

these conflicts. In addition, fellow practitioners may see the corporate practice as straining their practices' ability to survive in a certain area. They see the DSO as promoting unfair competition and offering advantages that aren't available to a solo practice.

DENTISTS WHO CHOOSE DSOs

Millennials have characteristics that seem to make DSOs particularly attractive to them. These include a desire for an excellent work-life balance, enhanced ability to be technically savvy, their view of themselves as global citizens, the value they place on being

authentic and transparent, their liberal and progressive bent, their participation in team efforts, and their civic orientation. Thus, millennials are more likely to view DSOs as a positive choice that will fit with their lifestyles and values.

Christensen GJ: The cons and pros of DSOs: Are dental support organizations good or bad for dentistry? *Dentaltown*, June 2018, pp 54-56, 58, 2018

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DENTAL TEAMS

Joining professional organizations



BACKGROUND

The sense of belonging is often first experienced through family, but other group experiences also provide the sense of identifying with others in terms of shared beliefs, values, and ideas. The experience of belonging along with its benefits for individuals as well as professions and society at large was investigated.

MEETING THE NEED FOR BELONGING

Sociologically speaking, the sense of belonging is informed by a collective consciousness that holds society together. The group exists because individuals share a sense of solidarity with one another. This sense can be based on beliefs, status in life, or professional interests, as well as many other intangible values.

Nursing professionals have been studied to determine the characteristics of those who join professional associations and those who do not. Significant differences were found between members and nonmembers, with members tending to have a more advanced educational level, a higher income, higher levels of positive professional values, and increased positive attitudes toward work compared to nonmembers. Membership brings a sense of belonging, support, and even prestige.

FINDING THE RIGHT GROUP

Groups exist in many professions and share certain characteristics. Often there is a dues fee, and the organization has a fiduciary responsibility to use the accrued funds to serve the interests of the group and must account for the funds to its members. Officers are often selected to lead the group and provide information to the membership.

The types of groups that can be joined differ, with some being associations, some societies, and some academies. In an association, the members have a common purpose and formal structure.

Often the definition of an association is set by state law. Societies are organized groups of people who come together based on shared religious, benevolent, cultural, scientific, political, patriotic, or other purposes. These voluntary associations are seeking common goals, particularly when the reason for joining is a shared interest, belief, or profession. An academy is an organization that supports art, literature, science, or advances these pursuits. It is often less politically motivated than associations and societies. Online communities are also organizations that can be helpful in supporting a sense of belonging.

DISCUSSION

Joining a group can further your commitment to building and maintaining positive relationships between members of the dental community. Having others to work with can strengthen the quality of the profession as well as build individual values among its members.

Clinical Significance

Belonging is an important part of the human experience. When individuals share common interests and goals, they can often achieve more than an unaffiliated individual can. Finding the right organization requires that you look for groups that share your interests and aspires to advance the profession or society through effective leadership and group achievements. The benefits of belonging can be life changing.

Furnari W: A sense of belonging; How to find your fit within a professional organization. *RDH Magazine* 38:12, 14, 2018

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