

Functional Loss Indicators

Participant name: _____

This individual's impairment(s) constitutes a substantial impediment to employment due to severe loss of the following functions. (Check all that apply. Equivalent severity of loss must be justified on a separate page and enclosed.)

MOBILITY

- Regularly requires any of the following to get around in the community: modifications, adaptive technology, accommodations, assistance (*person or device*).
- Range of travel is severely limited. Unable to obtain drivers license and/or use public transportation (*due to disability*).

SELF-DIRECTION

- Requires supervision on a frequent or ongoing basis to begin and carry through with goals and plans, job tasks, to monitor own behavior or make decisions.
- Confused or disoriented and requires constant supervision.
- Highly distractible/short attention span/severe difficulty concentrating on work.
- Unaware of consequences of behavior.

SELF-CARE

- Requires assistance on the job for personal needs.
- Places self at risk due to poor decision making, reasoning, and judgment.
- Requires extra attention or monitoring to prevent accident or injury.
- Unable to handle money/paycheck.

WORK SKILLS

- Unable to learn new tasks without intensive and/or specialized instructional skills.
- Requires significant accommodations or rehabilitation technology to participate in training to develop work skills.
- Speed in performing simple manual tasks is significantly reduced.
- Serious limitation in the ability to recall appropriate task sequence.
- Reading, spelling or math skills are below fifth grade level.

INTERPERSONAL SKILLS

- Work history includes recent negative references, firings, or multiple short-term jobs, or other evidence of work adjustment problems.
- Serious problems in interpreting and responding appropriately to the behavior and/or communications of others.
- Unable to understand and demonstrate acceptable types of personal interaction appropriate to the worksite.
- Social isolation/withdrawal and/or rejection by co-workers.
- Frequent conflict with co-workers or supervisors.

COMMUNICATION

- Unable to participate in conversation without speech, reading, sign language or other visual cues (*language board, written aids, real-time captioning, etc.*).
- Unable to understand telephone conversation even with amplification.
- Not readily understood by others on first contact.
- Doesn't readily understand others on first contact.
- Talks excessively, interrupts, intrudes inappropriately to the point that natural communication is impeded.
- Conversation is rambling, halting, weak or pressured; may be illogical, irrelevant or obscure.
- Limited to single words or short phrases.

WORK TOLERANCE

- Unable to climb a flight of stairs or walk 100 yards on a level surface without pausing.
- Unable to lift more than 20 lbs. (*occasionally*) or carry more than 10 lbs. frequently.
- Requires modification, adaptive technology and/or accommodations not typically made for others in terms of capacity, endurance or stamina (*e.g., extra rest periods, adjustments in positioning, adjustments in starting or ending time, shorter work day or week*).
- Likely to be absent from work three or more days per month due to necessary treatments or medical problems.