

A construction site at sunset. Several large tower cranes are silhouetted against a bright orange and yellow sky. In the foreground, the skeletal steel framework of a multi-story building is visible, also in silhouette. The overall scene conveys a sense of active development and progress.

# **Building Associate Dentist's Confidence** **In the Pursuit of Development**

**6** things you can start Monday

Scott Cairns, D.D.S.

A close-up portrait of Zeynep Ton, a woman with dark hair, looking slightly to the right with a gentle smile. The background is softly blurred, showing what appears to be a window with natural light.

**“excellence is  
much harder to  
achieve than  
mediocrity”**

**Zeynep Ton**

Scott Cairns, D.D.S.



# WOODEN ON LEADERSHIP™



THE ART OF  
SUCCESS

## PYRAMID OF SUCCESS

*"Success is peace of mind which is a direct result of self-satisfaction in knowing you made the effort to become the best of which you are capable."*

John Wooden, Head Coach

SUCCESS

*Success is not a destination, it is a journey.*

Choose a  
Model of  
Leadership that  
works for you.



## 12 LESSONS IN LEADERSHIP

1. Good Values Attract Good People
2. Love Is The Most Powerful Four-Letter Word
3. Call Yourself A Teacher
4. Emotion Is Your Enemy

5. It Takes 10 Hands To Make A Basket
6. Little Things Make Big Things Happen
7. Make Each Day Your Masterpiece
8. The Carrot Is Mightier Than A Stick

9. Make Greatness Attainable By All
10. Seek Significant Change
11. Don't Look At The Scoreboard
12. Adversity Is Your Asset

**Apply Learning &  
Embrace Iteration**

**Recognize &  
Reward Success**

**Empower  
Independent  
Congruency**

**Teach  
Congruence &  
Deviation**

**Define & Cultivate  
Success**

**Invite  
Participation**

**Create the Vision**



# Before You Begin Look in Mirror



Quality Work

Ethics

Focus

Interpersonal Skills

Compassion

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1

## **Describe Your Vision**

**Describe your dream practice in vivid detail.**

**Scott Cairns, D.D.S**

**Present this vision to every employee.**





# 1

## **Discover Their Vision**

Questions to get them thinking:  
**Clinical Dentistry:**

What do you want to be known for?

What services will you be really good at when you have arrived at your destination?

What instruments or technology will you need?

In what ways will you ensure quality outcomes?

# 1

## Discover Their Vision

Questions to get them thinking:

Personal:

Describe the people you work with?

How much income does the practice provide you?

How much time do you spend in this practice?

What is the allotment of your time?

What does this office provide you with other than income?

What is your exit strategy?





# 2

## Commit to their goal

**Clinical Training  
Allotment of Resources  
Pursuit of Income/Lifestyle**

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# 3

## Allocation of Resources

**Team  
Equipment  
Supplies  
Your Time**



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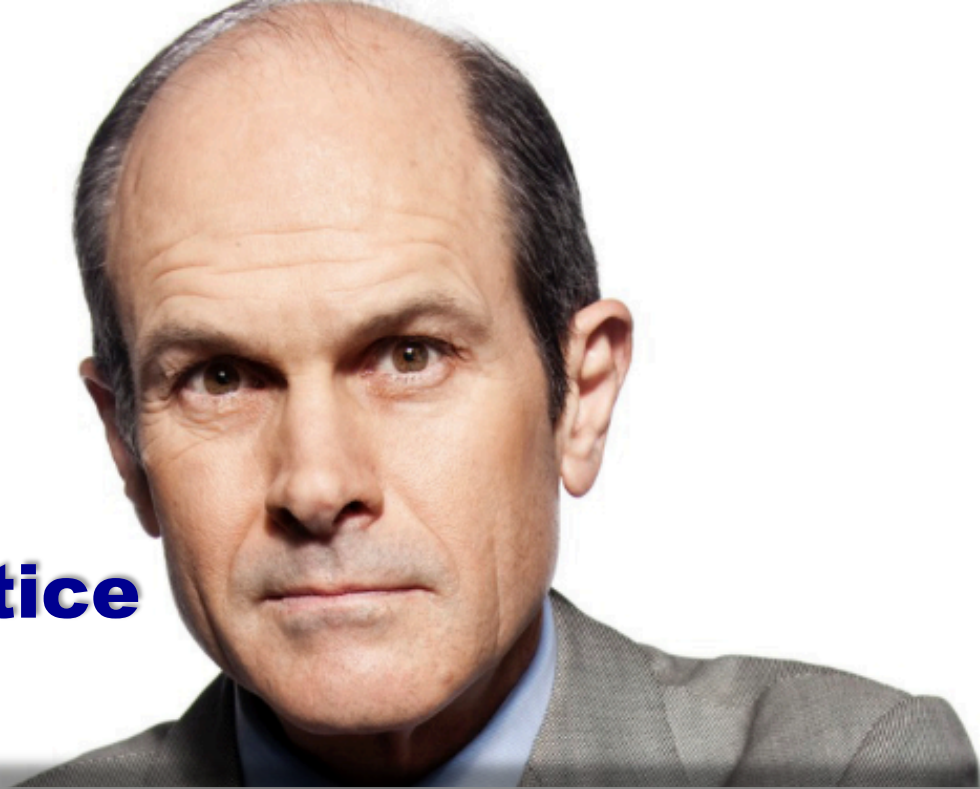
# 4

## **Deliberate Practice**

“ an activity designed specifically to improve performance, often with a teacher's help; it can be repeated a lot; feedback on results is continuously available; it is highly demanding mentally; and it isn't much fun.”

