

Table 2A. Five components of construct validity of Coping with Covid measure.

Content:	<p>Qualifications of question writers (high, with many national experts in survey design, internal medicine and wellness producing the questions), well-written questions (items were based on other existing questions and were easy to complete), and should adequately represent the domain (regression analyses in subsequent cohorts of healthcare workers (manuscript submitted) who responded to the Coping with Covid survey and the single item burnout question from the Mini Z showed a high proportion (55%) of the variance in burnout explained by the stress measure and the items comprising the summary stress score, with strong relationships between stress measures and burnout.</p>
Response process:	<p>Clarity of instruction (reasonably straightforward for the 10, single item questions), test scoring (also straightforward), and respondent thought process in answering the question (not confirmed, although very few described any difficulty in understanding the questions).</p>
Internal structure:	<p>Internal consistency (in four item stress summary score, there was a reasonable Cronbach's alpha and McDonald's Omega, with good intercorrelations). Internal structure also relates to factor analysis (performed in the subsequent cohort of 20,000 healthcare workers and showed that the four items comprised a good unidimensional scale with acceptable psychometrics).</p>
Relations to other variables:	<p>Correlations with scores on other items (relationships with burnout were high for stress scores and for items comprising the stress summary score,</p>

	including fear, perceived anxiety/depression and work overload, the major components of stress due to covid).
Consequences:	A clinical utility measure (that is, are organizations better off for using it?). This category is often not reported in assessing new measures. In our work related to Coping with Covid results, the data are prepared so that organizations can use it clinically.

Categories drawn from: Cook DA and Beckman TJ. Current concepts in validity and reliability for psychometric instruments: theory and application. *Am J Med*, 2006;119(2):166.e7-16. doi: 10.1016/j.amjmed.2005.10.036.