

Battling and Beating

THE DEMONS OF DENTAL ASSISTING



*How every dental assistant
can have an amazing,
fulfilling career*

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Battling and beating the
demons of dental assisting

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The famous kiss...



My money at work...



Then I took the plunge



My own personal rock star



Meet the Henry Family



No matter where you are...

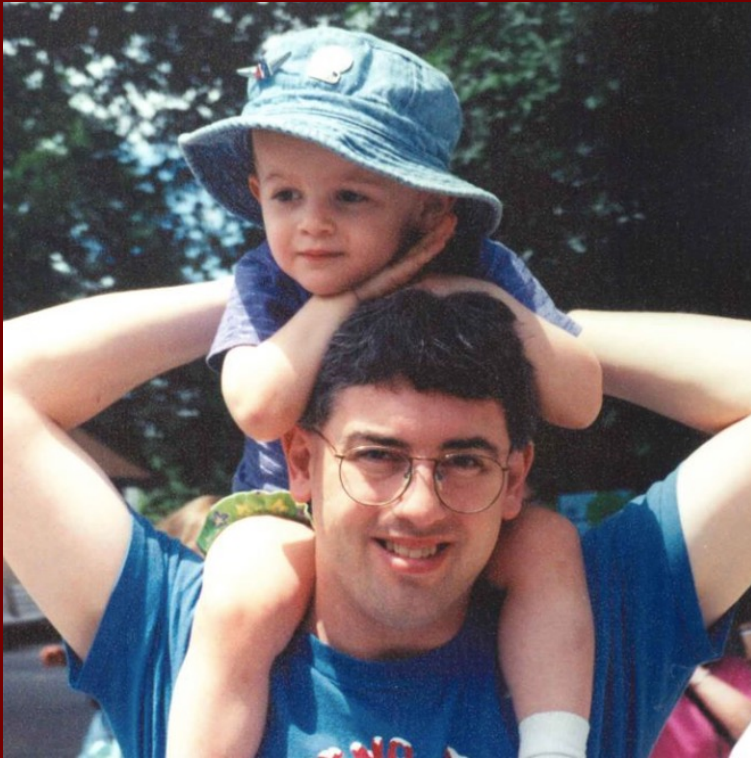


So why are you here?

- “In order that people may be happy in their work, these three things are needed: they must be fit for it; they must not do too much of it; and they must have a sense of success in it.”

-- John Ruskin

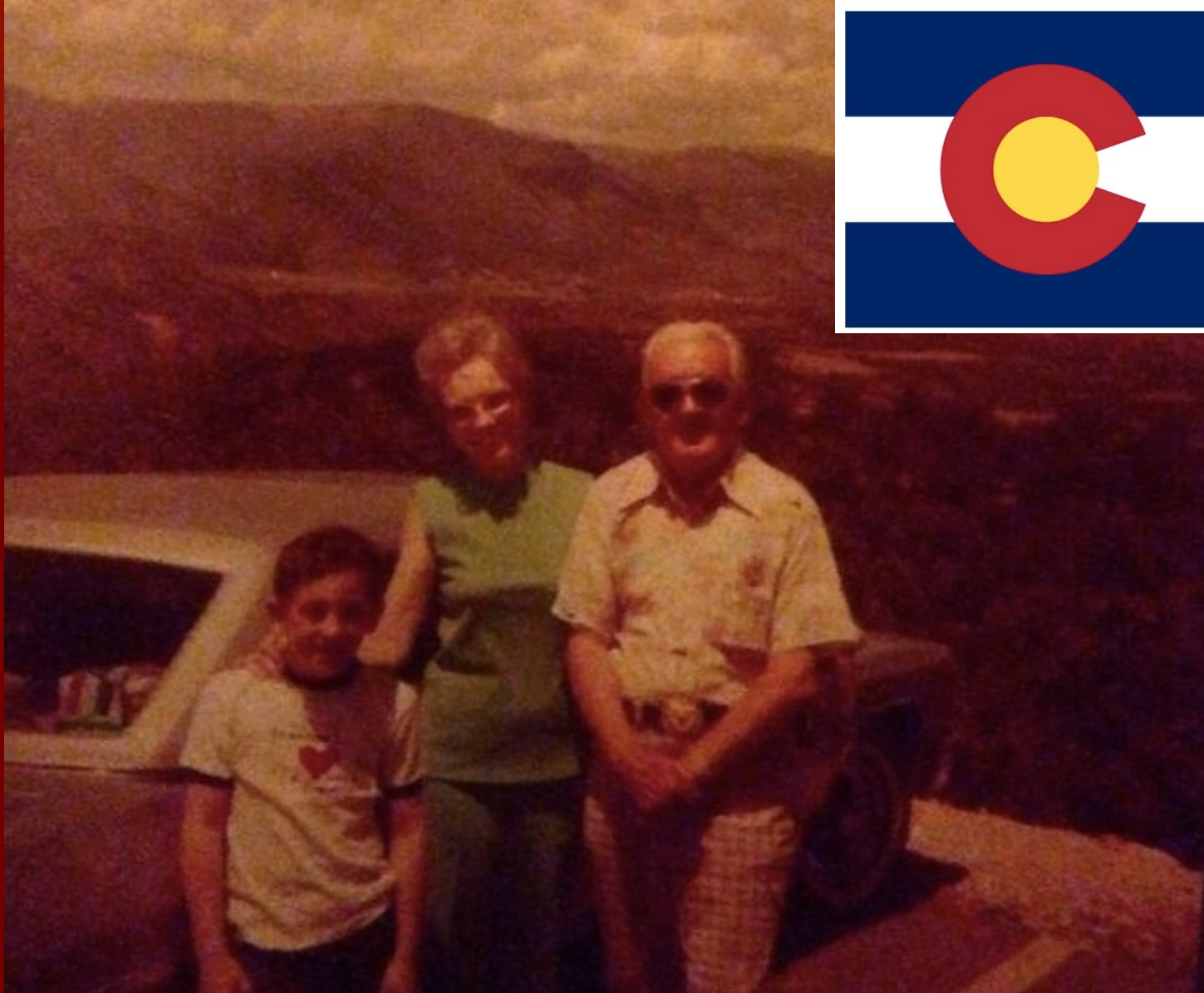
What's your why?

