

Serious Functional Limitation

A serious limitations exists when the consumer's disability

almost always impacts functioning

(this would include disabilities that are progressive e.g., juvenile onset diabetes, arthritis, degenerative joint disease, multiple sclerosis, retinitis pigmentosa, HIV/AIDS, etc.) where the progression of the disease is anticipated)

AND

the person requires services and/or accommodations (interventions, modifications, adaptive equipment, etc.) not typically provided to others in order to enter, engage in, and/or retain gainful employment.

*While limitations may result from or be compounded by external factors, such as geographical location, limited public transportation, or lack of training, these factors should not be the basis of the limitation for purposes of defining a serious limitation.

*Defining limitations in the functional categories relies on the professional rehabilitation counselor's interpretation of medical or diagnostic/evaluative information and the effect of the disability on the individual's functioning.

FUNCTIONAL AREA	OVERALL DEFINITION	SERIOUS LIMITATION DEFINITION	EXAMPLES OF SERIOUS LIMITATIONS
<p>MOBILITY</p>	<p>Consider the consumer’s physical, cognitive, and psychological abilities to prepare for, enter or re-enter, or maintain employment</p> <p>Mobility means the capacity to physically access and move within his/her environment to participate in work-related activities. Areas of mobility include but are not limited to the home, the work place, and the community.</p> <p>Areas to explore:</p> <ul style="list-style-type: none"> • Moving the body • Independence • Terrain/surfaces/lighting • Safety • Orientation/environmental awareness • Visual/spatial orientation • Distance • Stamina and duration • Comfort level 	<p>A serious limitation in mobility exists when</p> <p>the disability always or almost always impacts the the person’s capacity to physically access and move within his/her environment</p> <p>AND</p> <p>the person requires services and/or accommodations (interventions, modifications, adaptive equipment, etc.) not typically provided to others in order to enter, engage in, and/or retain gainful employment.</p>	<ol style="list-style-type: none"> 1. A person in a wheel chair who does not have the upper body strength to move around any areas which are carpeted or uneven. 2. A person who is unable to get to work or move around the work place because of a visual impairment. 3. A person who cannot walk short distances without a rest break because of a respiratory disorder. 4. A person who because of his or her disability cannot evacuate from a building in case of an emergency without assistance. 5. A person with mental illness who experiences significant anxiety when leaving home impacting her ability to get to work.

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COMMUNICATION	<p>Consider the consumer’s physical, cognitive, and psychological abilities to prepare for, enter or re-enter, or maintain employment</p> <p>Communication means the capacity to effectively and efficiently receive, express, and process information for work-related activities. Areas of communications may include but are not limited to speech, sight, sound, and general comprehension.</p> <p>Areas to explore:</p> <ul style="list-style-type: none"> • Reading • Comprehension and application • Writing • Expressing thoughts • Hearing • Listening • Non-verbal • Speaking 	<p>A serious limitation in communication exists when</p> <p>the disability always or almost always impacts the person’s capacity to effectively and efficiently receive, express, and process information</p> <p style="text-align: center;">AND</p> <p>the person requires services and/or accommodations (interventions, modifications, adaptive equipment, etc.) not typically provided to others in order to enter, engage in, and/or retain gainful employment.</p>	<ol style="list-style-type: none"> 1. A person with a hearing impairment who cannot effectively communicate verbally with co-workers. 2. A person with a learning disability who cannot read written instructions from her supervisor and translate them into expected work activities. 3. A person with a speech impediment who cannot communicate questions about work to co-workers or supervisors. 4. A person who is blind and cannot access written material without the use of Braille, books on tape, or other assistive technology. 5. A person with autism who is unable to interpret non-verbal communication from co-workers or supervisors.

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<p>INTERPERSONAL SKILLS</p>	<p>Consider the consumer’s physical, cognitive, and psychological abilities to prepare for, enter or re-enter, or maintain employment</p> <p>Interpersonal skills means the capacity to establish and maintain appropriate relationships and interactions which allows the person to participate in work-related activities. Areas of interpersonal skills may include but are not limited to personal, family, work, and community relationships.</p> <p>Areas to explore:</p> <ul style="list-style-type: none"> • Temperament • Interpreting social cues and nonverbal cues. • Acceptance by others • Working collaboratively • Self-perception • Self-presentation • Aesthetic appearance • Tact • Affect • Withdrawal and isolation • Boundaries • Behavioral traits 	<p>A serious limitation in interpersonal skills exists when</p> <p>the disability always or almost always impacts the person’s capacity to establish and maintain appropriate relationships and interactions</p> <p>AND</p> <p>the person requires services and/or accommodations (interventions, modifications, adaptive equipment, etc.) not typically provided to others in order to enter, engage in, and/or retain gainful employment.</p>	<ol style="list-style-type: none"> 1. A person with a personality disorder whose actions make co-workers frightened and uncomfortable. 2. A person with a hearing impairment who speaks with exaggerated affect which is normal in her deaf community but which makes co-workers think she is angry or over-bearing. 3. A person with an anxiety disorder who experiences paranoid thoughts and avoids social contact with co-workers, supervisors, or customers. 4. A person with a severe facial disfigurement which causes negative reactions in others. 5. A person with Down Syndrome who regularly attempts to hug or touch co-workers, supervisors, or customers.

