

- 1 **Supplementary material 1**
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- 3 Part 1: Socio-demographic questions
- 4 Age: _____
- 5 Gender: _____
- 6 Highest level of education attained:
- 7 Occupation and position: _____
- 8 Workplace: _____
- 9 How long have you been working at your current workplace?
- 10 Are you working at your current workplace during the pandemic since?
- 11 Do you have children, older adults, or other people you care for living at home?
- 12 Part 2 -Healthcare workers' experiences during the COVID-19 pandemic
- 13 2.1 General experience
- 14 Please, tell me about your experience during the COVID-19 pandemic.
- 15 What was the most stressful situation you experienced during the pandemic?
- 16 What was the most helpful situation that helped you cope with the stress during the pandemic?
- 17 2.2 Work-related experiences
- 18 What do you think were the most stressful work-related aspects during the COVID-19 pandemic?
- 19 What do you think were the most helpful work-related aspects during the COVID-19 pandemic?
- 20 Could you tell us about mental health during the COVID-19 that you noticed among healthcare
- 21 workers?
- 22 Did you feel that you were supported by superiors, colleagues, policy makers and society during the
- 23 COVID 19 pandemic?
- 24 Did you notice any changes in people's behavior towards each other during the pandemic?
- 25 Did the work environment change after the vaccine was available for healthcare workers?
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