



Essential Functions for the Nursing Assistant (CNA)

Gross Motor Skills

- Move within confined spaces, twist, bend, stoop, squat
- Sit and maintain balance
- Stand and maintain balance
- Reach above shoulders (e.g., IV poles)
- Reach below waist (e.g., plug electrical appliances into wall outlets)
- Fine Motor Skills
- Pick up objects with hands
- Grasp small objects with hand (e.g., pencil)
- Write with pen or pencil
- Key/type (e.g., use a computer)
- Twist (e.g., turn objects/knobs using hands)
- Squeeze with finger (e.g., bulb of B/P cuff)

Physical Endurance

- Stand (e.g., at client side during therapeutic procedure)
- Sustain repetitive movements (e.g., CPR)
- Maintain physical tolerance (e.g., work entire shift)
- Physical Strength
- Push and pull 25 pounds (e.g., position clients)
- Support 25 pounds of weight (e.g., ambulate client)
- Lift 25 pounds (e.g., pick up a child, transfer client)
- Move light objects weighing up to 10 pounds (e.g., lifts, carrying food trays)
- Move heavy objects weighing from 11 to 50 pounds
- Carry equipment/supplies
- Use upper body strength (e.g., perform CPR, physically restrain a client)
- Squeeze with hands (e.g., operate fire extinguisher)
- Move quickly (e.g., response to an emergency)
- Climb (e.g., ladders/stools/stairs), walk

Visual

- See objects up to 20 inches away (e.g., information on a computer screen, skin condition)
- See objects up to 20 feet away (e.g., client in a room)
- See objects more than 20 feet away (e.g., client at end of hall)
- Use depth perception and peripheral vision
- Distinguish color (e.g., color codes on supplies, charts, bed)
- Distinguish color intensity (e.g., flushed skin, skin paleness)

Tactile

- Feel vibrations (e.g., pulse)
- Detect temperature
- Feel the difference in surface characteristics (e.g., skin rashes)
- Detect environmental temperature

Smell

- Detect odors from patients
- Detect smoke, gas, or noxious odors

Hearing

- Hear normal speaking level sounds (e.g., person-to-person report)
- Hear faint voices
- Hear faint body sounds (e.g., blood pressure sounds, assess placement of tubes)
- Hear in situations when not able to see lips (e.g., when masks are used)
- Hear auditory alarms (e.g., monitors, fire alarms, call bells)

Reading

- Read and interpret care plans, assignments, etc.
- Read and understand written documents
- Read very fine or small print

Mathematics

- Read and understand columns of writing (e.g., flow sheets)
- Read digital displays and graphic printouts
- Read graphs (e.g., vital sign sheets)
- Tell time and measure time (e.g. duration)
- Counts rates (e.g., pulses, breathing rate)
- Use measuring tools (e.g., thermometer)
- Read measurement marks (e.g., scales), convert to and from metric measurements
- Able to perform basic math functions: add, subtract, multiply, divide
- Compute fractions
- Use calculator
- Record numbers (e.g., chart observed parameters)

Emotional Stability

- Establish therapeutic boundaries
- Provide clients and family members with appropriate emotional support
- Adapt to changing environment/stress
- Deal with the unexpected (e.g., crisis, combative/aggressive clients)
- Focus attention on task despite distractions
- Monitor own emotions
- Perform multiple responsibilities concurrently
- Handle strong emotions (e.g., grief, working with dementia clients)
- Show appropriate compassion through communications

Analytical Thinking

- Process information
- Evaluate outcomes
- Problem solve
- Prioritize tasks

Critical Thinking Skills

- Identify cause-effect relationship
- Assist with planning/controlling activities for others
- Synthesize knowledge and skills
- Sequence information

Interpersonal Skills

- Negotiate interpersonal conflict
- Respect differences in clients
- Establish rapport with clients
- Establish rapport with co-workers

Communication Skills

- Explain procedures
- Give oral reports (e.g., report on client's condition to nurse)
- Interact with others (e.g., health care workers)
- Speak on the telephone
- Influence people
- Convey information through writing (e.g., charting ADLs)

The Chattahoochee Technical College does not discriminate on the basis of race, color, national origin, gender, age or disability. The following person(s) has been designated to handle inquiries regarding the non-discrimination policies: Chattahoochee Technical College Title IX Coordinator, Dianne Lassai Barker, 5198 Ross Road, Room 132P, Acworth, GA 30102, (770) 975-4023, or dianne.barker@chattahoocheetech.edu or Chattahoochee Technical College Section 504 Coordinator, Mary Frances Bernard, 980 South Cobb Drive, Building G1106,, Marietta, GA 30060, (770) 528-4529, or maryfrances.bernard@chattahoocheetech.edu.