<table>
<thead>
<tr>
<th>Performance</th>
<th>Standard</th>
<th>Essential Activities/Tasks (not all inclusive)</th>
</tr>
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</table>
| **Critical Thinking** | Critical thinking ability sufficient for clinical decision making. | • Use relevant data to support the decision making process  
• Identify priorities of care based on analysis of data  
• Analyze and use assessment findings to plan care for clients and families  
• Evaluate the plan of care and revise as appropriate  
• Solve problems and make valid, rational decisions using logic, creativity, and reasoning |
| **Interpersonal Skills** | Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural, and intellectual backgrounds. | • Establish rapport (relationship) with clients and colleagues through speech, touch, and hearing  
• Work effectively in small groups as team members and as a team leader  
• Practice therapeutic (non-harmful) communication using speech, hearing, and judgement of appropriate responses  
• Recognize crises (times or events that disrupt normal lives) and institute appropriate interventions to bring situation back to normal |
| **Communication Skills** | Communication abilities sufficient for interaction with others in verbal, nonverbal, and written form. | • Communicate therapeutically with clients, families, and groups in a variety of settings  
• Communicate pertinent information verbally in writing to appropriate persons  
• Document client data and nursing care completely and accurately using appropriate terminology  
• Provide health teaching for clients, families and / or groups based on assessed needs, available resources, age, life style and cultural considerations  
• Speak English in such manner to be understood by general public |
| **Motor Skills** | Gross and fine motor skills sufficient to provide nursing care in a safe, responsible, and cost effective manner. | • Calibrate and use equipment such as reading numbers on measuring cups, syringes, and adjusting flow rates with stopcocks  
• Maintain sterile technique when performing sterile procedures  
• Hold skin taut with one hand while inserting needle in skin or vein with the other hand and perform other procedures requiring the use of two hands  
• Maintain immobilization devices such as traction equipment and casts, feel for heat or wetness  
• Be able to use a computer keyboard |
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| Hearing     | Hearing ability sufficient to monitor, assess, and provide safe nursing care. | • Be able to hear alarms, emergency signals, cries for help, and answer phones  
• Distinguish changes in tone and pitch such as in listening to patient’s breathing characteristics  
• Able to hear and interpret communication in stressful situations such as when more than one person is talking at a time, or when they are talking in a loud voice |
| Mobility    | Physical abilities sufficient to move from room to room, maneuver in small spaces, and to accommodate stairwell when necessary. | • Move around in patient’s rooms, work spaces, and treatment areas  
• Perform physical activities necessary to do basic nursing skills such as put on sterile gloves, attach blood pressure cuff on patient’s arm, hold one part of a patient’s body steady while performing an action on another part of the body  
• Perform physical activities necessary to do health assessments such as bending over patient, kneeling, lifting an extremity while tapping with small hammer  
• Provide or assist with activities of daily living such as bed bath, oral hygiene, and positioning patients  
• Transport and transfer patients from various areas to other areas using such equipment as stretchers, wheelchairs, walkers, and commode chairs  
• Move to patient’s level in order to view patient directly  
• Lift at least 15 lbs. of weight  
• Respond quickly in an emergency  
• Gather a minimum of 3-4 pieces of equipment and carry to client’s room  
• Direct and assist with ambulation of a patient |
| Visual      | Visual ability sufficient to monitor, assess, and provide safe nursing care. | • Read numbers on dials, thermometers, gauges, measuring cups, etc.  
• Distinguish changes in color, size, continuity of body parts  
• Distinguish alterations in normal body activities such as breathing patterns, level of consciousness  
• Observe safety features in environment such as water on the floor, obstacles in the path of a patient  
• Observe nonverbal responses of patients, families or coworkers  
• Visualize written words and a computer screen  
• Perform basic nursing skills (such as insertion of a catheter, counting respirations, preparing and |
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<tr>
<th>Tactile</th>
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<tbody>
<tr>
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<td>• Perform all skills requiring use of the hands</td>
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<td>• Palpate for pulses, temperature, texture hardness or softness, landmarks, etc.</td>
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<td>• Handle equipment</td>
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<td>Accountability &amp;</td>
<td>Demonstrate accountability and responsibility in all aspects of nursing practice.</td>
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<tr>
<td>Responsibility</td>
<td>• Able to distinguish right from wrong, legal from illegal and act accordingly</td>
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<td>• Accept responsibility for own actions</td>
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<td>• Able to comprehend ethical standards and agree to abide by them</td>
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<td>• Consider the needs of patients in deference to one’s own needs</td>
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