



VERBS FOR PHYSICAL DEMANDS

Following is a list⁴ of seven physical demand categories with qualifying verbs. For each category, the list provides generic verbs that may be used to avoid risking prejudice to persons with disabilities. Several verbs are listed for more than one physical demand category; others may also transcend categories.

	Physical demand category	Generic verbs
1	Strength	Moves/transport Puts Installs/takes out Removes/replaces Positions/places Transfers
2	Climbing or balancing	Ascends/descends Works atop Traverses
3	Walking/running, stooping, kneeling, crouching and/or crawling	Moves (about or to) Traverses
4	Reaching, handling, fingering and/or feeling	Detects Diagnoses Installs/places Removes/replaces Operates, adjusts, attaches Positions, sets up Activates, feeds, controls Applies, measures, uses Modifies, signals, inputs Drafts, prepares
5	Talking and/or hearing	Communicates, detects Converses with Discerns, conveys Expresses oneself Discusses Exchanges information
6	Seeing	Detects, determines Distinguishes, identifies Recognizes, perceives Estimates, judges Discerns, inspects, compares Observes, assesses
7	Other demands	Detects, uses Perceives, discerns

⁴ Taken from an article by Kenneth H. Pritchard, CCP, April 1995, Society for Human Resource Management, reproduced in the workbook, "Job Description Design and Writing," Pamela Farrell, Instructor for UCSC Extension course, November 3, 2001.