THE TEAM TRAINING INSTITUTE

7 WAYS TO PAY

Seven Ways to Pay

1. Salary
2. Bonuses
3. Utilization of Skills
4. Development
5. Teammate Quality
6. Recognition
7. Leadership

If you pay peanuts, you get monkeys.
Chinese Proverb

Salary Considerations

- Determining Competitive Pay
- Merit Increases – Role Specific Tiers with Pay Bands
- Managing the Compensation Ceiling

I don't pay good wages because I have a lot of money; I have a lot of money because I pay good wages.
Robert Bosch

How often do you research dental team salaries in your area? _____

Have you defined performance or skill tiers for each practice role? _____

Bonus Considerations

- Types of Bonus Systems
  - Top Line
  - Profit Based
  - Individual or Team
  - Behavior Specific
- How often are you changing your system?
- How motivating is your system?

Is **your current bonus system a win, win, win for patients, team, and practice?** _____

Utilization of Skills

- How are you evaluating the effectiveness of your team utilization?

  _____

- How regularly do you use a "Delegation Exercise"? _____
- What challenges prevent your doctors/leaders from delegating more?

  _____

  _____

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Development Considerations

- Do all of your team members have clear development paths? _____
- How do you decide on continuing education opportunities?

  _____
- Are you proactively creating opportunities for growth? _____
- What % of revenue do you spend on team development? _____

Team Quality Considerations

- Are there people on your team right now who really shouldn't be? _____
- Why are you keeping them? _____
- How do you evaluate teamwork? _____

Recognition Considerations

- Do you have a good understanding of how your team likes to be shown appreciation? _____
- What are some of the strategies you use to provide recognition?

  _____
- How well do you use the Creativity before Capital approach? _____

Leadership

- Do you have a way of evaluating your own leadership effectiveness? _____
- How do you respond when challenged? _____
- What development opportunities do you use to ensure you're evolving as a leader?

  _____

  _____

Bad leaders believe their team works for them. Great leaders believe they work for their team.
Alexander den Heijer