

How Am I Doing As Your Boss?

How I operate our practice affects our effectiveness, profitability and enjoyment. This practice has hidden costs - emotional costs - which limit the quality of our service provided and has the potential to keep our practice less than full. As team members, you need encouragement to be your best. You also need direction and freedom to do your jobs. Providing a supportive environment for our team's personal and professional development will result in increased loyalty, improved morale and will enhance your involvement in our practice's success. Please share your anonymous thoughts to the following survey.

- The doctor has provided written and clear staff accountabilities.
- Semi-annual employees Success Conferences are conducted.
- The doctor arranges weekly staff reporting opportunities for staff to discuss their performance, successes, and challenges.
- The doctor knows each staff's individual contribution to the practice success.
- The doctor has positioned employees in the job which uses his/her strengths; there is no suffering or mismatches.
- The doctor imposes consequences for non-performance.
- The doctor recognizes and acknowledges performance excellence.
- The doctor employs employees that are fully competent and skilled,
- The doctor manages in such a way that no one is coasting or being carried by the practice.
- Every objective has a deadline or promised completion date and this is managed by the employee and doctor.
- The doctor only works with staff that wants to come to work and are well-taken care of at work.
- The doctor has a business plan that sets forth the strategic and operational objectives and programs for the year and it has been well explained to the team.

_____ **Number of checks (12 max)**

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