *Absorption*	-	HPSCS-I STRESS *Clinical Emergency*	0.113		0.625	-0.335	0.520
UWES *Absorption*	-	HPSCS-I STRESS *Problematic Relationships*	-0.328		0.146	-0.666	0.120
UWES *Absorption*	-	HPSCS-I STRESS *Personal Devaluation*	-0.238		0.299	-0.607	0.216
UWES *Absorption*	-	HPSCS-I STRESS *Organizational Unforeseen Events*	-0.332		0.141	-0.668	0.116
UWES *Absorption*	-	HPSCS-I STRESS Total score	-0.375		0.094	-0.694	0.068
UWES *Dedication*	-	HPSCS-I STRESS *Personal Attack*	-0.543	*	0.011	-0.790	-0.146
UWES *Dedication*	-	HPSCS-I STRESS *Clinical Emergency*	-0.033		0.888	-0.458	0.405
UWES *Dedication*	-	HPSCS-I STRESS *Problematic Relationships*	-0.258		0.258	-0.621	0.195
UWES *Dedication*	-	HPSCS-I STRESS *Personal Devaluation*	-0.163		0.480	-0.556	0.289
UWES *Dedication*	-	HPSCS-I STRESS *Organizational Unforeseen Events*	-0.343		0.128	-0.675	0.104
UWES *Dedication*	-	HPSCS-I STRESS Total score	-0.347		0.123	-0.677	0.100
UWES Total	-	HPSCS-I STRESS *Personal Attack*	-0.528	*	0.014	-0.781	-0.125
UWES Total	-	HPSCS-I STRESS *Clinical Emergency*	0.078		0.737	-0.366	0.493
UWES Total	-	HPSCS-I STRESS *Problematic Relationships*	-0.318		0.160	-0.659	0.132
UWES Total	-	HPSCS-I STRESS *Personal Devaluation*	-0.167		0.470	-0.558	0.285
UWES Total	-	HPSCS-I STRESS *Organizational Unforeseen Events*	-0.401		0.072	-0.710	0.037
UWES Total	-	HPSCS-I STRESS Total score	-0.354		0.115	-0.681	0.092

Spearman's Correlations

			Spearman's rho		p	Lower 95% CI	Upper 95% CI
UWES *Vigour*	-	HPSCS-I COPING *Problem Solving*	0.124		0.593	-0.325	0.527
UWES *Vigour*	-	HPSCS-I COPING *Social Support*	0.079		0.734	-0.365	0.494
UWES *Vigour*	-	HPSCS-I COPING *Emotional Distress*	-0.454	*	0.039	-0.741	-0.028
UWES *Vigour*	-	HPSCS-I COPING *Problem Avoidance*	-0.352		0.117	-0.681	0.094
UWES *Absorption*	-	HPSCS-I COPING *Problem Solving*	0.019		0.936	-0.416	0.447
UWES *Absorption*	-	HPSCS-I COPING *Social Support*	-0.142		0.540	-0.540	0.309
UWES A*bsorption*	-	HPSCS-I COPING *Emotional Distress*	-0.440	*	0.046	-0.732	-0.010
UWES *Absorption*	-	HPSCS-I COPING *Problem Avoidance*	-0.464	*	0.034	-0.746	-0.041
UWES *Dedication*	-	HPSCS-I COPING *Problem Solving*	0.038		0.870	-0.400	0.462
UWES *Dedication*	-	HPSCS-I COPING *Social Support*	-0.110		0.636	-0.517	0.338
UWES *Dedication*	-	HPSCS-I COPING *Emotional Distress*	-0.428		0.053	-0.726	0.004
UWES *Dedication*	-	HPSCS-I COPING *Problem Avoidance*	-0.298		0.189	-0.647	0.153
UWES Total	-	HPSCS-I COPING *Problem Solving*	0.055		0.814	-0.386	0.475
UWES Total	-	HPSCS-I COPING *Social Support*	-0.029		0.901	-0.455	0.408
UWES Total	-	HPSCS-I COPING *Emotional Distress*	-0.460	*	0.036	-0.744	-0.036
UWES Total	-	HPSCS-I COPING *Problem Avoidance*	-0.388		0.083	-0.702	0.053

* p < .05, ** p < .01, *** p < .001

Table S2. Spearman correlations between the other variables (resilience, burnout, stress and coping).

