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)
North Dakota State College of Science
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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

**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.

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.