## Gerontology

### Functional Abilities

| Gross Motor Skills | • Sit and maintain balance (frequently)  
|                    | • Stand and maintain balance (frequently)  
|                    | • Reach above shoulders (occasionally)  
|                    | • Reach below waist (occasionally)  
|                    | • Work above shoulders (occasionally)  
|                    | • Work overhead (occasionally)  
| Fine Motor Skills  | • Finger dexterity (frequently)  
|                    | • Grasp (occasionally)  
|                    | • Pincer grip (occasionally)  
|                    | • Type using a computer/keying in data (frequently)  
|                    | • Twist/pivot (occasionally)  
| Physical Endurance | • Walk (frequently)  
|                    | • Sustain repetitive motion (occasionally)  
| Physical Strength  | • Lift up to 20 pounds of weight (occasionally)  
| Mobility           | • Stoop/squat (frequently)  
|                    | • Climb stairs (occasionally)  
|                    | • Bend (occasionally)  
|                    | • Kneel (occasionally)  
| Hearing            | • Hear normal speech (frequently)  
| Visual             | • Near vision (within a few feet) and far vision (frequently)  
| Communication      | • Listen and understand spoken words (continuously)  
|                    | • Recognize non-verbal cues (continuously)  
|                    | • Read and understand written words (continuously)  
|                    | • Identify and understand speech of another (continuously)  
|                    | • Communicate information and ideas so others understand (continuously)  
| Reasoning          | • Ability to produce answers that make sense (continuously)  
|                    | • Ability to implement time and fiscal management (continuously)  
|                    | • Ability to utilize resources effectively (continuously)  
|                    | • Ability to apply knowledge current and new knowledge to job problems (continuously)  
| Work Styles        | • Attention to details and thoroughness (continuously)  
|                    | • Honest and ethical implementation of work (continuously)  
|                    | • Ability to adjust to fluctuating work volume (continuously)  
|                    | • Demonstrate confidentiality (continuously)  
|                    | • Independent work and self-direction (continuously)  
| Emotional Health   | • Good-natured and cooperative attitude (continuously)  
|                    | • Adaptability and flexibility (continuously)  
|                    | • Maintain composure and emotions (continuously)  
|                    | • Manage stress calmly and effectively (continuously)  

Please note: Functional abilities may vary significantly depending on position.