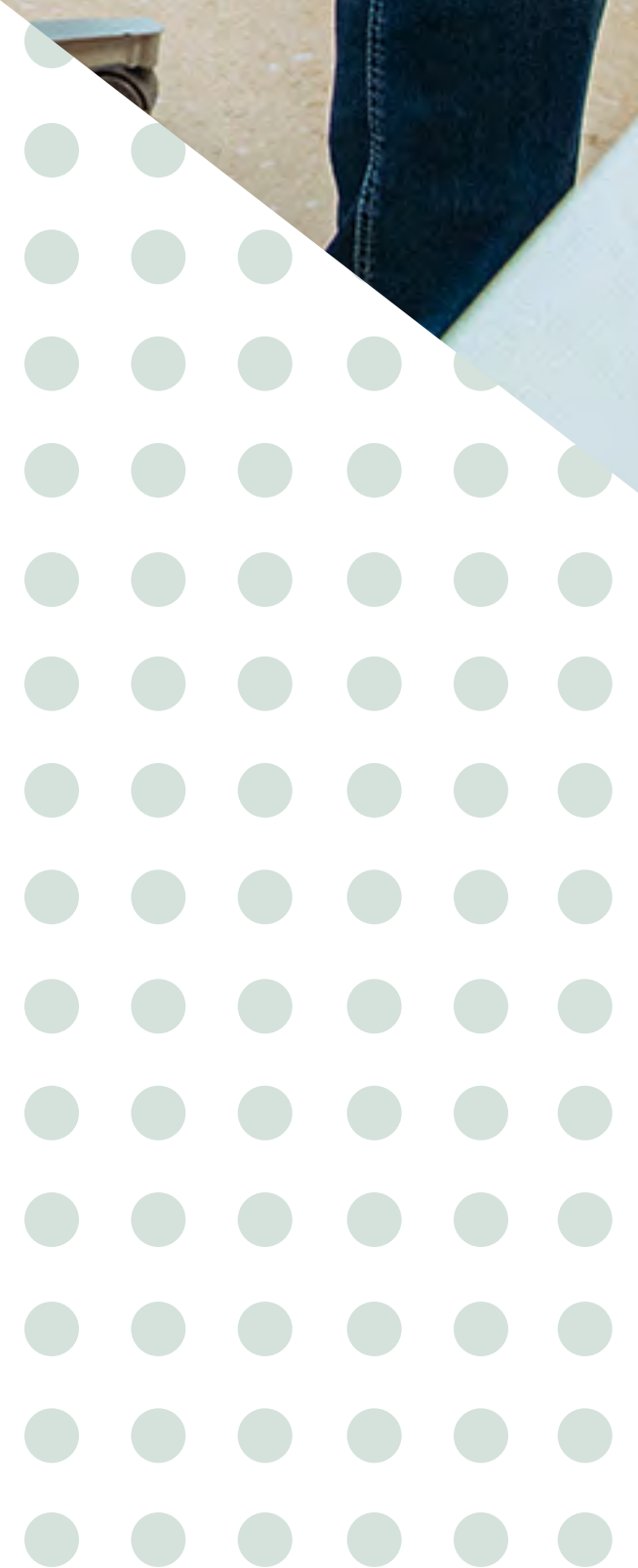




The Guide To Choosing Your Dental Career



What Will YOUR Successful Dental Career Look Like?

While you may feel more than ready to dive into the clinical aspects of the job, dental school and your work experience so far haven't prepared you for everything else you need to think about when planning your future.

We get it because we've been there ourselves.

We know how difficult it is to achieve the delicate balance of making a positive contribution to your industry and your patients while building a successful practice.

However, you can choose a career path that works for YOU!

You can have a career that offers a healthy balance between your role as clinician and business manager that allows you to maximize your earning potential while contributing to your community, and affords you the time and energy to enjoy life after work, too.



The Usual Options for New Dentists

New dentists and recent graduates typically choose between two paths: **private practice** or **corporate dental**, both of which have their advantages and disadvantages.

