

Flossing and Bossing: How to Lead Your Dental Team Without Being a Drill Sergeant

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T.R.U.S.T. FRAMEWORK FOR DENTAL LEADERSHIP

T – TRANSPARENCY: Build a foundation of openness and honesty. **R – RESPECT:** Create a culture of recognition and fairness. **U – UNDERSTANDING:** Lead with emotional intelligence. **S – SUPPORT:** Encourage mentorship, teamwork, and collaboration. **T – TRAINING:** Invest in ongoing development for yourself and your team.

"Great leaders don't demand excellence—they inspire it."

Drainers vs. Sustainers for T.R.U.S.T. Leadership

Leadership Element	Drainers (What Weakens Leadership)	Sustainers (What Strengthens Leadership)
Transparency	Withholding information, secrecy, mixed messages	Open communication, honesty, clarity in decision-making
Respect	Favoritism, public criticism, dismissing input	Active listening, fairness, recognizing contributions
Understanding	Ignoring employee concerns, rigid leadership	Adapting leadership style, showing empathy
Support	No mentorship, neglecting burnout	Encouraging collaboration, advocating for employees
Training	No development opportunities, unclear expectations	Investing in continuing education, skill-building

FINAL CHALLENGE: "What is ONE leadership action you will take this week?"  Write it down and commit!

Rate yourself on a scale of 1-5 (1 = Needs Improvement, 5 = Excellent)

Discussion:

- What is one area where you excel?
- What is one area where you want to improve?
- What's your next step in leadership growth?

LEADERSHIP ACTION PLAN

PERSONAL LEADERSHIP COMMITMENT Choose one leadership area from T.R.U.S.T. to improve:

- Transparency
- Respect
- Understanding
- Support
- Training

Specific action step I will take this week to improve in this area:

Accountability Partner: (Who will help you stay committed?)

Deadline: (When will you implement this?)

Final Thought: "Leadership isn't about having a title—it's about creating impact."

Recommended Books:

Trust & Inspire: Stephen M.R.Covey

The 5 Dysfunctions of a Team- Patrick Lencioni

Dare to Lead-Brene Brown