**Geoff Colvin**

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# 5 clarity Standards



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5

clarity

# Guidelines

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# 6

## Accountability

**Both the owner doctor and the associate have a responsibility.**

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**“Wisdom is merely  
reflection on past  
experience.”**

**Irene Chang Britt**

Scott Cairns, D.D.S.





# Create Action Steps

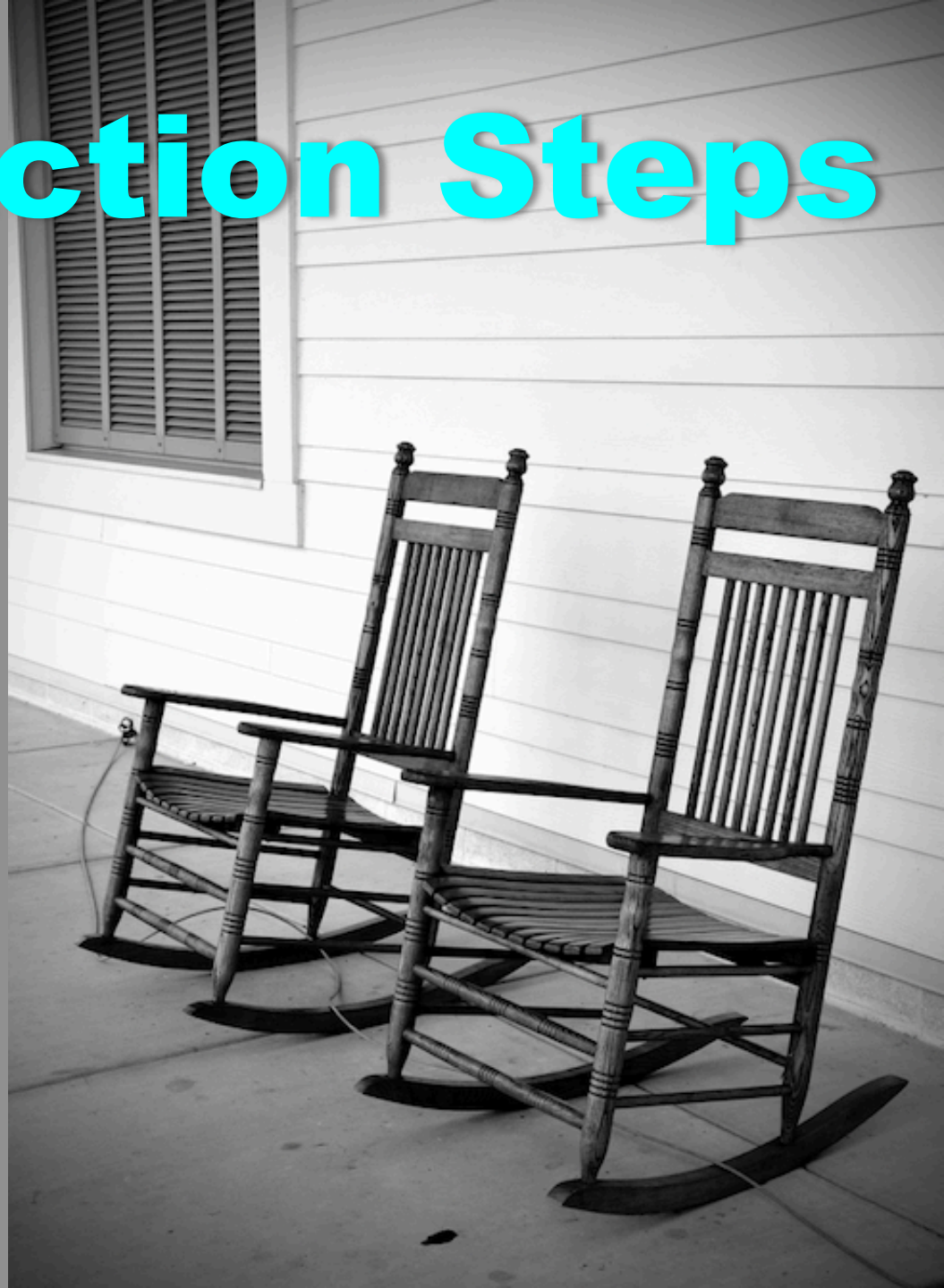
**The tension between reality and desired outcome is the fuel to propel action.**

**Rock back to reflect on reality.**

**Lean forward to move into a new reality.**

**Continue rocking back and forth from reflection to action.**

**Scott Cairns, D.D.S.**





# **Review Results Every Month**

Scott Cairns, D.D.S.