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, trust, or difficulty with authority)?