

TIPS ON HIRING THE RIGHT ASSOCIATE

- ▶ Hiring any employee takes work
- ▶ Hiring a good, profitable associate takes a lot of work.
- ▶ Successful hiring of an associate will add to the practice profitability.
- ▶ Successful hiring of an associate will improve practice patient service.
- ▶ Successful hiring of an associate will reduce doctor stress.

Hints for making a successful hire:

1. Always reference check
2. Always have a written noncompete agreement
3. Always have a written agreement covering pay and work requirements
4. Provide experienced dental assistants to assist
5. Provide counseling
 - dental techniques
 - staff relations
 - customer service
 - salesmanship
6. Do not nag or discipline in front of staff
7. Do not promise future partnership or the opportunity to buy in unless you really mean it. Broken promises or a misunderstanding of when and at what price an associate may gain ownership will result in the associate leaving.

Where to find good associates:

1. Dental schools
2. State and national journals
3. Other dental professionals
4. Dental meetings
5. Professional search firms
6. Dental consultants

DoctorsManagement is available to assist you in this endeavor. Choosing the right associate takes time, costs money and, if done right, is very profitable and reduces your stress.