Core Performance Standards / Essential Functions
for the
Occupational Therapy Assistant

These standards are based upon required abilities that are compatible with effective performance in a career as an Occupational Therapy Assistant.

<table>
<thead>
<tr>
<th>Capability</th>
<th>Standard</th>
<th>Some Examples of Necessary Activities (Not all Inclusive)</th>
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</thead>
<tbody>
<tr>
<td>Cognitive-Perception</td>
<td>The ability to perceive events realistically, to think clearly and rationally, and to function appropriately in routine and stressful situations.</td>
<td>• Identify changes in patient/client health status • Handle multiple priorities in stressful situations • Respond to rapidly changing client status</td>
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<td>Critical Thinking</td>
<td>Critical thinking ability sufficient for sound clinical judgement.</td>
<td>• Identify cause-effect relationships in clinical situations • Develop plans of care • Ability to respond appropriately and quickly in emergency situations</td>
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<td>Interpersonal</td>
<td>Interpersonal abilities sufficient to interact appropriately with individuals, families and groups from a variety of social, emotional, cultural and intellectual backgrounds.</td>
<td>• Establish rapport with patients/clients and colleagues • Demonstrate high degree of patience • Manage a variety of patient/client expressions (anger, fear, hostility) in a calm manner</td>
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<tr>
<td>Communication</td>
<td>Communication abilities in English sufficient for appropriate interaction with others in verbal and written form.</td>
<td>• Read, understand, write and speak English competently • Explain treatment procedures • Initiate health teaching • Document patient/client responses • Validate responses/messages with others</td>
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<td>Mobility</td>
<td>Ambulatory capability to sufficiently maintain a center of gravity when met with an opposing force as in lifting, supporting, and/or transferring a patient/client.</td>
<td>• The ability to propel wheelchairs, etc., alone or with assistance as available • The ability to ambulate patients utilizing a gait belt.</td>
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| **Motor Skills** | Gross and fine motor abilities sufficient to provide safe and effective care and documentation. | • Position patients/clients  
• Transfer patients/clients  
• Reach, manipulate, and operate equipment, instruments and supplies  
• Lift, carry, push and pull  
• Electronic Documentation  
• Perform CPR |
|------------------|-------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| **Hearing**      | Auditory ability sufficient to monitor and assess, or document health needs.                   | • Hears monitor alarms, emergency signals, auscultatory sounds, cries for help  
• Hears telephone interactions/dictation |
| **Visual**       | Visual ability sufficient for observation and assessment necessary in patient/client care, accurate color discrimination. | • Observes patient/client responses  
• Discriminates color changes  
• Accurately reads measurement on patient/client equipment |
| **Tactile**      | Tactile ability sufficient for physical assessment, inclusive of size, shape, temperature and texture. | • Performs palpation  
• Performs functions of physical examination and/or those related to therapeutic intervention |
| **Activity Tolerance** | The ability to tolerate lengthy periods of physical activity. | • Move quickly and/or continuously  
• Tolerate long periods of standing and/or sitting |
| **Environmental** | Ability to tolerate environmental stressors. | • Adapt to rotating shifts  
• Work with chemicals and detergents  
• Tolerate exposure to fumes and odors  
• Work in areas that are close and crowded  
• Work in areas of potential physical violence |