



THE BEST WORK OF OUR LIVES

AT BLUE PARK DENTAL, WE ASPIRE TO TRANSFORM THE DENTAL EXPERIENCE

FOR OUR PATIENTS, OUR COMMUNITY, AND OURSELVES.

WE HAVE BUILT SOMETHING EXCEPTIONAL: A DENTAL PRACTICE THAT COMBINES CLINICAL EXCELLENCE, GENUINE HOSPITALITY, AND A RELENTLESS DRIVE TO IMPROVE. TO ACHIEVE THIS, WE'VE DEVELOPED AN INTENTIONAL CULTURE DESIGNED FOR HIGH-PERFORMING INDIVIDUALS WHO ARE PASSIONATE ABOUT THEIR CRAFT, THRIVE IN A COLLABORATIVE ENVIRONMENT, AND ARE COMMITTED TO EXCELLENCE IN EVERYTHING THEY DO.

FOUR CORES

WE ARE BUILT ON FOUR CORE PRINCIPLES

- 1. THE DREAM TEAM**
- 2. PEOPLE OVER PROCESS**
- 3. UNCOMFORTABLY EXCELLENT**
- 4. GREAT AND ALWAYS BETTER**

most people who join Blue Park Dental are pleasantly surprised by the caliber of their colleagues, the clarity of expectations, and the empowerment they experience. As our practice grows, this culture will continue to evolve, but our focus on excellence will never change. If this excites you, you'll likely thrive here. If not, that's okay

Blue Park Dental isn't for everyone.

DREAM TEAM

THE BEST PART OF WORKING AT BLUE PARK DENTAL IS THE PEOPLE. IMAGINE WORKING ALONGSIDE OUTSTANDING CLINICIANS AND TEAM MEMBERS WHO ARE NOT ONLY EXCELLENT AT WHAT THEY DO, BUT MAKE EVERYONE AROUND THEM BETTER.

We model our culture after a professional sports team, not a family. Families are about unconditional belonging. Teams are about performance and winning together. Every role matters, and we're intentional about having the right person in every seat, even when that means making difficult decisions. Every member of our Dream Team brings different skills, but we share core traits that make us excellent together:

- **Selflessness** — You prioritize what's best for patients and the practice, not just your own comfort. You help teammates succeed and are humble when seeking the best solution.
- **Judgment** — You make sound decisions even under pressure. You think long-term, not short-term shortcuts. You use information and clinical reasoning wisely.
- **Candor** — You give and receive feedback openly, directly, and respectfully. You own mistakes and share learnings.
- **Courage** — You speak up when something can be improved. You challenge the status quo in pursuit of better care.
- **Inclusion** — You treat everyone: patients, teammates, partners with respect and dignity. You value diverse perspectives and work styles.
- **Curiosity** — You are eager to learn, grow, and master new skills. You're interested in how others think and do things.

DREAM TEAM

- **Resilience** — You adapt quickly, embrace challenges, and remain composed under pressure.

It's easy to talk about values and harder to live them. At Blue Park Dental, we hold each other accountable, especially our leaders. We believe excellence and honesty go hand in hand. Feedback is part of our daily rhythm. Just like brushing your teeth.

We pay above market for top talent because we believe exceptional people create exceptional results.

We use a version of the “Keeper Test”

“If this person wanted to leave tomorrow, would we fight to keep them?”

If the answer is no, we believe it's fairer to everyone, including the person to part ways quickly and respectfully. High performers thrive here because they are surrounded by others who care deeply and work hard.

Mediocrity doesn't have a place on the Dream Team.

No matter how skilled someone is, there is no place for disrespect. Talent and kindness are both required to succeed here.

PEOPLE OVER PROCESS

WE HIRE PEOPLE WHO ARE RESPONSIBLE, PROACTIVE, AND SELF-MOTIVATED

PEOPLE WHO DON'T NEED MICROMANAGING TO DO EXCELLENT WORK.