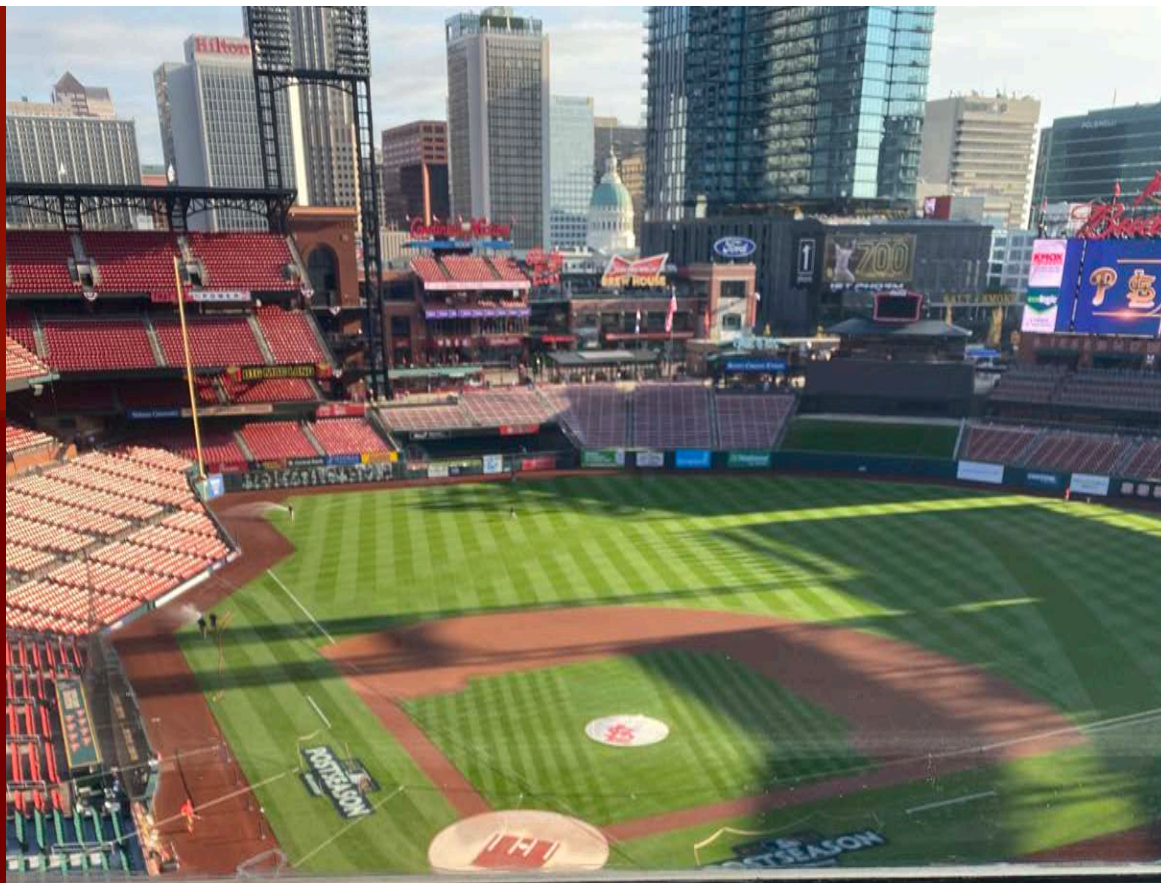


What's your why?

