

How to Hire the Right People



Strategic Success. Delivered.

A Values-Based Framework

www.dentalwealthbuilder.com

A CV Looks Perfect on Paper

Good qualifications, relevant experience, confident in the interview.

Six months later, the fit still isn't right, and nobody can quite explain why.

Technical competence is the least reliable predictor of whether someone actually thrives.

Skills vs Values Fit

SKILLS

- Visible on a CV
- Gaps close with training
- Feels objective, easy to compare

VALUES FIT

- Shown in a real moment
- A mismatch widens over time
- A genuine filter, not an afterthought

Building Values Fit Into an Ordinary Process

Write Down 3-4 Real Values

In plain language, not corporate wording nobody would say out loud.

Ask Every Candidate the Same Questions

So answers can be compared fairly.

Score Answers Against Something Concrete

Genuine ownership versus blame-shifting.

Involve a Non-Owner Team Member

A candidate often behaves differently around a future colleague.

Onboarding Is Part of the Hiring Decision

A structured first ninety days works better than an unstructured first year.

Pair the new hire with an existing team member who embodies the practice's values.

Check in properly at two weeks, not only at the three-month review.

Hiring for values first, then training
for skill,
isn't slower. It's more
accurate.



Where to Start This Week

1

Write down your practice's real values
Three or four, in plain language.

2

Turn each into a real interview question
Grounded in an actual situation, not a hypothetical.

3

Use the same questions every time
With your next candidate, and every one after that.

Build This Into Your Hiring Process

If you want structured support building this into your hiring process,
book a practice coaching call with DWB.

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