

Supplemental Table 2 - Distribution of Likert Questions and Outcome Aggregated Scores

Aggregated Knowledge Score

How knowledgeable are you regarding the (1 = least knowledgeable, 5 = most knowledgeable)

Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
Public health impacts of the pandemic in general?	Mean (sd) : 3.7 (0.7) min < med < max: 1 < 4 < 5 IQR (CV) : 1 (0.2)	1 : 11 (0.7%)		1576 (99.9%)
		2 : 67 (4.3%)		
		3 : 498 (31.6%)		
		4 : 844 (53.6%)		
		5 : 156 (9.9%)		
Your personal risk during the pandemic?	Mean (sd) : 4 (0.7) min < med < max: 1 < 4 < 5 IQR (CV) : 0 (0.2)	1 : 8 (0.5%)		1574 (99.8%)
		2 : 33 (2.1%)		
		3 : 253 (16.1%)		
		4 : 964 (61.2%)		
		5 : 316 (20.1%)		
Ability to answer pandemic-related questions from clients or visitors?	Mean (sd) : 3.6 (0.8) min < med < max: 1 < 4 < 5 IQR (CV) : 1 (0.2)	1 : 14 (0.9%)		1573 (99.7%)
		2 : 136 (8.6%)		
		3 : 449 (28.5%)		
		4 : 764 (48.6%)		
		5 : 210 (13.4%)		
Safety practices at work that are specific to COVID-19?	Mean (sd) : 4.1 (0.8) min < med < max: 1 < 4 < 5 IQR (CV) : 1 (0.2)	1 : 6 (0.4%)		1573 (99.7%)
		2 : 56 (3.6%)		
		3 : 202 (12.8%)		
		4 : 870 (55.3%)		
		5 : 439 (27.9%)		

Aggregated Confidence Score

How confident are you regarding the (1 = least confident, 5 = most confident)

Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
Your safety at work in general?	Mean (sd) : 3.8 (0.9) min < med < max: 1 < 4 < 5 IQR (CV) : 1 (0.2)	1 : 22 (1.4%)		1574 (99.8%)
		2 : 104 (6.6%)		
		3 : 399 (25.3%)		
		4 : 708 (45.0%)		
		5 : 341 (21.7%)		
Your safety at work that is specific to COVID-19?	Mean (sd) : 3.2 (1.2) min < med < max: 1 < 3 < 5 IQR (CV) : 2 (0.4)	1 : 132 (8.4%)		1572 (99.7%)
		2 : 303 (19.3%)		
		3 : 471 (30.0%)		
		4 : 451 (28.7%)		
		5 : 215 (13.7%)		

Aggregated Threat Score

What is your likelihood of (1 = least likely, 5 = most likely)

Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
Being exposed to SARS-CoV-2 as part of your job function?	Mean (sd) : 3.1 (1.2) min < med < max: 1 < 3 < 5 IQR (CV) : 2 (0.4)	1 : 132 (8.4%)		1576 (99.9%)
		2 : 354 (22.5%)		
		3 : 522 (33.1%)		
		4 : 342 (21.7%)		
		5 : 226 (14.3%)		

Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
You becoming sick with COVID-19 disease as a result of your job?	Mean (sd) : 2.8 (1.1) min < med < max: 1 < 3 < 5 IQR (CV) : 2 (0.4)	1 : 197 (12.5%) 2 : 430 (27.3%) 3 : 528 (33.5%) 4 : 282 (17.9%) 5 : 139 (8.8%)		1576 (99.9%)
Your co-workers becoming sick with COVID-19 as a result of their job?	Mean (sd) : 3 (1.2) min < med < max: 1 < 3 < 5 IQR (CV) : 2 (0.4)	1 : 158 (10.1%) 2 : 381 (24.3%) 3 : 505 (32.1%) 4 : 331 (21.1%) 5 : 196 (12.5%)		1571 (99.6%)
Becoming seriously ill with COVID-19 disease as a result of your job?	Mean (sd) : 3.3 (1.2) min < med < max: 1 < 3 < 5 IQR (CV) : 2 (0.4)	1 : 141 (9.0%) 2 : 315 (20.1%) 3 : 414 (26.4%) 4 : 400 (25.5%) 5 : 296 (18.9%)		1566 (99.3%)
You spreading SARS-CoV-2 to others around you?	Mean (sd) : 2.6 (1.2) min < med < max: 1 < 3 < 5 IQR (CV) : 1 (0.4)	1 : 282 (18.0%) 2 : 476 (30.4%) 3 : 447 (28.5%) 4 : 253 (16.1%) 5 : 110 (7.0%)		1568 (99.4%)