With limited options you may find yourself choosing between your autonomy and financial security or sacrificing your clinical progress as you struggle to learn the day-to-day business skills required when running a practice.

However, when you approach your career path with foresight and intention, you can avoid these pitfalls.

Private Practice

It's easy to see why so many dental school graduates are drawn to private practices.

- Opportunity to become a dental entrepreneur
- Practice on your own terms
- Focus on your particular areas of interest
- Create your own company culture

DID YOU KNOW?

Only 48% of dental school graduates plan for a career in private practice¹

However, it isn't without its drawbacks.

Starting any new business is risky and requires a hefty amount of capital. Not ideal when you have student loans to repay!

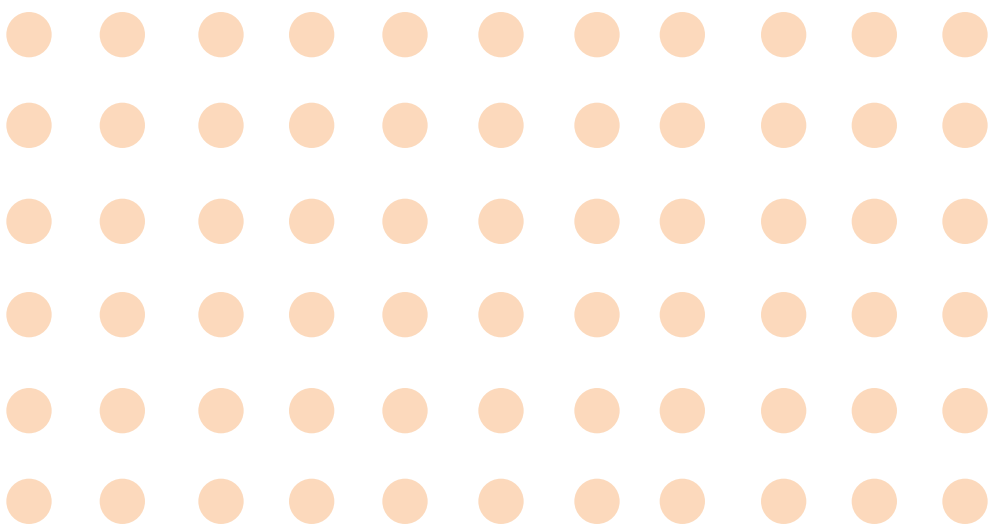
It's also difficult to focus on your clinical progression when you have to divide your time and attention between dentistry and everything else that's required in running a business.

Dental school taught you a lot, but here's what it didn't teach you:

- Office and business management
- Marketing skills
- Payroll and benefits
- Compliance
- Insurance billing
- Talent management

You may choose to work under another dentist in their private practice. This mitigates some of the financial risk and eases you into the business side of things, but it reduces your autonomy and you may well find yourself counting down the days until your partner/employer retires so you can finally take the helm.

I started in private practice so I could have more freedom, but now I just feel bogged down by all the busy work. I'm in dentistry, not business. It's hard to run a successful dental practice with all the day-to-day operations.



Corporate Dental

With dental school graduates having racked up an average debt of more than \$240K², it's little wonder that a steady paycheck is a primary reason new dentists are drawn to corporate dental.

Some other reasons include:

- Far less financial risk than private practice
- Less time worrying about business management
- More time to concentrate on dentistry and patient care

“Working for corporate dental is way less risky than starting up your own practice, but you start to feel like just another cog in the machine after a while.”

This can come at the cost of your autonomy, including your ability to control things such as:

- Earning potential
- Work/life balance
- Workload, schedule, and how you spend your days
- The patients you see and the treatment methods you'll use
- Career progression
- Company culture



Community Dental Partners: The best option for dentists

As dentists ourselves, we've been living and breathing this industry for years — both the clinical side and the business side — and we wanted to provide a third option for students, recent graduates, and new dentists.

