



STEP 1: PREPARING FOR AN INTERVIEW

Employer Questions

- Once you knew you were interested in healthcare, why did you choose dental and not medical or veterinarian?
- What do you like most about dentistry? Least?
- What do you think you can contribute to the dentistry profession?
- What are your goals as they relate to dentistry?
- What is your philosophy on how oral health relates to overall body health?
- How would you handle an unhappy or uncomfortable patient?
- What experience do you have in a dental office?
- What experience do you have with the business and administrative side of a dental practice?
- How would you describe your knowledge of current technology and procedures?
- What have you done in the last year to improve your knowledge?
- Do you attend conferences, take online webinars, or interact with your state and local dental society events?
- What dental organizations do you continue to be active in?
- Would you be interested in working in a mentor program?
- Would you be interested in buying-in to a practice or owning your own practice in the future?
- Describe your volunteer or community service activities.



STEP 2: PREPARING FOR AN INTERVIEW

Candidate Questions

- Will I, as a dental colleague, be preparing all my patients' diagnosis and treatment plans?
- What is the practice's dental philosophy?
- What types of patient's do you treat in your practice?
- What are the most common types of treatments you provide?
- What kind of dental technology do you use in the operator?
- What freedom would I have in determining my own work objectives, deadlines, and methods of measurement?
- How is an employee evaluated in this position?
- Do the employees have to recommend products or services to patients that the practice highly supports?
Is my performance as a dental provider evaluated on how well I sell these products or services?
- What are the office procedures on patient charting and documentation?
- What is office protocol when a patient refuses recommended tests, x-rays, treatments?
- Does the office use informed consent forms for all treatments?
- Does the practice utilize CE classes and risk management courses to keep on top of new technology and treatments?
- Ask for a tour of the office so you can see if your state health department standards in dentistry are being implemented. For example, sterilization procedures.
- What fringe benefits (ie: health insurance) does your practice provide?
- What will my income be based upon?