Do you agree with the following statements (1 = strongly disagree, 5 = strongly agree)

Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
The COVID-19 pandemic has severe public health consequences to those around me.	Mean (sd) : 4.1 (1) min < med < max: 1 < 4 < 5 IQR (CV) : 1 (0.3)	1 : 39 (2.5%) 2 : 89 (5.6%) 3 : 259 (16.4%) 4 : 436 (27.6%) 5 : 754 (47.8%)		1577 (100.0%)
The COVID-19 pandemic is likely to negatively influence my job role.	Mean (sd) : 3.1 (1.3) min < med < max: 1 < 3 < 5 IQR (CV) : 2 (0.4)	1 : 242 (15.3%) 2 : 326 (20.7%) 3 : 374 (23.7%) 4 : 373 (23.7%) 5 : 262 (16.6%)		1577 (100.0%)
I am at risk of COVID-19 disease because of my job role	Mean (sd) : 3.6 (1.2) min < med < max: 1 < 4 < 5 IQR (CV) : 1 (0.3)	1 : 109 (6.9%) 2 : 203 (12.9%) 3 : 281 (17.8%) 4 : 590 (37.4%) 5 : 394 (25.0%)		1577 (100.0%)
Others around me are at risk of COVID-19 disease because of my job role.	Mean (sd) : 3.4 (1.3) min < med < max: 1 < 4 < 5 IQR (CV) : 2 (0.4)	1 : 169 (10.7%) 2 : 233 (14.8%) 3 : 308 (19.5%) 4 : 523 (33.2%) 5 : 344 (21.8%)		1577 (100.0%)

Aggregated Efficacy Score

What is the importance of (1 = least important, 5 = most important)

Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
Your job roles and responsibilities during a pandemic or other emergent situation?	Mean (sd) : 4.1 (0.9) min < med < max: 1 < 4 < 5 IQR (CV) : 1 (0.2)	1 : 18 (1.1%) 2 : 75 (4.8%) 3 : 266 (17.0%) 4 : 562 (35.8%) 5 : 647 (41.3%)		1568 (99.4%)
Your individual role to the overall function of your workplace during a pandemic or other emergent situation?	Mean (sd) : 4.3 (0.9) min < med < max: 1 < 5 < 5 IQR (CV) : 1 (0.2)	1 : 22 (1.4%) 2 : 44 (2.8%) 3 : 211 (13.4%) 4 : 505 (32.2%) 5 : 788 (50.2%)		1570 (99.6%)

Do you agree with the following statements (1 = strongly disagree, 5 = strongly agree)

Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
I am able to perform my duties successfully during the COVID-19 pandemic.	Mean (sd) : 4.2 (0.9) min < med < max: 1 < 4 < 5 IQR (CV) : 1 (0.2)	1 : 26 (1.6%) 2 : 85 (5.4%) 3 : 143 (9.1%) 4 : 658 (41.7%) 5 : 665 (42.2%)		1577 (100.0%)
My co-workers are able to perform their duties successfully during the COVID-19 pandemic.	Mean (sd) : 4.1 (0.9) min < med < max: 1 < 4 < 5 IQR (CV) : 1 (0.2)	1 : 21 (1.3%) 2 : 115 (7.3%) 3 : 179 (11.4%) 4 : 692 (43.9%) 5 : 570 (36.1%)		1577 (100.0%)
If I perform my duties successfully, it will make a big difference in the success of the response to the COVID-19 pandemic.	Mean (sd) : 3.2 (1.2) min < med < max: 1 < 3 < 5 IQR (CV) : 2 (0.4)	1 : 169 (10.7%) 2 : 248 (15.7%) 3 : 496 (31.5%) 4 : 372 (23.6%) 5 : 292 (18.5%)		1577 (100.0%)