IN MANY DENTAL OFFICES, DECISION-MAKING IS RIGID, TOP-DOWN, AND SLOW. AT BLUE PARK DENTAL, WE BELIEVE THE BEST OUTCOMES HAPPEN WHEN PEOPLE CLOSEST TO THE WORK ARE EMPOWERED TO MAKE DECISIONS, WITHIN CLEAR ETHICAL AND CLINICAL STANDARDS.

LEADERS FOCUS ON PROVIDING CONTEXT, NOT CONTROL. THAT MEANS:

- **GIVING TEAM MEMBERS THE INFORMATION, EXPECTATIONS, AND TRUST THEY NEED TO MAKE SOUND DECISIONS.**
- **ACTIVELY COACHING AND STAYING ENGAGED, NOT AVOIDING RESPONSIBILITY.**
- **STEPPING IN ONLY WHEN ETHICAL, CLINICAL, OR REPUTATIONAL RISKS ARE AT STAKE.**

WE AVOID UNNECESSARY BUREAUCRACY. WE BELIEVE IN CLEAR ROLES, STRONG COMMUNICATION, AND INDIVIDUAL ACCOUNTABILITY, NOT ENDLESS COMMITTEES.

THE BEST IDEAS CAN COME FROM ANYWHERE. FROM A HYGIENIST NOTICING A WORKFLOW GAP, FROM AN ASSISTANT SUGGESTING A BETTER SETUP, OR FROM THE FRONT DESK IDENTIFYING A PATIENT COMMUNICATION ISSUE. WE ENCOURAGE DISSENT, DISCUSSION, AND DECISION-MAKING CLARITY. ONCE A DECISION IS MADE, WE DISAGREE AND COMMIT SO WE CAN MOVE FORWARD TOGETHER.

WE DO HAVE PROCESSES: STERILIZATION PROTOCOLS, CLINICAL STANDARDS, OSHA AND HIPAA RULES — BUT WE KEEP RULES PURPOSEFUL AND EFFICIENT, NEVER AS EXCUSES FOR MEDIOCRITY OR LACK OF INITIATIVE.

UNCOMFORTABLY EXCELLENT

EXCELLENCE ISN'T ALWAYS COMFORTABLE.

IN DENTISTRY, REAL GROWTH HAPPENS WHEN WE EMBRACE NEW TECHNIQUES, ADOPT BETTER TECHNOLOGY, REFINE SYSTEMS, AND PUSH OURSELVES TO A HIGHER STANDARD. THIS MEANS TRYING NEW THINGS, BEING COACHABLE, AND NOT SETTLING FOR

“GOOD ENOUGH.”

SOME PEOPLE PREFER ENVIRONMENTS WHERE EXPECTATIONS ARE MINIMAL AND CHANGE IS SLOW. BLUE PARK DENTAL IS NOT THAT PLACE.

HERE, WE VALUE PEOPLE WHO ARE EXCITED BY CHALLENGE, WHO FIND ENERGY IN IMPROVEMENT, AND WHO SEE FEEDBACK AS FUEL.

WE AIM TO BE A PRACTICE THAT SETS THE BAR FOR CLINICAL QUALITY AND PATIENT EXPERIENCE, NOT ONE THAT BLENDS INTO THE AVERAGE. THAT TAKES BOLDNESS, AMBITION, AND RESILIENCE. AND WE EMBRACE THAT JOURNEY.



GREAT AND ALWAYS BETTER

“IF YOU WANT TO BUILD A SHIP. DON’T DRUM UP THE PEOPLE TO GATHER WOOD, DIVIDE THE WORK, AND GIVE ORDERS.

Instead, teach them to yearn for the vast and endless sea.

At Blue Park Dental, we yearn for excellence. In patient care, teamwork, and personal growth.

ARE YOU A.....?
dental asisstant
dental hygienist
patient care coordinator
insurance Coordinator
office manager
dentist
specialist
Dental student and are

Interested in working here? send me an email at
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