PERSONAL FACTORS

I. Personal well-being
   • Quality of life
   • Balance between personal and professional life
   • Burnout
   • Depression
   • Stress

II. Individual characteristics
   • Motivation
   • Work ethic
   • Integrity
   • Personality traits

III. Interpersonal Qualities & Skills
   • Communication skills
   • Compassion
   • Cynicism
   • Detachment

ENVIRONMENTAL FACTORS

I. Institutional Culture
   • Focus on needs of patient
   • Relative values placed on research, education, and patient care
   • Commitment to charitable care
   • Organizational relationships with industry

II. Formal/Informal Curricula on Professionalism
   • Didactic training
   • Institutional policies
   • Mentoring
   • Modeled behavior

III. Practice characteristics
   • Autonomy
   • Specialty
   • Workload
   • Work content
   • Patient characteristics
   • Practice environment