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PRE-SEARCH PREP





KNOW YOURSELF

1. Know when it's time to quit.

The most important thing you can do before you decide to leave your existing dental practice is to assess your situation, your options, and most importantly, yourself and what you bring to the situation. Sometimes, sticking around can do more damage to you and to the practice than if you parted ways sooner.

2. Do some soul searching.

Before you start looking for your next job, make sure you understand why your current one isn't working. Sometimes it's the workplace itself – the people or the leadership (or lack thereof). And sometimes there's no fault – it's just that you weren't in the right place or with the right people to begin with. But how do you know what you want and need? How do you determine what is important to you in a workplace? DentalPost has free assessments to help you answer these questions. (See Assessment Types on page 11).

3. Know your worth.

Know the industry standards for dental professionals where compensation is concerned. Do your salary research for your job role. In DentalPost's Annual Salary Survey conducted with *RDH Magazine*, over 10,000 dental professionals share their information on compensation, benefits, and work-life balance.



QUESTIONNAIRE: JOB SEARCH GOALS

Evaluate what you've accomplished in your career so far: your personal aspirations, where you want to be next, and what that looks like.

Questions to Ask Yourself Before You Start Searching

- Do you want to work full-time or part-time?
- Do you want to temp so you can check out different offices? Different work environments? See what temping and working for yourself feels like?
- Do you want to work in one office only? Or multiple offices?
- Do you want to work with a DSO or Private Practice?
- What aspects of compensation are the most important?
 - **Do you prefer...**
 - ...benefits?
 - ...more money?
 - ...more time off? paid time off?
 - ...more schedule flexibility?
 - ...paid certifications?
 - ...paid time off for certifications and industry conferences?
- What would like to change in your current situation:
 - ...safety protocols?
 - ...better technology?
 - ...better equipment?
 - ...better office culture?
 - ...more time with patients?
 - ...more autonomy with how you practice hygiene?
 - ...more extensive input and collaboration with the dentist regarding patient care?

NOTES:

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