Community Dental Partners allows you to create a career that works for you, aligns with your values, allows you to maintain autonomy over how you practice, and brings you financial security, all while uplifting the entire industry and ensuring EVERYONE has access to excellent dental care.



The Community Dental Partners Experience

Doctor Led. Team supported.™

Community Dental Partners is a dental support organization based in Texas that provides dentists with the support, systems, and freedom they need to thrive, grow, and have a successful dental career.

It's your practice — we're just here to help with the hard parts

Our unique dentist-partner business model means that you maintain control over your career while minimizing the usual risks that come with operating a practice. We're not here to tell you what to do or strip away your autonomy in service of a larger corporate picture.

What we will do is make your life easier, whether you're brand new or you have a few years of experience behind you.

We'll provide you with everything you need to do your best work and bring your skills and service to your community.

Supported by our large network of dentists and business professionals, you'll have access to the guidance, resources, technology, and relationships you need to enhance your clinical skills AND expand your business growth.

We'll take care of day-to-day operations like payroll, scheduling, recruiting, and dealing with suppliers, leaving you free to focus on what really matters to you: your work as a dentist.

You take care of the smiles, we manage the rest.™

DID YOU KNOW?

Nearly 43% of dental school seniors feel unprepared to manage a successful dental practice³

Maximize your earning potential

We know you're not in it for the money, but the truth is that you need to be able to support yourself. While you don't want to feel like your entire career is centered on making money (and paying back those student loans!), your financial success will afford you the freedom to make smart choices, make a difference to your community, work in a way that fits your goals and your values and establish a healthy work-life balance.



DID YOU KNOW?

\$242,289 is the average debt of dental school students⁴

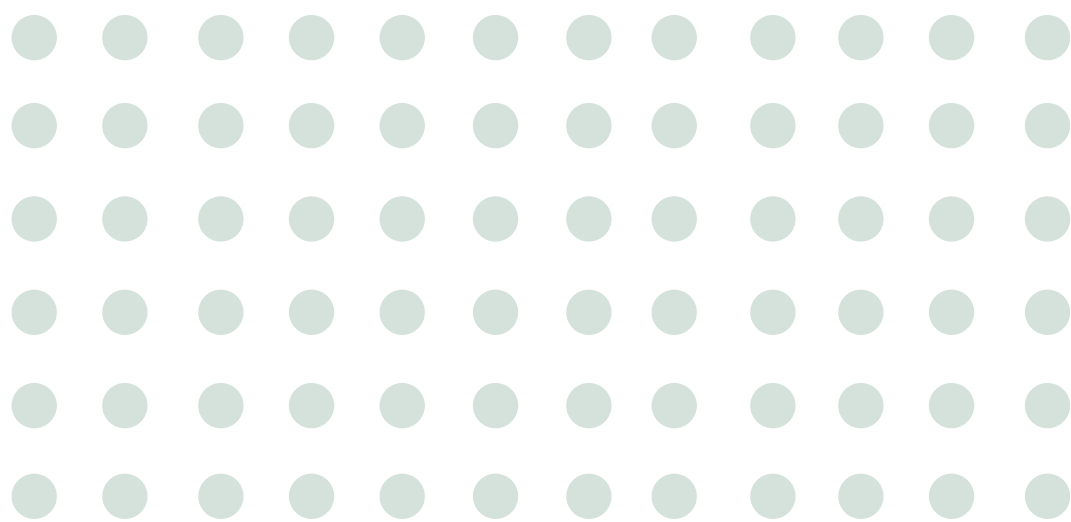
That's why it's vital that all of our dentists have practices that financially support them — and it's why we've designed our partnership model so you can achieve above-industry compensation without having to sacrifice your life to the practice, or your autonomy to Corporate Dental.

We want the whole world to smile (And you can help!)

You have the desire and ability to make a positive impact, but with so many countries lacking access to dental care, it can be hard to know where to start. We help bridge this gap by inviting our doctors on regular aid trips to Honduras and Mexico, where you can strengthen your clinical skills while helping those in need.

