



NEXT STEPS FOR A GOOD CANDIDATE: Hygienist

Have candidate meet existing staff

Applicants name:

Date:

References called:

Starting compensation requested:

Employment availability:

Working knowledge of which computer software programs:

EVALUATION

Verbal skills

Phone voice

Coachability

Enthusiasm/Energy

Professionalism

Teamwork

SUGGESTED HYGIENIST INTERVIEW QUESTIONS

1. Tell me about your hygiene experience. What is your periodontal philosophy/approach?
2. What, to you, is a hygienist's primary role in private practice?
3. Tell me how you build loyalty with patients.
4. What has your role been in the case presentation process?
5. What do you appreciate most in a dentist (time management, approachability, clinical ability)?
6. What do you appreciate about a dental office (equipment, technology, patient flow, teammates)?
7. How do you feel you would fit with this practice? What interests you about this practice?
8. Tell me about a time you had a conflict with a co-worker and how it was resolved
9. How would you like to grow professionally – what skills would you like to develop?
10. How would you grow the practice? Have you regularly asked for referrals, if so what is the verbiage you use?
11. How do you explain the difference between a prophylaxis (D1110) and a periodontal maintenance (D4910) procedure to patients?
How do you address the potential additional out-of-pocket expense for the D4910?
12. How do you explain to a patient they need periodontal therapy (SRP/D4341/D4342)?
13. What questions do you have for me?

