Factors that Sustain and Deplete the Professional Self
(Skovholt & Trotter-Mathison, 2011)

Sustaining Factors	Depleting Factors
Joy in participating in other's growth	Feeling unsuccessful in helping others
Feeling successful in helping others	Professional boundaries that allow for excessive other-care & too little self-care
Closely observing human life (creativity, courage, ingenuity, tolerance of pain) & meaningful human contact	Low peer support
Finely tuned professional boundaries	Low supervisor support
Peer support	High organizational conflict
Supervision support	Excessive seriousness in purposes & style
Low level of organizational conflict	Little attention to long-term professional development
Sense of humor and playfulness	Inability to accept any ambiguous professional loss or normative failure
Constant focus on professional development & avoidance of stagnation and pseudo development	Neglecting the importance for self and others of a positive closure experience at the time of professional separation
Tolerance of some ambiguous professional loss and normative failure	Insufficient salary and benefits or educational credits if the practitioner is in training
Attempting to have a closure experience at the time of professional separation that is positive for both parties	Realism and idealism as one
Sufficient salary and benefits or educational credits if the practitioner is in training	Distinguishing between idealism & idealism