

SERIOUS FUNCTIONAL LIMITATIONS

Serious Functional Limitations are Defined as Follows:

A serious limitation in a functional area means a reduction, due to a severe physical or mental impairment, to the degree that the individual requires services or accommodations¹ not typically made for other individuals in order to prepare for, enter, engage in, or retain employment.

While limitations may result from or be compounded by external factors, such as: geographical location, poor 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 these functional areas relies on the professional rehabilitation counselor’s interpretation of the effect of the disability on the individual as well as on medical or diagnostic/evaluative information.

FUNCTIONAL AREA	OVERALL DEFINITION	DEFINITION OF SERIOUS LIMITATION	EXAMPLES
MOBILITY	The physical and psychological ability to move about from place to place inside and outside the home compared to people with normal mobility. This includes travel to and from usual destinations in the community for activities of daily living, training, or work.	<p>A serious limitation indicates that most common life and work activities are impaired or prevented and/or the person usually (more than half the time) requires assistance from others to get around in the community. This includes limitations due to significant physical risks or the effects of psychological or cognitive factors.</p> <p><u>or</u> their range of travel is severely limited,</p> <p><u>or</u> they require modifications, adaptive technology, and/or accommodations¹ (not typically made for other workers) in order to move around the community</p>	<ul style="list-style-type: none"> • Regularly requires any of the following to get around in the community; <ul style="list-style-type: none"> * modification * adaptive technology * accommodations¹ * assistance from others • Range of travel is severely limited or • A comparable substantial functional limitation is present

¹Accommodations are defined as special working conditions, job re-engineering, rehabilitation technology, or substantial support and/or supervision.

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INTERPERSONAL SKILLS	The individual's ability to establish and maintain personal, family and community relationships as it affects (or is likely to affect) job performance and security.	A serious limitation indicates the individual has difficulty establishing and maintaining relationships at all levels (personal, family and community), or exhibit behaviors which significantly detract from the performance of other workers, as well as the individual's performance and employability, and requires more than normal intervention on the part of a supervisor.	<ul style="list-style-type: none"> • Work history includes recent negative references, firings, multiple short-term jobs or other evidence of work adjustment problems • Serious problems in interpreting and responding appropriately to the behavior and communications of others • Unable to understand acceptable levels and types of personal interaction appropriate to the work site • Social isolation/withdrawal or rejection by co-workers • Frequent conflict with co-workers or supervisors • Conversation is rambling/halting, weak or pressured; may be illogical, irrelevant or obscure or • A comparable substantial functional limitation is present

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COMMUNICATION	The ability to effectively exchange (give and receive) information through spoken words or concepts (writing, speaking, listening, sign language, or other adaptive methods). Limitations may occur because of physical, emotional, or cognitive impairments.	A serious limitation indicates the individual is not able to communicate effectively or is dependent upon a person, service, device, or alternate mode of communicating or augmentation in order to communicate. S/he may not be readily understood by others and/or has significant difficulty understanding others in the training or work environment. The emphasis is on limitations resulting from a disability related communication difficulty, not on a communication problem resulting from a language or cultural difference, <u>or</u> the individual cannot independently express or receive meaningful communication or does so with extreme difficulty, due to physical, emotional, or cognitive impairments.	<ul style="list-style-type: none"> • Can't participate in conversation without speech reading, sign language, or other visual cues (language board, written aids, real time captioning, etc.), can't interpret telephone conversation even with amplification • Requires the regular assistance of another person to coach, clarify or validate communication, either received or expressed or • A comparable substantial functional limitation is present
SELF-DIRECTION	The ability to independently plan, initiate, problem solve, organize, or carry out goal-directed activities related to self-care, socialization, recreation, and work. This does not relate to the worth of an individual's goals or plans, but the capacity to know, plan and act on a course of action based on personal values or goals.	A serious limitation indicates the individual requires intensive supervision and direction on an ongoing or episodic basis in order to begin and carry through on tasks, monitor one's own behavior, and make decisions, <u>or</u> is confused and disoriented and requires constant supervision.	<ul style="list-style-type: none"> • Requires intensive supervision and direction 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 and direction • Highly distractible/short attention span/severe difficulty concentrating on work • Significant difficulty shifting focus from one activity or task to the next • Unaware of consequences of behavior or • A comparable substantial functional limitation is present

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SELF-CARE	The ability to manage self or living environment (i.e., eating, toileting, grooming, dressing, and money management), as they affect an individual's ability to participate in training or work-related activities. This includes an individual's management of any special health and safety needs which exist; for example, medication management. Limitations may occur because of physical, cognitive, or emotional impairments, and could extend to all tasks or only specific tasks.	A serious limitation indicates the individual is dependent upon devices or the services of others to complete these activities.	<ul style="list-style-type: none"> • Requires assistance on the job for personal needs • Places self at risk due to poor decision-making/reasoning. Requires assistance on the job for personal needs, judgement and requires extra attention or monitoring • Unable to manage money or • A comparable substantial functional limitation is present
WORK TOLERANCE	Capacity to effectively and efficiently sustain physical, cognitive and/or psychological demands of a job. Limitations may be due to physical disability, stamina/fatigue, effects of medication, or psychological factors.	<p>A serious limitation exists if the individual is unable to perform work activity because of physical or mental functional limitations</p> <p><u>or</u> the individual requires modification, adaptive technology, <u>and/or</u> accommodations¹ (not typically made for other workers) in terms of capacity or endurance.</p>	<ul style="list-style-type: none"> • Requires modification, adaptive technology and/or accommodations¹ not typically made for others in terms of capacity or endurance (e.g., extra rest periods, adjustments in starting or ending time, shorter work day or week) or • A comparable substantial functional limitation is present

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WORK SKILLS	The ability to do specific tasks required to carry out job functions as well as the capacity to benefit from training in the necessary skills.	<p>A serious limitation exists if the individual, due to their disability, has:</p> <ul style="list-style-type: none"> • Markedly limited or absent work skills • Markedly limited capacity to learn working skills <u>or</u> • Inability to use present work skills 	<ul style="list-style-type: none"> • Because of the disabilities, s/he is unable to obtain or maintain employment usually available to persons of equivalent age and education and has no skills which could readily be used on a job which exists in the economy • Can only learn tasks which are routine and repetitive • Requires accommodations or rehabilitation technology to participate in training to develop work skills • Speed of performing basic employment tasks is significantly reduced • Serious limitations in the ability to recall instructions or the appropriate task sequence • Requires more training and supervision than other trainees or • A comparable substantial functional limitation is present