Six rules that I have learned in my life as a dentist

By Richard J. Reinitz, DDS, MBA, FAGD

Rule #1: There is no substitute for education and experience
All dentists are created equal when we graduate. From there, the differentiating factor comes with advanced training, continuing education, and a willingness to continue to learn and experiment. The greatest lessons we learn come from our failures.

When I was in general practice residency at the Veterans Administration in Philadelphia, my mentor, Dr. Alan Samet, taught me a vital lesson. As I struggled with the unique impacted third molar—and ultimately had to be rescued by the senior resident—Dr. Samet watched in bemusement. After the patient was dismissed and I had been criticized by a senior resident for my mistakes, I sat slumped in front of Dr. Samet. He asked what I had learned. With absolute honesty, I told Dr. Samet that I had not understood the valuable art of the referral!

The memory of my failures has made me a better dentist, one who is more humble and more aware of his limitations. Success is great but it is also a tonic. Success can make you believe that you can do things that you should not do. A little reality can go a long way.

Rule #2: It's always about the money
When I was still in my prosthodontic residency, I began moonlighting with only an assistant and no front desk person. The office had large floor-to-ceiling windows that overlooked the parking lot. A nicely dressed new patient came to see me, and following a full series of X-rays and a complete examination, I presented her with a treatment plan because they do their jobs well and deserve my trust.

There are times when team members have to bring their children or grandchild to the office for one reason or another. At a younger age, I would have objected and complained about the interference. Today, these children are welcome in the office, and bring a smile to my face.

Rule #3: Remember, it is a business
It would be nice to think of our practices in terms other than just money. But—quite simply—if our expenses outpace our revenues, we will not be calling ourselves anything except bankrupt. You should have an employee manual to address issues like job descriptions, expected work hours, and benefits. Keep a close eye on accounts receivable, and try not to over-commit to the latest must-have "toys."

Rule #4: Let go
When I first went into private practice, I micromanaged everything, and became angry when a team member had to take time off for illness, a sick child, or any other reason. It was not that I was mean. I had large bills to pay, and when team members did not work, my job became more difficult. Ultimately, this situation affected daily production.

I wish I could tell you when I had my epiphany. But one day I realized that my team members had lives of their own. I have been fortunate to have had the privilege of hiring and being able to keep a team together for many years. The team members know their jobs and responsibilities—whether fault exists or not.

Rule #5: You have to care
A family friend, who had a son who was to attend medical school, had a question. Given the choice between two physicians—one who was clearly a recognized leader in his field but with little or no ‘bedside manner,’ or one who was quite capable and possessed excellent bedside manner—this aspiring doctor wanted to know which physician my wife and I would prefer? Both of us said the second physician. My friend’s son was shocked at our answer and fully expected us to choose ‘the best.’ He asked why.

We told him that treatment of a patient is not limited to mechanical diagnosis and treatment. A patient must believe that the person caring for him or her is not only knowledgeable but cares whether the patient gets better or not.

A belief in one’s caregiver is as important as the technical success of the treatment. We have all had what we consider successful cases but unhappy patients because we failed in our bedside manner. When a patient believes that his or her physician or dentist does not care or believes that money is the primary concern, the patient will get angry, and find fault—whether fault exists or not.

Rule #6: Think outside the box
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Rule #6: There aren’t any rules
You must be guided by your principles and ethics. In other words, you need to do what you think is right. But there is no harm in learning from others. Also, there is no need to “reinvent the wheel.” If you have a chance to enter into an agreement with an associate that looks promising, then do so.

Don’t rush into a solo private practice. While a solo private practice has the advantage of your being the boss, it also means you have sole responsibility for everything from patient care to the water bill. When something goes wrong, everyone will expect you to solve the problem because “you are the boss.”

Even if you have no better idea of how to rectify a situation than anyone else, that is immaterial. You shouldered the burden alone. People often say to me how lucky I am since I am my own boss and can set my own hours. The reality is that, while all that is true, I also am responsible for my patients, team, lab, family, and myself. That responsibility can create much worry and anguish as well as much joy.

My final piece of advice is to find people with whom you share that worry and joy. If you can build a warm and caring environment in your practice and at home, you will have a support system that allows you to succeed.

Dr. Richard Reinitz has been in private practice in Houston, Texas, for nearly 30 years. He has completed a General Dental Residency at the Veterans Administration in Philadelphia, PA, and a Prosthodontic Residency at the VA in Houston. In addition to attaining his FAGD, he also obtained an MBA from the University of Houston in 1990.