

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

Sustaining Factors

Joy in participating in other's growth

Feeling successful in helping others

Closely observing human life (creativity, courage, ingenuity, tolerance of pain) & meaningful human contact

Finely tuned professional boundaries

Peer support

Supervision support

Low level of organizational conflict

Sense of humor and playfulness

Constant focus on professional development & avoidance of stagnation and pseudo development

Tolerance of some ambiguous professional loss and normative failure

Attempting to have a closure experience at the time of professional separation that is positive for both parties

Sufficient salary and benefits or educational credits if the practitioner is in training

Depleting Factors

Feeling unsuccessful in helping others

Professional boundaries that allow for excessive other-care & too little self-care

Low peer support

Low supervisor support

High organizational conflict

Excessive seriousness in purposes & style

Little attention to long-term professional development

Inability to accept any ambiguous professional loss or normative failure

Neglecting the importance for self and others of a positive closure experience at the time of professional separation

Insufficient salary and benefits or educational credits if the practitioner is in training

Realism and idealism as one

Distinguishing between idealism & idealism