

Write

Use a computer

Pinch/pick or otherwise work with fingers (e.g., syringe, gloving, small equipment)

Turn knobs with hands on door or equipment

Squeeze (e.g., eye dropper, IV tubing)

Put on caps, gown, gloves, and mask

Apply pressure (e.g., to a wound)

### **Physical Endurance**

Sustain repetitive movements (e.g., CPR, ambu bagging)

Work entire shift

### **Physical Strength**

Push and pull 25 pounds (e.g., position clients, CPR, apply pressure to wound)

Support 25 pounds of weight (e.g., ambulate client)

Lift 25 pounds (e.g., transfer client)

Move light objects up to 10 pounds

Move heavy objects weighing from 10 to 45 pounds

Defend self against combative client; restrain a client

Carry equipment/supplies

Use upper body strength (CPR)

Squeeze (e.g., fire extinguisher)

### **Mobility**

Rotate body to attend to patient and equipment simultaneously

Move quickly to respond to emergencies/patient needs

Transfer patient (e.g., chair to commode, clinical sites such as hospital or client's homes)

### **Hearing**

Hear normal speaking level sounds (e.g., to communicate with client)

Hear faint voices (e.g., elderly, oxygen deprived)

Hear faint body sounds (e.g., blood pressure, heart and lung sounds)

Hear in situations not able to see lips (when using masks)

Respond to alarms (high/low frequency)

**Critical Thinking Skill**

- Identify cause-effect relationships
- Plan activities for others
- Synthesize knowledge and skills
- Complete tasks in a timely manner
- Model accountability for learning by sharing knowledge and learning from others

**Interpersonal Skills**

- Manage conflict between persons
- Respect differences in clients/families/co-workers
- Establish and maintain rapport with clients/families/co-worker
- Treat others with respect
- Build effective working relationships

**Communication Skills**

- Communicate information (e.g., teach client, family, or groups)
- Explain procedures
- Give oral and written reports
- Interact with others (e.g., effective group participation)
- Use the telephone – communicate summary of data
- Advocate for client
- Direct activities of others
- Convey information orally and in writing (e.g., charting, reports, papers)
- Use computer
- Employ therapeutic communication techniques
- Assess and respond to verbal and non-verbal communication

**Gross Motor Skills**

- Move within confined spaces (e.g., around patient bed)
- Provide standing support to patient
- Manipulate equipment above shoulders (e.g., IVs)
- Reach below waist (e.g., plug(ins))
- Assist transfer of patient (e.g., bed to chair, bed to bed)
- Reach across patient bed
- Maintain patient / client safety at all times

**Fine Motor Skills**

- Pick up objects (e.g., syringe)
- Grasp small objects (e.g., pills)

### **Visual**

Visualize objects up to 20 inches away  
Visualize objects up to 20 feet away  
Visualize objects more than 20 feet away  
Use depth perception (e.g., injections, assess height or depth of wound)  
Use peripheral vision  
Distinguish color (e.g., patient secretions, and color-coded records)  
Distinguish color intensity (e.g., blue complexion, redness of blood)  
Respond to alarms

### **Tactile**

Feel vibrations (e.g., pulses, nerve responses, tremor)  
Detect temperature of room, skin  
Feel differences in surface characteristics (e.g., skin texture)  
Feel differences in sizes, shapes (e.g., palpate vein, perform assessment)

### **Smell**

Detect odors from client  
Detect smoke  
Detect gases or noxious smells

### **Reading**

Read and understand written documents (i.e., patient charts, professional literature)  
Use anatomical design/diagrams correctly  
Display arithmetic competence  
Read and understand columns of writing (e.g., flow charts)  
Read digital displays  
Read graphic printouts (e.g., vital signs, numbers, EKG strips, fetal monitor strips)  
Convert numbers to/from metric

### **Motor Functions**

Measure time (e.g., duration)  
Count rates (e.g., pulse)  
Use measuring tools (e.g., thermometer)  
Read Measurement marks (e.g., scales)  
Add, subtract, multiply, divide  
Compute fractions and medication dosages, IV rates, etc.  
Use a calculator  
Write numbers in records  
Maintain client /patient records

## REQUIRED FORMS

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### Essential Functions Verification

I have reviewed, understand, and have the ability to perform the Essential Functions (included in this booklet), with or without accommodations, for the program I am seeking admission to. We encourage you to contact us if you have any questions about or need accommodations by calling the NDSCS Student Accessibility Coordinator at 701-671-2623.

\*If you do not have the ability to perform an Essential Function, with or without accommodations, a meeting with the Department Chair of the program you are applying to must be scheduled prior to continuing with the selection process.

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Program Applying to \_\_\_\_\_

Print Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_ Email \_\_\_\_\_

Please verify:

English is my first language  English is not my first language (refer to ELL Policy)

This form must be signed and submitted to complete the selection process requirements.