You’ve probably heard the phrase ‘what we track, we improve’, but what about those soft skills that we can’t track with hard data? What qualities of a team member make all the difference in patient relationships and the culture of your practice?

Take a minute to list what you feel are critical qualities of a successful hygiene team that perhaps you can’t measure.
Is your hygiene department profitable?

1 - Determine the net production for all hygienist for a 12 month period

2 - Determine your hygiene compensation including benefits for the same time period

3 - Divide Annual Production by Annual compensation in the table below

<table>
<thead>
<tr>
<th>Annual Hygiene Production</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Hygiene Wages &amp; Benefits</td>
<td>$</td>
</tr>
<tr>
<td>Annual Production/Annual Wages &amp; Benefits</td>
<td>=</td>
</tr>
</tbody>
</table>

Example: $200,000 production/$60,000 compensation = 3.3:1 Profitability Ratio

Our profitability ratio is:

If your hygiene production is less than 3 times compensation, how far off are you?

Calculate open time %

Open Time % = #hrs open/ #hrs available

Hours Open..........................................................................................................

Hours Available..................................................................................................

Open Time...........................................................................................................

( don’t forget to move the decimal point to get the percentage)
Ask yourself these questions:

1 - Do my hygienists consistently take patients as far down the diagnostic path as possible?
   ○ Yes  ○ No

2 - Do my hygienists take photos on every patient that has a restorative need BEFORE I come in to do the hygiene exam?
   ○ Yes  ○ No

3 - Do my hygienists share & discuss the photos with the patient before the exam?
   ○ Yes  ○ No

4 - Do my hygienists re-present incomplete treatment to patients before I have to bring it up with them?
   ○ Yes  ○ No

5 - Is the level of co-diagnosis and enrollment consistent among all my hygienists?
   ○ Yes  ○ No

6 - Does 60% of restorative care come out of hygiene?
   ○ Yes  ○ No

7 - In your estimation, what percentage of restorative care comes out of hygiene?
   ________________________________________________________________

If you answered no to any of these questions, there’s potential to grow in this area.
Perio Percentage Calculator

Instructions:
1 - Print a Production by Procedure Report
2 - Determine in total number of procedures for the above codes
3 - Enter those numbers in the appropriate yellow box
4 - View your perio percentage

Perio Percentage

35-50% Ultimate Goal

20-35% Great Foundation

0-20% Needs Immediate Attention

Scaling & Root Planing (D4341 + D4342)
Perio Maintenance (D4910)
Adult Prophy (D1110)
Perio Percentage

Our Perio Percentage for the last 12 months is ______%
Worksheet

What is your perio percentage?

1 - What percentage of the NEW adult patients seen in our practice present with 4mm or deeper, bleeding and even slight crestal bone loss?

________________________________________________________________________

________________________________________________________________________

2 - What percentage of the EXISTING adult patients seen in our practice in recare (prophy or perio maintenance) present with 4mm or deeper, bleeding and even slight crestal bone loss?

________________________________________________________________________

________________________________________________________________________

Now compare those percentages to your current perio percentage. Is there a gap?

Gap:

________________________________________________________________________

________________________________________________________________________

Where are your perio patients coming from?

<table>
<thead>
<tr>
<th>Average Adult Comp Exams per Month</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Quads (4341+4342) SRP per Month</td>
<td></td>
</tr>
</tbody>
</table>
Obstacles, Strengths and Opportunities

What are the barriers keeping your hygiene department from being its best?

Time barriers:

________________________________________________________________________

Mindset barriers:

________________________________________________________________________

Systems barriers:

________________________________________________________________________

R-factor:
If we were to meet 1 year from today, what are the things that would have happened to make you happy with your progress?

________________________________________________________________________

Our one year goal is:

________________________________________________________________________

Identify the following things that will help or hinder your progress toward that goal:

<table>
<thead>
<tr>
<th>Obstacles</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunities</td>
<td></td>
</tr>
<tr>
<td>Strengths</td>
<td></td>
</tr>
</tbody>
</table>
Hygiene Potential Worksheet

<table>
<thead>
<tr>
<th>Hygiene Benchmarks</th>
<th>Industry Standard</th>
<th>Your Hygiene Stats</th>
</tr>
</thead>
<tbody>
<tr>
<td>Profitability Ratio</td>
<td>3:1</td>
<td></td>
</tr>
<tr>
<td>Open Time</td>
<td>8-10%</td>
<td></td>
</tr>
<tr>
<td>Perio Percentage</td>
<td>&gt;25%</td>
<td></td>
</tr>
<tr>
<td>Restorative from Hygiene</td>
<td>60%</td>
<td></td>
</tr>
</tbody>
</table>

Our profitability ratio is:

<table>
<thead>
<tr>
<th>Our open time % is:</th>
<th>Open Time %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our Perio Percentage for the last 12 months is</td>
<td>%</td>
</tr>
</tbody>
</table>

Our goal for 1 year from now is:

List action steps that will be taken to overcome barriers and reach your 1 year goal

<table>
<thead>
<tr>
<th>Step 1</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 2</td>
<td></td>
</tr>
<tr>
<td>Step 3</td>
<td></td>
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<tr>
<td>Step 4</td>
<td></td>
</tr>
<tr>
<td>Step 5</td>
<td></td>
</tr>
</tbody>
</table>