

## Core Performance Standards

| STANDARD                                   | DEFINITION   | EXAMPLES OF NECESSARY ACTIVITIES  |
|--|--|---|
| <b>Critical Thinking</b>                   | Critical thinking ability sufficient for clinical judgment   | <ul style="list-style-type: none"> <li>• Identify cause-effect relationships in clinical situations</li> <li>• Develop nursing care plans</li> <li>• Make rapid decisions under pressure</li> <li>• Handle multiple priorities in stressful situations</li> <li>• Assist with problem solving</li> </ul>  |
| <b>Interpersonal</b>                       | Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, educational, cultural, and intellectual backgrounds    | <ul style="list-style-type: none"> <li>• Establish rapport with clients/clients and colleagues</li> <li>• Cope effectively with high levels of stress</li> <li>• Cope with anger/fear/hostility of others in a calm manner</li> <li>• Cope with confrontation</li> <li>• Demonstrate high degree of patience</li> </ul>   |
| <b>Communication</b>                       | Communication abilities sufficient for interaction with others in Standard English in verbal and written form  | <ul style="list-style-type: none"> <li>• Explain treatment procedures</li> <li>• Initiate client education</li> <li>• Document and interpret nursing actions and client/client responses</li> </ul>   |
| <b>Mobility</b>                            | Physical abilities sufficient to move from room to room, to maneuver in small spaces and to perform procedures necessary for emergency intervention                    | <ul style="list-style-type: none"> <li>• Move around in client's rooms, workspaces, and treatment areas</li> <li>• Administer cardio-pulmonary resuscitation procedures</li> <li>• Walk the equivalent of 5 miles per day</li> <li>• Remain on one's feet in upright position at a workstation without moving about</li> <li>• Climb stairs</li> <li>• Remain in seated position</li> </ul> |
| <b>Motor Skills</b>                        | Gross and fine motor abilities sufficient to provide safe and effective nursing care   | <ul style="list-style-type: none"> <li>• Calibrate and use equipment</li> <li>• Position clients/clients</li> <li>• Perform repetitive tasks</li> <li>• Able to grip</li> <li>• Bend at knee and squat.</li> <li>• Reach above shoulder level</li> <li>• Lift and carry 25 pounds</li> <li>• Exert 20-50 pounds of force (pushing/pulling)</li> </ul>                                       |
| <b>Hearing</b>                             | Auditory ability sufficient to monitor and assess health needs   | <ul style="list-style-type: none"> <li>• Hear monitor alarms, emergency signals, auscultatory sounds, and cries for help</li> <li>• Hear tape recorded transcriptions</li> <li>• Hear telephone interactions</li> </ul>   |
| <b>Visual</b>                              | Visual ability sufficient for observation and assessment necessary in nursing care   | <ul style="list-style-type: none"> <li>• Observe client/client responses</li> <li>• Identify and distinguish colors</li> <li>• Read words, graphs, charts, instruments</li> </ul>   |
| <b>Conceptual and Analytical Reasoning</b> | Demonstrate ability to calculate, measure and analyze, exercise good judgment, and utilize critical thinking in the process of delivering care and comfort to clients. | <ul style="list-style-type: none"> <li>• Calculate drug dosages with a standard calculator</li> </ul>   |