



Functional Capacity Checklist

Impact is expected to be permanent and ongoing, seriously limiting the individual's disability and employment. Endorsement of any functional capacity requires written justification.

• **Self Care:**

Most common activities are seriously impaired and the individual requires personal assistance services or devices to carry out self-care activities.

Disability and employment related:

- Does the individual live in a residential care facility?
- Does the individual have a guardian/public administrator or community support worker?
- Does the individual require a personal care assistant?
- Does the individual require home modifications to perform self-care tasks?

• **Communication:**

Is not able to communicate effectively because he/she:

- Is dependent on a person, service, device or augmentation to communicate, or
- May not be readily understood by most others, or
- Requires training modifications, assistive technology, or accommodations not typically made for others in order to communicate in the training or work environment

Disability and employment related:

- Does the individual have significant difficulty with verbal or written communication?
- Does the individual need assistive technology devices or services for communication purposes

• **Mobility:**

Most common work or work related life activities are impaired because the individual:

- Requires assistance from other more than half the time to get around, or
- Is severely limited in range of travel, or
- Requires training, modification, adaptations, or assistive technology, not typically made for others, in order to get around the community or work environment.

Disability and employment related:

- Does the individual have physical impairments which seriously limited their ability to move from place to place?
- Does the individual have cognitive deficits which seriously limit their sense of direction, movement, etc?
- Does the individual need assistive technology devices or services for mobility?

• **Self Direction:**

The individual requires assistance on an ongoing basis to:

- Begin and carry through on tasks;
- Monitor his/her own behavior;
- Make decisions

Disability and employment related:

- Does the individual have a guardian due to their inability to direct themselves?

- Does the individual have a history of frequent psychiatric hospitalizations?
- Does the individual have significant difficulty with initiating tasks independently, staying on task, or following directions/instructions.

• **Work Tolerance:**

Limitations in physical or mental capacity or endurance that will likely:

- Require training, modifications, or assistive technology not typically made for other workers in terms of capacity or endurance, or
- Require significant restrictions in daily, weekly or yearly work periods of most employment, or in most working conditions

Disability and employment related:

- Does the individual have significant difficulty in managing stress and frustration of work environment?
- Does the individual have significant difficulty with environmental factors, endurance, or chronic debilitating pain?
- Does the individual require or need frequent breaks or modified work schedule.

• **Work skills:**

A work skill is proficiency acquired or developed through training or experience.

Disability and employment related:

- Does the individual's injury or disability prevent them from returning to their previous employment?
- Does the individual lack transferable job skills?
- Does the individual have difficulty in acquiring or maintaining work skills?
- Does the individual need accommodations not typically provided to participate in and benefit from employment?
- Is the individuals' lack of work skills due to disability rather than age?

• **Interpersonal skills:**

The individual:

- Has significant difficulty establishing interpersonal relationships in training or work, or
- Exhibits behaviors which detract from the performance of self or others.

Disability and employment related:

- Does the individual lack the ability to accept instructions or directions?
- Does the individual have difficulty maintaining employment due to inappropriate behaviors (social boundaries, tack, or difficulty with authority)?