

## EP. 49 When and How to Hire a Hygienist

It's important to know when to hire a hygienist so that you can accommodate your patients when they are ready to be seen. No one likes to wait!

### When should you hire a hygienist?

- If you are doing your own prophies, you need to hire a hygienist so that you can focus on the higher-end procedures that require a dental license to perform.
- If you are seeing 50 new patients a month, you need a full-time hygienist.
- If you are booking new patients out past 1 – 2 weeks, you should hire a hygienist. If a new patient has to wait, the sense of urgency is lost and the new patient could go somewhere else.
- Hire for your capacity. You can hire them part-time and give them ownership of the recare to build their schedule to go full-time.

### Tips for hiring a hygienist:

- Consider your area – is it easy to find a hygienist in your area? If you live somewhere rural it might take more time so plan ahead for that.
- Buy the hygiene licenses in your area and send them a letter that you are hiring a hygienist.
- Group hire – Instead of doing a lot of one-on-one interviews, bring in applicants as a group. Let them know exactly what you're looking for and your company's culture. This will save you a ton of time!
- Working interviews – Once you pick the best out of the group hire, have them all do working interviews.
- Have them take the Kolbe – an assessment of where their natural abilities are in the workplace. Check out Kolbe.com for more information.
- Find out how they like to get paid – We recommend base salaries with incentives to make more. If they only want an hourly/daily salary, then they may be more of a clock in, clock out employee versus someone who is willing to go above and beyond to make more money.

Evaluate your current schedule and determine your hiring plan. Don't wait until the last minute and put yourself in a situation where you hire the first warm body!