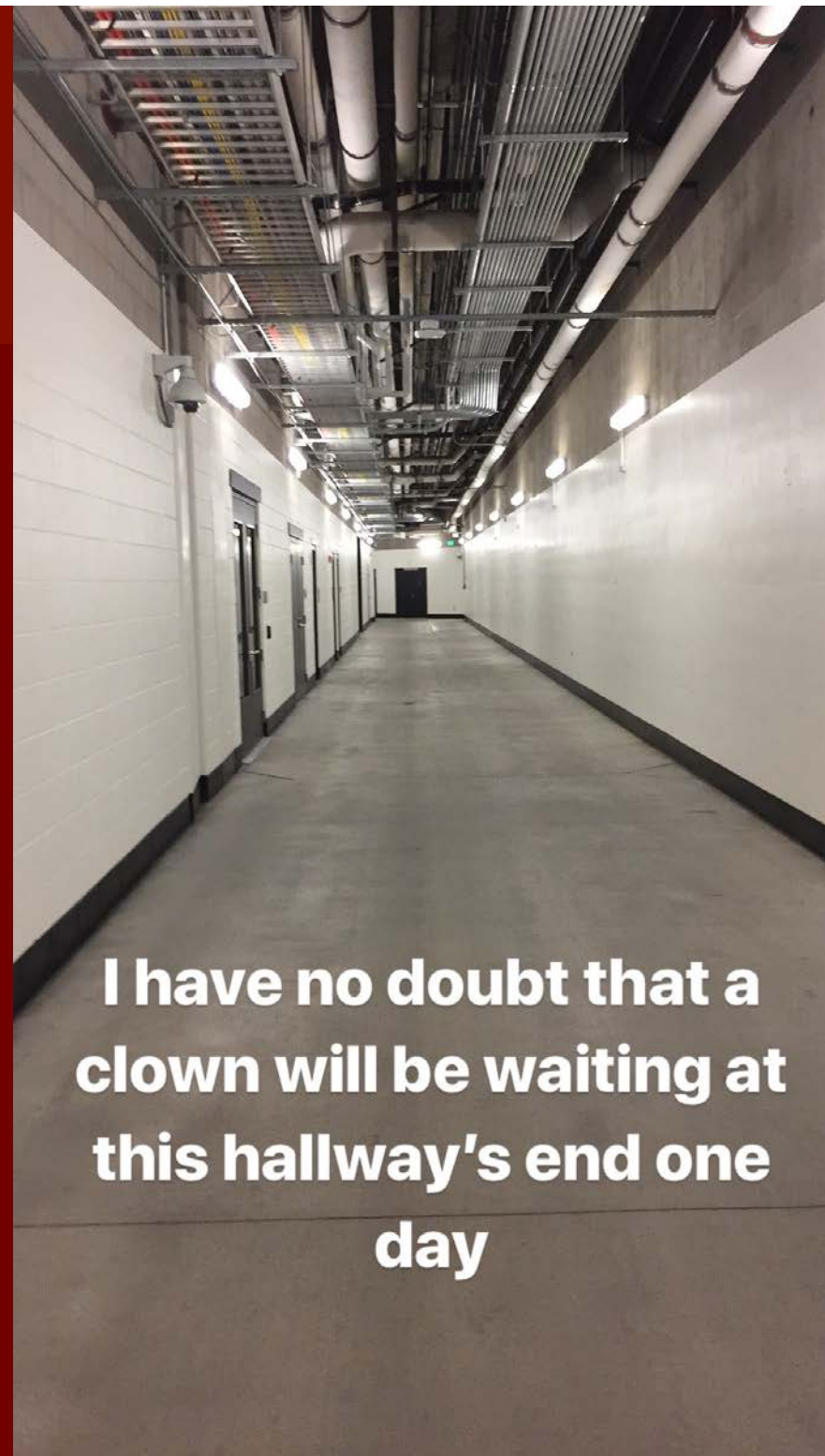


What's your why?





