

**XXXX Hospital  
Age Appropriate Competencies**

EMPLOYEE:

Job Title: Physical Therapist

Category: Ambulation

<b>DOMAIN</b>	<b>BEHAVIORS DESIRED</b>	<b>ADOLESCENT</b>	<b>ADULT</b>	<b>GERIATRIC</b>
Knowledge of Growth & Development Principles	Pass Written Test with at least a score of 80%	Score:		
Ability to Assess Appropriate Data	Assess the ability to ambulate independently, ability to be functional in occupational setting; Assess for motivational factors; Assess occupational roles prior to this episode of care	Peers and appearance are important; Want independence & control; Motivated to get back to 'normal' routine & peers; Typically could ambulate independently prior to this episode of care;	May be bread winner in family & need to get back to earning money; May be primary caregiver and need to get back home to care for children and/or other family member; Typically could ambulate independently prior to this episode of care;	Retirement is more likely with this age; May not have been able to ambulate independently prior to this episode of care; Significant other may be more involved in the day to day care of this individual; May be discouraged and depressed concerning lack of ability to independently ambulate at level they could previously; May be disoriented & confused easily; Pt will be at a higher risk for falls;
Ability to Interpret/Apply Data	Alter therapy based on current assessment of abilities and the capability of the patient prior to this episode of care.	Involve peers and family members if pt desires; Build into treatment program any special activities that patient enjoys such as kicking ball if pt plays soccer or football, etc.	Utilize tasks that pt would utilize in job; Use motivational factors such as the need to return home to care for children;	Involve family more when patient will remain dependent after discharge; Educate the family that the patient may not be able to return to previous level of independence; Utilize more prompting than would use at other ages in order to get pt to participate; Be sure that pt only ambulates with someone else; Ambulate at a slower pace than younger ages; Obtain appropriate assistive ambulation devices (walkers, etc) that will be tolerated in the home environment after discharge (ie: with or without carpet, etc)

Ability to Communicate with patient / significant other	Demonstration of ability to alter communication style based on condition of patient & age;	Assess hearing and speaking ability; Communicate with patient as an adult, but do not forget that the pt may not be able to comprehend all information.	Assess hearing and speaking ability	Speak deeply and slowly ; Assess hearing and speaking ability;
Ability To Evaluate Effectiveness	Alter methodology utilized based on patient progress with therapy	Will not require gait belt for as long a period of time as other age groups; As patient progresses, encourage walking around unit & elsewhere with friends & family who come to visit;	As pt progresses, encourage walking around unit & elsewhere with family who come to visit; Have family obtain equipment/materials from employer that could be utilized to further pts progress towards a return to work (work hardening)	As pt progresses, arrange for settings/situations more closely aligned with home setting; Have significant other involved more as the pt approaches the expected discharge date; Utilize less restrictive support devices as patient's condition progresses; Assist the patient & family in accepting the limitations that were not present prior to this episode of care.

Evaluate Employee's competency in each age group, for each domain. Insert date achieved/demonstrated competency and Supervisor's initials in the appropriate column & row.

Must be completed during Orientation to a new position, and again on an annual basis.

The above listed employee has demonstrated competency in all of the above age appropriate behaviors.

**SUPERVISOR :**

**DATE COMPLETED:**

Submit to HR on at the end of the orientation period and on an annual basis thereafter.