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<p>SELF CARE</p>	<p>Consider the consumer’s physical, cognitive, and psychological abilities to prepare for, enter or re-enter, or maintain employment</p> <p>Self care means the capacity to perform and/or manage activities of daily living to participate in work-related activities. Areas of self care may include but are not limited to health & safety, hygiene & grooming, medical management, and economic factors.</p> <p>Areas to explore:</p> <ul style="list-style-type: none"> • Bathing • Toileting • Cooking & eating • Dressing/undressing • Transferring • Medical compliance/needs • Housekeeping • Budget/personal finance • Safety procedures and emergency response 	<p>A serious limitation in self care exists when</p> <p>the disability always or almost always impacts the person’s capacity to perform and/or manage activities of daily living</p> <p>AND</p> <p>the person requires services and/or accommodations (interventions, modifications, adaptive equipment, etc.) not typically provided to others in order to enter, engage in, and/or retain gainful employment.</p>	<ol style="list-style-type: none"> 1. A person with quadriplegia who cannot take care of his/her own toileting needs at work. 2. A person with a brain injury who is unable to meet standard grooming and hygiene requirements for work without assistance. 3. A person who is unable to manage their medications and follow their doctor’s orders. 4. A person with cerebral palsy requiring assistance with meal time while on the job. 5. A person with a cognitive disability who cannot manage money or a budget because the individual does not understand the concept of money.

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<p>SELF DIRECTION</p>	<p>Consider the consumer’s physical, cognitive, and psychological abilities to prepare for, enter or re-enter, or maintain employment</p> <p>Self direction means the capacity to plan, initiate, organize, and carry out work-related activities. Areas of self direction include but are not limited to making decisions, problem solving, managing activities, and follow through.</p> <p>Areas to explore:</p> <ul style="list-style-type: none"> • Typical work environment schedules • Following a set schedule • Starting/staying on task • Attention span • Independence • Job search planning • Following directions • Time management/responsibility • Memory • Reasoning/impulsiveness • Self awareness e.g. strengths/weaknesses, behavior • Facilitating the normal flow of work 	<p>A serious limitation in self direction exists when</p> <p>the disability always or almost always impacts the person’s capability to plan, initiate, organize, and carry out activities</p> <p>AND</p> <p>the person requires services and/or accommodations (interventions, modifications, adaptive equipment, etc.) not typically provided to others in order to enter, engage in, and/or retain gainful employment.</p>	<ol style="list-style-type: none"> 1. A person with a substance abuse disorder who relapses every two to three months and goes on a multi-day binge not allowing him or her to report to work. 2. A person who is unable to take the initiative to find a new task to work on after completing a previous one. 3. A person with depression who experiences self-doubt and lacks motivation to begin looking for work and submitting applications. 4. A person who acts impulsively and is unable to recognize the consequences of these actions. 5. A person with ADHD who becomes easily distracted and forgets the current task he/she are working on.

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<p>WORK TOLERANCE</p>	<p>Consider the consumer’s physical, cognitive, and psychological abilities to prepare for, enter or re-enter, or maintain employment</p> <p>Work tolerance means the capacity to consistently meet and sustain the typical physical and mental demands of a work place. Areas of work tolerance may include but are not limited to the environment, stamina/endurance, and restrictions.</p> <p>Areas to explore:</p> <ul style="list-style-type: none"> • Work schedule requirements • Physical capacities such as lifting, sitting/standing, range of motion, etc. • Mental fatigue • Stress tolerance • Environmental conditions such as lighting and noise, temperature, chemical sensitivity, dust or other substances 	<p>A serious limitation in work tolerance exists when</p> <p>the disability always or almost always impacts the person’s capacity to consistently meet and sustain the typical physical and mental demands of a work place</p> <p style="text-align: center;">AND</p> <p>the person requires services and/or accommodations (interventions, modifications, adaptive equipment, etc.) not typically provided to others in order to enter, engage in, and/or retain gainful employment.</p>	<ol style="list-style-type: none"> 1. A person with an anxiety disorder who cannot work a regular schedule due to frequent panic attacks. 2. A person with a back injury who is restricted to only sedentary work. 3. A person with carpal tunnel syndrome who drops objects frequently and cannot perform repetitive work. 4. A person with a visual impairment who frequently experiences migraines as a result of working in a work environment with fluorescent lighting. 5. A person with fibromyalgia who needs to change body positioning throughout the day to avoid or lessen chronic pain.

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<p>WORK SKILLS</p>	<p>Consider the consumer’s physical, cognitive, and psychological abilities to prepare for, enter or re-enter, or maintain employment</p> <p>Work skills means the capacity to perform and/or learn work-related activities consistent with the individual’s equivalent age, education, and work experience. Areas of work skills may include but are not limited to soft skills, work history, training, and job seeking.</p> <p>Areas to explore:</p> <ul style="list-style-type: none"> • Attendance • Job search • Job supports • Training/impact of impairment in accessing • Experience – work history • Advocacy, for example self-disclosure and requesting accommodations • Credibility with employers • Transferable skills • Accessing and benefitting from training • Applying training • Capacity to learn new skills • Accommodations are needed 	<p>A serious limitation in work skills exists when</p> <p>the disability always or almost always impacts the person’s capacity to perform and/or learn work-related activities consistent with the individual’s equivalent age, education, and work experience</p> <p>AND</p> <p>the person requires services and/or accommodations (interventions, modifications, adaptive equipment, etc.) not typically provided to others in order to enter, engage in, and/or retain gainful employment.</p>	<ol style="list-style-type: none"> 1. A person with a learning disability who cannot fill out job applications or personnel papers as expected of new employees. 2. A person with a developmental disability who is unable to learn required work skills without the assistance of a job coach. 3. A person who has worked as a welder for 20 years, was injured on the job, has no transferrable skills, and is unable to return to welding. 4. A person with a recent injury who is unaware of the accommodations he or she may need and does not know how to approach an employer to discuss his or her limitations. 5. A person with recent carpal tunnel syndrome who is unable to type as fast as before and unable to work at a level consistent with his or her work experience and training.

