

**Functional Ability Categories
&
Representative Activities/Attributes
for the
Certified Nursing Assistant**

Gross Motor Skills:	Move within confined spaces Maintain balance in multiple positions Reach below waist (e.g., plug electrical appliance into wall outlet) Reach out front
Fine Motor Skills:	Grasp, pinch, twist, squeeze (e.g., record/chart) Hand coordination (e.g., manipulate equipment)
Physical Endurance:	Maintain physical activity for length of clinical shift
Physical Strength:	Push, pull, and lift 50 pounds Support 50 pounds of weight Use upper/lower body strength
Mobility:	Twist/bend/stoop/squat Move quickly (e.g., response to an emergency) Climb stairs Walk (e.g., walk with client)
Hearing:	Hear normal level speaking sounds Hear faint voices/whisper
Visual:	See objects up to 20 inches away (e.g., information on computer screen, skin, client in room) Use depth perception Use peripheral vision Distinguish color and color intensity
Tactile:	Feel vibrations (e.g., pulse) Detect temperature (e.g., skin, liquids, environment, equipment) Feel differences in surface characteristics (e.g., rashes, swelling)
Smell:	Detect body and environmental odors
Environment:	Tolerate exposure to allergens (e.g., latex gloves, chemical substances) Tolerate heat and humidity (e.g., giving showers)

Reading:	Read and understand written documents (e.g., flow sheets, charts, graphs) Read digital displays
Math:	Add/subtract/multiply/divide Measure Tell time/count
Emotional Stability:	Ability to provide client with emotional support Adapt to changing environment/stress Focus attention on task Cope with strong emotions in others (e.g., anger, grief) Respond to the unexpected (e.g., death, emergencies) Maintain emotional control
Interpersonal Skills:	Establish appropriate relationships with clients, families, and co-workers Respect cultural differences in others Handle interpersonal conflict
Communication:	Interact with others Speak English Write English Listen and understand spoken and written word
Problem Solving:	Know the difference between serious and minor problems Apply knowledge and skill Organize and use information