Spearman's Correlations

			Spearman's rho		p	Lower 95% CI	Upper 95% CI
BRCS	-	LBQ *Psychophysical Exhaustion*	-0.410		0.065	-0.715	0.027
BRCS	-	LBQ *Professional Ineffectiveness*	-0.488	*	0.025	-0.760	-0.072
BRCS	-	LBQ *Relationship Deterioration*	-0.254		0.267	-0.618	0.200
BRCS	-	LBQ *Disillusionment*	-0.506	*	0.019	-0.770	-0.095
BRCS	-	HPSCS-I STRESS *Personal Attack*	-0.308		0.174	-0.653	0.143
BRCS	-	HPSCS-I STRESS *Clinical Emergency*	0.087		0.707	-0.358	0.500
BRCS	-	HPSCS-I STRESS *Problematic Relationships*	-0.072		0.757	-0.488	0.371
BRCS	-	HPSCS-I STRESS *Personal Devaluation*	0.081		0.728	-0.364	0.495
BRCS	-	HPSCS-I STRESS *Organizational Unforeseen Events*	-0.114		0.623	-0.520	0.334
BRCS	-	HPSCS-I STRESS Total score	-0.056		0.811	-0.476	0.385
BRCS	-	HPSCS-I COPING *Problem Solving*	0.037		0.874	-0.401	0.461
BRCS	-	HPSCS-I COPING *Social Support*	-0.018		0.939	-0.446	0.417
BRCS	-	HPSCS-I COPING *Emotional Distress*	-0.194		0.401	-0.577	0.260
BRCS	-	HPSCS-I COPING *Problem Avoidance*	-0.250		0.275	-0.615	0.204
LBQ *Psychophysical Exhaustion*	-	HPSCS-I STRESS *Personal Attack*	0.424		0.055	-0.009	0.723
LBQ *Psychophysical Exhaustion*	-	HPSCS-I STRESS *Clinical Emergency*	-0.076		0.743	-0.492	0.368
LBQ *Psychophysical Exhaustion*	-	HPSCS-I STRESS *Problematic Relationships*	0.228		0.321	-0.226	0.600
LBQ *Psychophysical Exhaustion*	-	HPSCS-I STRESS *Personal Devaluation*	-0.084		0.717	-0.498	0.361
LBQ *Psychophysical Exhaustion*	-	HPSCS-I STRESS *Organizational Unforeseen Events*	0.259		0.257	-0.194	0.621
LBQ *Psychophysical Exhaustion*	-	HPSCS-I STRESS Total score	0.259		0.257	-0.194	0.621
LBQ *Psychophysical Exhaustion*	-	HPSCS-I COPING *Problem Solving*	-0.267		0.242	-0.626	0.186
LBQ *Psychophysical Exhaustion*	-	HPSCS-I COPING *Social Support*	-0.149		0.519	-0.546	0.302
LBQ *Psychophysical Exhaustion*	-	HPSCS-I COPING *Emotional Distress*	0.386		0.084	-0.055	0.701
LBQ *Psychophysical Exhaustion*	-	HPSCS-I COPING *Problem Avoidance*	0.105		0.652	-0.343	0.513
LBQ *Professional Ineffectiveness*	-	HPSCS-I STRESS *Personal Attack*	0.526	*	0.014	0.121	0.780