We're also determined to create change closer to home, ensuring that great dental care is easy for dentists like you to provide and for people to access, no matter their circumstances.

That's why our 6 Clinical Pillars™ encompass both the needs of the patient and the professional development of our doctors.



The CDP Clinical Constitution

Patient Centered

Convenient Access

We understand that as we expand our hours and days of availability, we meet the needs of parent's and patient's busy schedules for after school and work-hour needs.

Same Day Treatment

We understand that the willingness of a doctor to complete the diagnosed treatment plan within the same day of the initial appointment is directly correlated to the patient's probability of receiving care.

Comprehensive Care

We understand that patients are more likely to complete their treatment when all oral health care needs can be provided by the same provider at the same practice.

Personal Development

Patient Empathy

We understand that our patients live with an inherent fear of coming to the dentist and also lack knowledge around the importance of oral health. We seek to bridge these gaps.

Practice Leadership

We understand that the effectiveness of a doctor is directly correlated to the capabilities of the team. We continually expanded our emotional intelligence and communication skills to better lead our teams.

Expanded Clinical Capacity

We understand that in order to meet the increasing comprehensive care needs of patients, we must continually improve our clinical capability.

We're Committed to a Culture of Vision & Values


We believe in a bigger picture: one in which everyone has the tools, training, and support they need to work their best and bring their skills and service to their community. We are in the relationship business where it's more than just dentistry. Our 9 pillars are built on humility, gratitude, and personal honesty and responsibility.






Humility


We use humility as our basis for learning. It allows us to let go of the past and change who we are.






Personal Honesty & Responsibility


We work hard to be personally accountable. We eliminate excuses from our lives.






Gratitude

We are grateful for the opportunity to work. The happiest people are those that have learned to be grateful for the small things.





Team Loyalty & Respect

We respect co-workers because we accomplish much more as a team. We do not gossip, we look for the good in each other.





Individual Compassion


We do not judge others. We know that each person is doing their best to overcome their weaknesses.






Development & Learning


We focus on our own development and have faith that everything else will continue to fall into place.






Relationships & Customer Service


We make customer service our passion. We are in the relationship business, not dentistry.






Health & Balance

We emphasize physical, emotional, and spiritual development. We seek balance in our lives to find greater health.





Happiness & Fun

We love to have fun! Happiness spontaneously comes out when we treat ourselves and others with kindness.

5 Questions You Should Ask a Dental Employer During Your Interview:

1. What skills and experience do you look for in an ideal candidate?

You won't be the right fit for every employer, it's important that you find a match that works for all parties.

2. What opportunities for ongoing training do you offer?

You may have graduated, but the learning doesn't stop there. Ideally you want to find an employer that's as invested in your clinical progression as you are.

3. Who is your typical patient and how do you address their unique needs?

If you have strong ideas about the kind of patient community you'd like to serve, this is a crucial question to ask. It will give you a good idea of whether your prospective employers values fit with your own.

4. How do you support me during the first 12 months?

What you're looking for here is mentorship. Expectations should be realistic while also pushing you to excel and giving you opportunity for growth.

5. What's your favorite part about working here?

Are they most proud of the difference they're making in their community? Is it working alongside a strong, cohesive team that lights them up every day? Are they excited about the organization's dedication to keeping up-to-date with the latest clinical advancements? The answer will tell you a lot about the company culture and whether it's the right fit for you.



We Know That This is Just the Beginning...

You've got your whole career ahead of you, so we've built mentoring and career development tracks right into our partnership model. As your career progresses, you'll know that you have the skills and knowledge to confidently step into the next stage.

Whatever the next stage of your dentistry career looks like, we're here to invest in you and your practice so you're every bit as supported as your patients.

We're so excited to talk to you about all the ways we can help you as you start your career.

Contact our hiring managers to learn more about Community Dental Partners.

[Speak with a Hiring Manager](#)

Source Footnotes

1, 2, 3, 4 — AEDA Survey of Dental School Seniors, 2019 Graduating Class Tables Report

