

Top 10 Tips Factors Essential for an All-Star Dental Team

There is not a single dentist out there that doesn't dream of having an All-Star Team behind him/her every day at work. Many of us scratch our heads and wonder how the guy down the street does it. Others simply go through the "hire and fire" mode hoping to hit the jackpot combination.

Teams are developed, not bought. Hiring and firing hoping to hit the mark never pays off and frankly, is the lazy way to try to create a team. Take a look at your favorite sport. The best teams always have a common denominator: A great coach. It's not enough to get lucky in the draft or bring on the best free agents. Sure talent is mandatory. But the best coaches bring out the best in everyone and find creative ways to motivate and encourage each player to be their best everyday. The best players respond to an excellent coach and together, team vision and success becomes reality.

What are the top 10 factors essential for an All-Star Team?

- 1. Personality-** No babies allowed! An All-Star Team can only be comprised of mature, up-beat and energetic members eager to promote the vision of the practice. Check your baggage at the door, dare to have some fun, and be determined to be a positive power!
- 2. Passion-** You've got to want it! Come to work each day and crave new challenges. Seek out new experiences and education. Without passion, you will fizzle.
- 3. Communication-** Call it what it is! Not happy? Feeling undue stress? Deal with it. Work to build trust and maintain boundaries.
- 4. Professional Appearance** - Dress for success...not sleepy time!
- 5. Protect and Reflect the Doctor** – No doctor, no job! Sing his/her praises and sell their skills. Watch each others backs and always behave in the best interest of the practice.
- 6. Investments-** Put your money where your mouth is! Success is directly proportional to the time, passion, energy and commitment invested. All-Star Teams must remain educated and have the equipment to do their jobs. They must be empowered to grow, have beautiful smiles and a professional look. If the team needs it, find a way to provide it!
- 7. Encouragement-** Everyone is a cheerleader! Go Team! No matter what the situation is, be the one who yells "we can do it!" Positive attitudes are infectious. Spread it!
- 8. Training-** School is in...take a seat! Teaching and learning opportunities present themselves nearly every hour of every day. Doctors **MUST** take the initiative to educate team members both in the office and through continuing education. Grow or die.
- 9. Listen-** Shut up! Listen to your patients and to each other. Gain eye contact and focus on what is being said. Quit thinking about what **YOU** are going to say next! Knowledge is power. Listen.
- 10. Change-** Grow or get out! Modern dentistry is in the most dynamic period of technological, clinical and financial growth ever. What worked yesterday may not work today. Get up every morning eager to move out of your comfort zone and grow.