Spearman's Correlations

			Spearman's rho		p	Lower 95% CI	Upper 95% CI
LBQ *Professional Ineffectiveness*	-	HPSCS-I STRESS *Clinical Emergency*	0.164		0.477	-0.288	0.556
LBQ *Professional Ineffectiveness*	-	HPSCS-I STRESS *Problematic Relationships*	0.569	**	0.007	0.182	0.803
LBQ *Professional Ineffectiveness*	-	HPSCS-I STRESS *Personal Devaluation*	0.160		0.487	-0.291	0.554
LBQ *Professional Ineffectiveness*	-	HPSCS-I STRESS *Organizational Unforeseen Events*	0.372		0.097	-0.071	0.692
LBQ *Professional Ineffectiveness*	-	HPSCS-I STRESS Total score	0.558	**	0.009	0.166	0.797
LBQ *Professional Ineffectiveness*	-	HPSCS-I COPING *Problem Solving*	-0.017		0.943	-0.445	0.418
LBQ *Professional Ineffectiveness*	-	HPSCS-I COPING *Social Support*	0.207		0.369	-0.247	0.586
LBQ *Professional Ineffectiveness*	-	HPSCS-I COPING *Emotional Distress*	0.749	***	9.340e -5	0.469	0.892
LBQ *Professional Ineffectiveness*	-	HPSCS-I COPING *Problem Avoidance*	0.510	*	0.018	0.100	0.772
LBQ *Relationship Deterioration*	-	HPSCS-I STRESS *Personal Attack*	0.357		0.112	-0.088	0.684
LBQ *Relationship Deterioration*	-	HPSCS-I STRESS *Clinical Emergency*	0.168		0.466	-0.284	0.559
LBQ *Relationship Deterioration*	-	HPSCS-I STRESS *Problematic Relationships*	0.354		0.115	-0.092	0.682
LBQ *Relationship Deterioration*	-	HPSCS-I STRESS *Personal Devaluation*	0.222		0.333	-0.232	0.597
LBQ *Relationship Deterioration*	-	HPSCS-I STRESS *Organizational Unforeseen Events*	0.502	*	0.021	0.089	0.767
LBQ *Relationship Deterioration*	-	HPSCS-I STRESS Total score	0.406		0.068	-0.031	0.713
LBQ *Relationship Deterioration*	-	HPSCS-I COPING *Problem Solving*	0.236		0.303	-0.218	0.606
LBQ *Relationship Deterioration*	-	HPSCS-I COPING *Social Support*	0.266		0.244	-0.187	0.626
LBQ *Relationship Deterioration*	-	HPSCS-I COPING *Emotional Distress*	0.288		0.205	-0.164	0.640
LBQ *Relationship Deterioration*	-	HPSCS-I COPING *Problem Avoidance*	0.162		0.484	-0.290	0.555
LBQ *Disillusionment*	-	HPSCS-I STRESS *Personal Attack*	0.632	**	0.002	0.275	0.836
LBQ *Disillusionment*	-	HPSCS-I STRESS *Clinical Emergency*	0.144		0.533	-0.307	0.542
LBQ *Disillusionment*	-	HPSCS-I STRESS *Problematic Relationships*	0.317		0.162	-0.133	0.658
LBQ *Disillusionment*	-	HPSCS-I STRESS *Personal Devaluation*	0.265		0.246	-0.188	0.625

