How to be a HAPPY Dental Hygienist

Dentalelle Tutoring
Why?

- First you must ask yourself why you are unhappy –
  - Do you not work enough?
  - Work too much?
  - Not get paid enough?
  - Don’t ‘fit in’ with the office?
  - Have a few (or more) employees you really don’t get along with?
Ask yourself...

- Asking why you are unhappy is first and foremost and then you can figure out how to fix it.
The most common response I get from hygienists these days is there are unhappy because we used to make at least $5 more an hour many years ago.

I see ads out there saying they will pay a dental hygienist $23 an hour! That is ludicrous! By no means should any hygienist accept less than $29 an hour (in my opinion)
Asking for a raise

Here are some tips on how to ask for a raise:
Wait until the end of the day

- I recommend waiting to speak to your boss about a pay raise at the end of the day. DO NOT ask your boss in between patients because you will both feel rushed.
Be prepared

- You will need to do more than simply ask for the raise and then wait for the reply. Be prepared with examples where you have consistently gone above and beyond for the practice in ways of patient care and productivity.

- You must remember that dentistry is a business and showing your boss how you are helping the business will help. This will most likely include numbers. For example: your production goals vs. what you actually produce. You must show that you are worth the pay increase and that you will continue to be an asset to the practice.

- He is paying for your skills and expertise in dental hygiene, but also showing that you are a team player is important. **Be ready to list your accomplishments with goals that were set and exceeded.**
Be realistic

• If you are asking for a raise then you must be feeling that your services are more valuable than you are currently being compensated for.

• Be aware of what your total compensation package is including your benefits. He/She may not be able to give you a salary increase but may negotiate an extra vacation day for you.
Not a clear answer

- If your boss can’t give you an answer right away, that is ok and completely normal but make sure to follow up in about a week.
What if he/she says NO?

- If you truly feel that it is deserved and that you are underpaid for your services then looking for a higher paying, more productive office may be the solution.
- If you are satisfied where you are, then continue to exceed expectations, be an above and beyond team player, and ask again in 6 months or so.
Hours?

What if you have too many or not enough?
Too many?

- This isn’t a common problem among dental hygienists these days, but if you feel you have too many hours the easiest way around this is to ask for days off.

- You could even suggest calling a “temp agency” and offer to find your replacement for Friday’s for example if you wanted to take Friday’s off 😊.
Too little?

• THIS IS a common problem – not enough hours. Working in several offices is the best solution to get enough hours during the week. It is always the hope that one office will love you so much and then hire you full time.
‘I don’t fit in”

- I do hear this one a lot too and unfortunately this is a tough one. If you don’t feel you fit in, trust me it is NOT YOU but it’s them. If you have been there for 6 months or more I can tell you it probably won’t get better unless certain people leave.

- You need to decide if the money is worth it, or you can look for other employment while still working in that office.
• I am a firm believer, and I say this all the time, **you NEED to be happy at work**. We all work so much of our lives that if we are dreading work everyday that is a horrible feeling.

• While I don’t recommend leaving an office unless you find another place to work, this is an option if you can afford it.

• Stress eats away at you and nobody needs that 😊
Sometimes if we feel ‘under challenged’ at work this can cause us to be unhappy as well.

I always encourage learning and developing new skills each month.

You will do a better job with your patients and you will feel you are really making a difference.

This is the best feeling and can only help move things along.
In a nutshell?

- 1. Figure out what makes you unhappy
- 2. See if you can change it within the office
- 3. If not – look for employment elsewhere
- 4. Leave that office and join a happier one 😊.
Need a pep talk?

- I love to hear everyone's stories and if you ever need a pep talk I am your girl 😊. Email me anytime at andrea@dentalelle.com