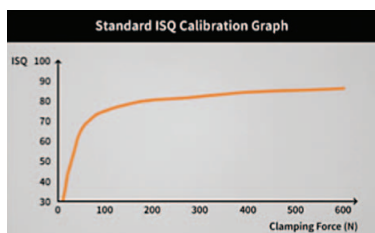


**Figure 2.** Specially designed rig for controlling clamping and stability of the embedded implant used for standard calibration of MultiPegs™.

**Standard ISQ Curve**

With this innovative method, a reference ISQ/stability relationship has been established based on the “mother transducer” (Type I), which is used when manufacturing MultiPeg™ for different implant designs (Figure 3). Each type of MultiPeg™ is designed to follow the whole range of the standard ISQ curve to assure that different types of implants show the same ISQ-value for the same stability, irrespective of in the lower or higher end of the curve.



**Figure 3.** The Standard ISQ Curve showing the relation between clamping force (N) and ISQ values

**Intrinsic and extrinsic variance of MultiPeg™.**

The technique described above ensure accurate intrinsic calibration of all MultiPegs™. However, there is a risk that other pegs on the market perform differently due to the lack of extrinsic calibration between different peg systems. The magnitude of the variation is however currently unknown.

**MultiPeg™-implant fit**

The peg-implant connection is a potential source of erroneous measurements due to possible misfit. Therefore, MultiPegs™ are designed to achieve the best possible fit with each implant type. All MultiPegs™ types are calibrated against the ISQ Standard to detect any misfit or variance in ISQ, which in turn can be eliminated by elaborating the physical properties of the peg. For this reason there will more MultiPeg™ types compared to other pegs on the market. Another issue is that modern bone-level implants often use an internal connection for abutments and prosthetic devices. That is why some marginal bone overgrowth of the implant does not prevent a good fit. The MultiPegs™ are designed to bypass and avoid interaction with the marginal bone in order to prevent erroneous measurements, which is in contrast to some other pegs on the market. ♦

**CONFLICT OF INTEREST STATEMENT**

The authors of this review are partners of Integration Diagnostics Sweden AB.

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# How to make the most of your job interview



Pam McKean

By Pam Mc Kean, Director A.B. Dental Employment Agency

Interviewing is one of the most important steps in hiring a new employee. It's the time when first impressions are made, jobs are often lost or secured, it often comes down to 30 minutes or so to make the right selection; not much time when you look at the entire recruitment process.

From an outsider's viewpoint, I always find it interesting how people perform at interviews, and disappointingly often see highly credentialed candidates underperform or just miss the mark completely due to nerves, or saying things they think are correct to say instead of being themselves.

Well, it takes two to tango.

How can you conduct a great interview ensuring you get the most out of the candidate, in terms of getting a true insight into what they can offer you?

During my time working in recruitment, I have conducted thousands of interviews, and also observed many interviews from a neutral position. There are few tips that have worked for me which perhaps may also help you.

## **Research the candidate:**

The most important thing an interviewer can do before conducting an interview is properly research the candidate. Read the resume properly and highlight any areas that are not clear so they are not missed during your face to face meeting. You will have different questions for each person you see that may be specific to their experience.

You may also choose to do a quick Google search or looking at his or her social media platforms to see if the candidate will fit the position and company culture.

## **Ease into the interview and find a personal connection:**

Interviews provide an opportunity to evaluate a candidate's interpersonal and communication skills and allows you to get a feel for their personality. While we are constantly told what personal questions we can and cannot ask during an interview, don't underestimate the value

of small talk at the start. This icebreaker technique will help both the interviewer and interviewee to relax.

## **Ask open ended questions:**

Always start your questions with words like 'how' and 'why'. When starting your questions using either of those words, expansion in the way the candidate answers is ensured – they can't respond with the words, 'yes' or 'no'.

## **Make it a conversation, not an interrogation:**

It's amazing what a candidate will tell you when you establish a personal rapport. You want your subject to be relaxed and focused on the here and now. You will get a better result and the candidate can walk away feeling like they've had a positive experience. One of the biggest mistakes interviewers make in the interview setting is to conduct it like it appears in a magazine. Don't be afraid to digress and let the conversation flow into other areas (within reason on course).

## **Always ask follow up questions:**

The most revealing answers usually come from follow-up questions. By not digging for more clear answers, you may not get a good feel for what the person can really offer you. Listen to the initial answer then ask why. Or when! Ask them to be specific and use real life examples. How a situation turned out and who actually did what.

## **Watch the clock:**

While there are some exceptions, try not to go over 30 minutes. You should be able to capture most of what you need in 15 minutes or less.

## **Don't rely on memory, take notes:**

When you are seeing several candidates in one day, it can become very confusing. Take notes when you can ... most candidates will understand if you have to pause occasionally to make notes. Once you have completed the interview process, it will be much easier to compare and

rank the candidates. Detailed notes will help you identify the best person for the position.

## **Describe the next steps:**

At the end of the interview always describe the rest of the process. Explain what you will do and when you plan to do it. Few things are worse than having no idea what, when, or if something happens next. Don't force the interviewee to ask. Tell them.

Make an enthusiastic offer: You should be excited when you find the right candidate. Let your excitement and enthusiasm show. In a great employer-employee relationship there is no upper hand. The right candidate is just as excited to come on board as you are to welcome them.

## **Have fun.**

If you're stressed or focused on your notebook and the questions in it, your subject will feel it and will pick up on your nerves or apprehension. Remember that the best conversations are the fun conversations. Have fun. ♦

**Pam McKean,**  
A.B. Dental Employment Agency  
Tel: 1300 658 915 Mob: 0425 20 8860  
Email: [pam@abdental.com.au](mailto:pam@abdental.com.au)  
Web: [www.abdental.com.au](http://www.abdental.com.au)

**Pam McKean** is a Director of AB Dental Employment Agency. The company has been in operation for over 15 years. Over the last 10 years AB Dental has grown into one of the country's leading recruitment agencies for the dental industry, servicing all sectors from government, corporate and private practice.

Currently, AB Dental services over 1,200 businesses with recruiting services including supply of temporary, contract and permanent employees. As professional recruiters, AB Dental can manage as much as little of the recruitment process as required, even if only providing advice.