

Preparing for an Interview Part I : Applicant Questions

Below are questions to help you prepare for an interview for a dental position. While the employer will ask many questions during the interview process, it's essential for you as the applicant to also inquire:

Questions should focus on liability scenarios. Before accepting a position, EDIC recommends thoroughly understanding how the practice operates, its office protocols, and whether you align with its ethics and safety standards. This proactive approach can help mitigate future liability risks.

Recommended Applicant Questions From a Liability Standpoint:

- Will I be responsible for preparing patients' diagnoses and treatment plans?
- What is the practice's dental philosophy?
- What types of patients does the practice treat?
- What are the most common treatments provided?
- What dental technology is used in the operator?
- How much autonomy will I have in setting work objectives, deadlines, and methods of measurement?
- How is employee performance evaluated in this role?
- Are employees required to recommend specific products or services to patients? Will my performance be evaluated based on sales?
- What are the office procedures for patient charting and documentation?
- What is the protocol if a patient declines recommended tests, x-rays, or treatments?
- Does the practice use informed consent forms for all treatments?
- Does the practice provide continuing education (CE) classes and risk management courses to stay updated on new technology and treatments?
- What benefits (e.g., health insurance) does the practice offer?
- How will my income be determined?

Before concluding your interview, request a tour of the office to ensure state health department standards in dentistry, such as sterilization procedures, are met.

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Preparing for an Interview Part II: Employer/Interviewer Questions

- Why did you choose dentistry over other healthcare fields such as medicine or veterinary medicine?
- What do you find most rewarding and least rewarding about dentistry?
- How do you believe you can contribute to the dental profession?
- What are your career goals in relation to dentistry?
- What is your view on how oral health impacts overall body health?
- How would you handle a patient who is unhappy or uncomfortable?
- What experience do you have working in a dental office?
- What experience do you have with the business and administrative aspects of a dental practice?
- How would you describe your familiarity with current dental technology and procedures?
- What steps have you taken in the past year to enhance your knowledge?
- Do you attend conferences, participate in online webinars, or engage with state and local dental society events?
- What dental organizations do you actively participate in?
- Would you be interested in participating in a mentorship program?
- Are you interested in future ownership or buying into a dental practice?
- Describe any volunteer or community service involvement you have.

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