

Performance	Standard	Essential Activities/Tasks (not all inclusive)
Critical Thinking	Critical thinking ability sufficient for clinical decision making.	<ul style="list-style-type: none"> • 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.	<ul style="list-style-type: none"> • 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.	<ul style="list-style-type: none"> • 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.	<ul style="list-style-type: none"> • 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.	<ul style="list-style-type: none"> • 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.	<ul style="list-style-type: none"> • 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.	<ul style="list-style-type: none"> • 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

		giving medications, bathing a patient)
Tactile	Tactile ability sufficient to monitor, assess, and provide safe nursing care.	<ul style="list-style-type: none"> • Perform all skills requiring use of the hands • Palpate for pulses, temperature, texture hardness or softness, landmarks, etc. • Handle equipment
Accountability & Responsibility	Demonstrate accountability and responsibility in all aspects of nursing practice.	<ul style="list-style-type: none"> • Able to distinguish right from wrong, legal from illegal and act accordingly • Accept responsibility for own actions • Able to comprehend ethical standards and agree to abide by them • Consider the needs of patients in deference to one's own needs