**Supplemental Table B – Key Drivers Comparison between COVID-19 Hotspots and non-Hotspots**

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| **Supplemental Table B** | Non-Hotspot |  | Hotspot |  |  |
| **Unique Drivers** | 82 |  | 45 |  |  |
| **Top 10 Key Drivers** | 156 | Rank | 51 | Rank | P |
| Poor leadership | 50 (32.1%) | 1 | 10 (19.6%) | 3T | 0.11 |
| Staffing | 47 (30.1%) | 2 | 17 (33.3%) | 2 | 0.73 |
| High workload | 40 (25.6%) | 3 | 22 (43.1%) | 1 | 0.022 |
| Lack of recognition | 22 (14.1%) | 4 | 5 (9.8%) | 8T | 0.63 |
| COVID-19 | 20 (12.8%) | 5 | 10 (19.6%) | 3T | 0.25 |
| Lack of appreciation | 15 (9.6%) | 6 | 6 (11.8%) | 6T | 0.60 |
| Lack of resources | 14 (9.0%) | 7 | 2 (3.9%) | 14T | 0.37 |
| Lack of respect | 13 (8.3%) | 8 | 5 (9.8%) | 8T | 0.78 |
| Lack of autonomy | 11 (7.1%) | 9 | 1 (2.0%) | 20T | 0.30 |
| Stress | 10 (6.4%) | 9T | 6 (11.8%) | 6T | 0.23 |
| Emotional toll | 9 (5.8%) | 13T | 7 (13.7%) | 5 | 0.075 |
| High acuity | 9 (5.8%) | 13T | 5 (9.8%) | 8T | 0.34 |