Aggregated Barriers Score

What is your likelihood of (1 = least likely, 5 = most likely)

Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
Have personal barriers that prevent you from reporting to work on-site?	Mean (sd) : 1.8 (1.1) min < med < max: 1 < 1 < 5 IQR (CV) : 1 (0.6)	1 : 896 (56.9%) 2 : 364 (23.1%) 3 : 176 (11.2%) 4 : 76 (4.8%) 5 : 62 (3.9%)		1574 (99.8%)
Have professional barriers that prevent you from reporting to work on-site?	Mean (sd) : 1.5 (0.9) min < med < max: 1 < 1 < 5 IQR (CV) : 1 (0.6)	1 : 1107 (70.6%) 2 : 286 (18.2%) 3 : 102 (6.5%) 4 : 39 (2.5%) 5 : 34 (2.2%)		1568 (99.4%)

Aggregated Response Outcome Score

Each question aggregated separately to create the three response outcomes (ready, willing, able)

Do you agree with the following statements (1 = strongly disagree, 5 = strongly agree)

Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
I am prepared and ready to respond to work during the COVID-19 pandemic.	Mean (sd) : 4.5 (0.8) min < med < max: 1 < 5 < 5 IQR (CV) : 1 (0.2)	1 : 20 (1.3%) 2 : 41 (2.6%) 3 : 117 (7.5%) 4 : 383 (24.6%) 5 : 996 (64.0%)		1557 (98.7%)
I am willing to respond to work during the COVID-19 pandemic.	Mean (sd) : 4.5 (0.8) min < med < max: 1 < 5 < 5 IQR (CV) : 1 (0.2)	1 : 15 (1.0%) 2 : 35 (2.2%) 3 : 114 (7.3%) 4 : 412 (26.3%) 5 : 992 (63.3%)		1568 (99.4%)
I feel I am able to respond to work during the COVID-19 pandemic.	Mean (sd) : 4.6 (0.7) min < med < max: 1 < 5 < 5 IQR (CV) : 1 (0.2)	1 : 11 (0.7%) 2 : 20 (1.3%) 3 : 74 (4.7%) 4 : 372 (23.7%) 5 : 1090 (69.6%)		1567 (99.4%)

Distribution of Aggregated Outcome Scores

Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
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Label	Stats / Values	Freqs (% of Valid)	Graph	Valid
Aggregated Knowledge Score	1. Low	737 (47.1%)		1565 (99.2%)
	2. High	828 (52.9%)		
Aggregated Confidence Score	1. Low	906 (57.6%)		1572 (99.7%)
	2. High	666 (42.4%)		
Aggregated Threat Score	1. Low	721 (46.5%)		1550 (98.3%)
	2. High	829 (53.5%)		
Aggregated Efficacy Score	1. Low	656 (42.0%)		1562 (99.0%)
	2. High	906 (58.0%)		
Aggregated Barriers Score	1. Low	842 (53.8%)		1566 (99.3%)
	2. High	724 (46.2%)		
Aggregated Readiness Score	1. Low	561 (36.0%)		1557 (98.7%)
	2. High	996 (64.0%)		
Aggregated Willingness Score	1. Low	576 (36.7%)		1568 (99.4%)
	2. High	992 (63.3%)		
Aggregated Ability Score	1. Low	477 (30.4%)		1567 (99.4%)
	2. High	1090 (69.6%)		