Spearman's Correlations

			Spearman's rho		p	Lower 95% CI	Upper 95% CI
LBQ *Disillusionment*	-	HPSCS-I STRESS *Organizational Unforeseen Events*	0.543	*	0.011	0.145	0.790
LBQ *Disillusionment*	-	HPSCS-I STRESS Total score	0.495	*	0.022	0.081	0.764
LBQ *Disillusionment*	-	HPSCS-I COPING *Problem Solving*	0.013		0.956	-0.421	0.442
LBQ *Disillusionment*	-	HPSCS-I COPING *Social Support*	0.213		0.353	-0.240	0.591
LBQ *Disillusionment*	-	HPSCS-I COPING *Emotional Distress*	0.592	**	0.005	0.216	0.815
LBQ *Disillusionment*	-	HPSCS-I COPING *Problem Avoidance*	0.344		0.127	-0.103	0.675
HPSCS-I STRESS *Personal Attack*	-	HPSCS-I COPING *Problem Solving*	0.255		0.264	-0.198	0.619
HPSCS-I STRESS *Personal Attack*	-	HPSCS-I COPING *Social Support*	0.518	*	0.016	0.111	0.776
HPSCS-I STRESS *Personal Attack*	-	HPSCS-I COPING *Emotional Distress*	0.665	**	0.001	0.328	0.852
HPSCS-I STRESS *Personal Attack*	-	HPSCS-I COPING *Problem Avoidance*	0.346		0.125	-0.101	0.677
HPSCS-I STRESS *Clinical Emergency*	-	HPSCS-I COPING *Problem Solving*	0.621	**	0.003	0.259	0.830
HPSCS-I STRESS *Clinical Emergency*	-	HPSCS-I COPING *Social Support*	0.624	**	0.003	0.263	0.832
HPSCS-I STRESS *Clinical Emergency*	-	HPSCS-I COPING *Emotional Distress*	0.274		0.230	-0.179	0.631
HPSCS-I STRESS *Clinical Emergency*	-	HPSCS-I COPING *Problem Avoidance*	-0.055		0.814	-0.475	0.386
HPSCS-I STRESS *Problematic Relationships*	-	HPSCS-I COPING *Problem Solving*	0.394		0.077	-0.045	0.706
HPSCS-I STRESS *Problematic Relationships*	-	HPSCS-I COPING *Social Support*	0.638	**	0.002	0.284	0.839
HPSCS-I STRESS *Problematic Relationships*	-	HPSCS-I COPING *Emotional Distress*	0.765	***	5.441e -5	0.497	0.899
HPSCS-I STRESS *Problematic Relationships*	-	HPSCS-I COPING *Problem Avoidance*	0.404		0.069	-0.033	0.712
HPSCS-I STRESS *Personal Devaluation*	-	HPSCS-I COPING *Problem Solving*	0.253		0.269	-0.201	0.617
HPSCS-I STRESS *Personal Devaluation*	-	HPSCS-I COPING *Social Support*	0.567	**	0.007	0.179	0.802
HPSCS-I STRESS *Personal Devaluation*	-	HPSCS-I COPING *Emotional Distress*	0.474	*	0.030	0.053	0.752
HPSCS-I STRESS *Personal Devaluation*	-	HPSCS-I COPING *Problem Avoidance*	0.477	*	0.029	0.058	0.754
HPSCS-I STRESS *Organizational Unforeseen Events*	-	HPSCS-I COPING *Problem Solving*	0.422		0.057	-0.012	0.722
HPSCS-I STRESS *Organizational Unforeseen Events*	-	HPSCS-I COPING *Social Support*	0.416		0.061	-0.019	0.719

Spearman's Correlations

			Spearman's rho		p	Lower 95% CI	Upper 95% CI
HPSCS-I STRESS *Organizational Unforeseen Events*	-	HPSCS-I COPING *Emotional Distress*	0.478	*	0.028	0.058	0.754
HPSCS-I STRESS *Organizational Unforeseen Events*	-	HPSCS-I COPING *Problem Avoidance*	0.199		0.386	-0.254	0.581
HPSCS-I STRESS Total score	-	HPSCS-I COPING *Problem Solving*	0.493	*	0.023	0.078	0.763
HPSCS-I STRESS Total score	-	HPSCS-I COPING *Social Support*	0.770	***	4.412e -5	0.507	0.902
HPSCS-I STRESS Total score	-	HPSCS-I COPING *Emotional Distress*	0.765	***	5.297e -5	0.498	0.900
HPSCS-I STRESS Total score	-	HPSCS-I COPING *Problem Avoidance*	0.362		0.107	-0.083	0.686

* p < .05, ** p < .01, *** p < .001