



Pre-Employment Tests can be valuable tools for evaluating the skills and abilities of dental technicians.

It's important to design or choose tests that align with the specific needs and technologies of your dental laboratory. Ensure that the assessments are fair and unbiased, and consider using a combination of these assessments to gain a comprehensive understanding of a candidate's qualifications and suitability for the position.

When designing or selecting pre-employment tests for dental technicians, consider the following types of assessments:

- **Technical Skills Assessment:** These assessments evaluate a candidate's proficiency in various dental laboratory tasks, including working with different materials, equipment, and techniques. You can provide candidates with practical tasks, such as creating a dental restoration or appliance, and evaluate their precision, attention to detail, and ability to follow instructions.
- **Written Examinations:** These tests assess a candidate's theoretical knowledge of dental technology, including dental anatomy, materials, and techniques. You can use written exams to gauge their understanding of the field and their ability to apply that knowledge in practice.
- **Problem-Solving Scenarios:** Present candidates with case scenarios or dental challenges commonly encountered in a dental laboratory. Ask them how they would approach and solve these issues, which can help assess their problem-solving and critical thinking skills.
- **CAD/CAM and Digital Dentistry Proficiency Test:** If your laboratory uses CAD/CAM systems or digital dentistry, consider a test that evaluates a candidate's proficiency in using digital technology for designing and manufacturing dental restorations.
- **Quality Control Assessment:** Evaluate a candidate's ability to perform quality control checks on dental products to ensure accuracy, fit, and aesthetics. They may be given a set of dental products to inspect and identify any issues.
- **Hand-Eye Coordination Test:** This can include tasks that assess a candidate's fine motor skills and hand-eye coordination, such as assembling small dental components or working with fine dental instruments.
- **Communication and Teamwork Assessment:** Since dental technicians often work as part of a team and communicate with dentists, assessing a candidate's interpersonal and communication skills can be crucial. This may include role-play scenarios or questions about past teamwork experiences.



- **Soft Skills Assessment:** Assess soft skills like attention to detail, time management, and the ability to work under pressure. You can use behavioral interview questions and situational assessments to evaluate these skills.
- **Regulatory and Compliance Knowledge Test:** Dental technicians should be aware of and compliant with relevant regulations and safety protocols. Assess their knowledge of infection control, safety standards, and privacy regulations.
- **Sample Work Portfolio Review:** In addition to tests, consider asking candidates to provide a portfolio of their past work to demonstrate their skills and the quality of their previous dental laboratory projects.