Deep inside
Coors Field
in downtown
Denver



**I have no doubt that a
clown will be waiting at
this hallway's end one
day**

Meet
Katie,
deep inside
Coors Field



THE points of the day

- You control your own happiness. If someone else controls how happy you are, you have a problem.
- You control your own success.
- I hope you can make dental assisting not just a job, but rather a passion and a career.
- Don't be an island.

Let's meet the demons!

- Money
- Respect from others ... and yourself
- Getting along
- It's just a job

Demon #1: The money

Prevailing wages

Hourly wages by community/area

Community/Area	Low (\$/hour)	Median (\$/hour)	High (\$/hour)	Note
Toronto Region	20.00	24.50	28.00	Note
Ontario	20.00	25.00	30.00	Note
Canada	20.00	25.44	33.00	Note

[Wage methodology](#)

Demon #1: The money

- Median in Toronto —
 - 24.50 CAD = 18.03 USD
- Median in Canada —
 - 25.44 CAD = 18.72 USD
- Minnesota DA salary —
 - 30.17 USD = 41.00 CAD
- Mississippi DA salary —
 - 17.65 USD = 23.99 CAD

Demon #1: The money

Recent trends from the past 3 years



Labour shortage

Over the past few years (2020-2022), there was a labour shortage for Dental assistants near Toronto (ON). There were more job openings than workers available to fill them in this occupation.

Source [Labour Market Information](#) | [Recent Trends Assessment Methodology](#)

Job outlook over the next 3 years



Good

The employment outlook will be good for Dental assistants and dental laboratory assistants (NOC 33100) in the Toronto region for the 2023-2025 period.

The following factors contributed to this outlook:

- Employment growth will lead to several new positions.
- A moderate number of positions will become available due to retirements.
- There are a small number of unemployed workers with recent experience in this occupation.

Here are some key facts about Dental assistants and dental laboratory assistants in the Toronto region:

- Approximately 7,620 people work in this occupation.
- Dental assistants and dental laboratory assistants mainly work in the following sectors:
 - Ambulatory health care services and hospitals (NAICS 621-622): more than 95%

Demon #1: The money

- In Dental Assisting Digest's recent article, "The top 10 things you wish your dentist knew," the answer gathering the most votes was, "Compensate me well for my efforts. I help build your practice."

The critical equation to salary in the practice

- 25% of one's merit increase is based on ATTITUDE
- 25% of a merit increase is based on the employees' scope of responsibility
- 25% of the merit increase is based on the employee's performance evaluation, which is done three ways — doctor's evaluation, self-evaluation, and peer review.
- The most important 25% that impacts the other three is the health of the practice in the past 12 months.

What comes first?

- “In consulting or lecturing, I am not ‘pro-doctor’ or ‘pro-team members.’ I remain ‘pro-practice,’ which means patient care comes first. The practice as a healthy business must come second, because the practice is everyone’s livelihood. When those priorities are in order, there will be many rewards for the doctors and team members, both emotionally and financially.” – Linda Miles

Must-have items

- Request a performance evaluation, then listen with an open mind
- A list of what you do for the practice
- An attitude of gratitude
- A sharp ear and a sharp pencil
- A plan for the finale
- Remember this ... No matter what you do, are you ever really going to be paid what YOU BELIEVE you are worth?

What do you do if you don't agree with what was said?

- Remain positive and understanding. This can be a tough conversation on both sides.
- Do not bad-mouth your doctor's views to coworkers, family, friends, or neighbors, and least of all to your patients! This is truly **anti-marketing** for the doctor and practice, which in turn could result in worse economic times for the practice.
- Be a positive role model when other team members express their feelings to you. Be the leader you are destined to be. If you are positive when times are good, your true colors will show when times are not good.

Demon #2: The respect

- In Dental Assisting Digest's recent article, "The top 10 things you wish your dentist knew," the answer gathering the second-most votes was, "I am proud of my assisting credentials and I wish you would show me the respect and pay I deserve."