

Physical Performance Standards

	Job Essential	
	Yes	No
Speech		
Speak with clarity	X	
Communicate with clarity	X	
Hearing		
Conversation	X	
Telephone	X	
Sight		
Natural or Corrected	X	
Depth Perception	X	
Mobility		
Lift, push, or pull 50 lbs.	X	
Shoulder	X	
Arm	X	
Neck	X	
Standing	X	
Move about facility	X	
Bending	X	
Crawl, stoop or crouch	X	
Kneeling	X	
Running	X	
Walking	X	
Climbing	X	
Stairs	X	
Other	X	

Cognitive/Mental Factors

	Job Essential	
	Yes	No
Reasoning		
Deal with abstract and concrete variables, define problems, collect data.	X	
Establish facts, and draw valid conclusions.	X	
Interpret instructions: oral, written, diagrammatic, or schedule form.	X	
Deal with problems from standard situations.	X	
Carry out detailed, simple to complex written or oral instructions.	X	
Carry out simple to complex instructions.	X	
Mathematics		
Simple skills-add, subtract, multiply and divide whole numbers and fractions, calculate time, simple measurements, percentages, norms.	X	
Reading		
Complex skills - Comprehend medical records, documents, evaluations, manuals, journals, instructions in use and maintenance of equipment, safety rules and procedures.	X	
Writing		
Complex skills - Patient documentation using behavioral objectives, technical terminology and functional outcomes for reimbursement.	X	
Simple skills - complete English sentences with correct medical terminology and functional outcomes for reimbursement.	X	
Reporting		
Orally reports at team conferences, staffings, family conferences, and family education sessions.	X	
Perception		
Spatial - ability to evaluate and treat visual and perceptual skills in the areas of :	X	
visual discrimination, figure-ground, spatial relations, position in space, form constancy, visual memory, and visual sequential memory.	X	
Form - ability to perceive pertinent detail in objects, models, or in pictorial or graphic material; to make visual comparisons and discriminations.	X	
Clerical		
Ability to perceive pertinent detail in verbal or tabular material; to observe differences in copy; to proofread words and numbers; to avoid perceptual errors in arithmetic computation.	X	

Data	Job Essential	
	Yes	No
Synthesizing	X	
Coordinating	X	
Analyzing	X	
Compiling	X	
Computing	X	
Copying	X	
Comparing	X	
Personal Traits		
Ability to comprehend and follow instructions.	X	
Ability to perform simple and repetitive tasks.	X	
Ability to maintain a work pace appropriate to a given load.	X	
Ability to relate to other people beyond giving and receiving instructions.	X	
Ability to influence people.	X	
Ability to perform complex or varied tasks.	X	
Ability to make generalizations, evaluations or decisions without immediate supervision.	X	
Ability to accept and carry out responsibility for direction, control and planning.	X	
Ability to adapt approach to individual needs of clients.	X	
Ability to maintain poise and flexibility in stressful or changing conditions.	X	
Ability to conduct self in accordance with professional ethics.	X	

Environmental Factors

	Job Essential	
	Yes	No
Works indoors	X	
Works outdoors	X	
Exposure to extreme hot or cold temperatures (home evaluations)	X	
Working at unprotected heights	X	
Being around moving machinery	X	
Exposure to marked changes in temperature or humidity (industrial training)	X	
Exposure to dust, fumes, smoke, gases, odors, mists, or other irritating particles	X	
Exposure to excessive noises	X	
Exposure to solvents, grease or oils	X	
Exposure to slippery or uneven walking spaces	X	
Working in confined spaces	X	
Using Computer Monitor	X	
Working with Explosives		X
Exposure to vibration	X	
Exposure to flames or burning items	X	
Works around others	X	
Works alone	X	
Works with others	X	
Safety Equipment (required to wear)		
Safety glasses	X	
Face mask/shield	X	
Ear plugs (industrial training)	X	
Hard hat (industrial training)	X	
Protective clothing	X	
Protective gloves	X	
Exposure to blood and other body fluids	X	