

## Functional Loss Definitions and Examples

Category	Definition	Examples of Significant Disability-Related Limitations	Examples of Barriers that are <u>Not</u> Disability-Related Limitations
<b>Mobility</b>	<ul style="list-style-type: none"> <li>• Ability to move from place to place or use either private or public transportation to go to work</li> <li>• May need a personal assistant, assistive technology or job coach to learn how to ride the bus</li> </ul>	<ul style="list-style-type: none"> <li>• I am unable to use public transportation because of anxiety</li> <li>• I use a wheelchair and it's hard to move from place to place</li> <li>• I am not able to arrange for public transportation</li> <li>• I had a traumatic brain injury and I get distracted or confused so it is not safe for me to ride the bus</li> <li>• I have a significant learning disability and I cannot read a bus schedule</li> </ul>	<ul style="list-style-type: none"> <li>• I don't have a driver's license or know how to drive</li> <li>• I had a DUI and my driver's license was suspended</li> <li>• I don't have access to a bus or I don't want to ride a bus</li> <li>• I don't have the money to pay for insurance or gas</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Ability to communicate by talking or writing</li> <li>• Unable to speak or use any type of language (foreign or sign language)</li> <li>• Does not understand others</li> <li>• Not understood by others</li> <li>• Unable to talk by telephone</li> <li>• Unable to start a conversation or keep a conversation going</li> <li>• Communication is limited to a few words or phrases</li> <li>• Speech is rambling or illogical</li> <li>• Talks and interrupts frequently</li> <li>• Unable to follow written instructions or understand written materials</li> </ul>	<ul style="list-style-type: none"> <li>• I have a hearing loss and I cannot understand co-workers</li> <li>• I have a learning disability and I cannot read instructions from a supervisor</li> <li>• Others have trouble understanding me when I talk</li> <li>• It is hard for me to complete job tasks because I get distracted or I can't remember what to do</li> </ul>	<ul style="list-style-type: none"> <li>• I don't speak English</li> <li>• I mumble or have a strong accent</li> <li>• I use hearing aids and they are working fine</li> <li>• I am shy or I don't like talking to people</li> </ul>

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<b>Self-Care</b>	<ul style="list-style-type: none"> <li>• Ability to do essential activities of daily living unassisted by another</li> <li>• Needs monitoring to prevent injury</li> <li>• Poor decision making or unaware of consequences of behavior</li> <li>• Requires a personal care attendant</li> <li>• Unable to manage money or finances</li> </ul>	<ul style="list-style-type: none"> <li>• I need help with my toileting needs at work</li> <li>• I need help or must be supervised for eating, dressing, brushing my teeth or combing my hair</li> <li>• I cannot remember what I need to do each morning to get ready for work</li> <li>• I don't understand how to manage money or keep financial records</li> </ul>	<ul style="list-style-type: none"> <li>• I spend more than I earn or have bad credit</li> <li>• I choose not to dress a certain way or cut my hair to get a job</li> </ul>
<b>Cognition and Learning (Self-Direction)</b>	<ul style="list-style-type: none"> <li>• The ability to plan, learn, problem solve and organize activities to work in competitive employment</li> <li>• Requires supervision not consistent with competitive employment</li> <li>• Cognitive limitations that affect work quality or productivity</li> </ul>	<ul style="list-style-type: none"> <li>• I use a tape recorder or other tool to stay on task</li> <li>• It is hard for me to get motivated for work or seek a better job because I am depressed or take medications that reduces my interest and energy</li> <li>• I have had a traumatic brain injury and I need someone else to help me focus and give me directions. I cannot complete applications or other paperwork on my own.</li> <li>• I have a learning disability and I cannot read job leads or complete job applications on my own</li> </ul>	<ul style="list-style-type: none"> <li>• I have a job but I don't like it or I am bored</li> <li>• I have a criminal history that prevents me from working in a certain type of work or job</li> <li>• I am choosing not to work because I worry if I go to work I will lose my benefits</li> </ul>
<b>Interpersonal Skills</b>	<ul style="list-style-type: none"> <li>• Ability to interact with others in a socially acceptable manner</li> <li>• Unable to understand how to interact or behave in appropriate ways</li> <li>• Mental or psychological negatively affects behavior</li> <li>• Unable to understand how my actions affect others</li> <li>• Isolation or withdrawal from co-workers</li> </ul>	<ul style="list-style-type: none"> <li>• I have a personality disorder and my behavior makes others uncomfortable</li> <li>• I am depressed and I don't like helping with a team project at work and this causes problems with my co-workers</li> <li>• I have a severe hearing loss and the sounds I make when I speak and the grunting noises I make my disturb others</li> </ul>	<ul style="list-style-type: none"> <li>• I believe that I am entitled to a job or deserve a promotion</li> <li>• I am shy and I prefer to work on tasks and projects alone</li> <li>• I am immature for my age and sometimes my behavior causes problems at work</li> </ul>

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<b>Work Tolerance</b>	<ul style="list-style-type: none"> <li>• Ability to perform work tasks effectively and efficiently over a sustained period</li> <li>• Unable to stay focused on a task</li> <li>• Lacks the physical or emotional stamina to complete tasks</li> <li>• Misses more than two (2) days of work each month</li> </ul>	<ul style="list-style-type: none"> <li>• I have an anxiety disorder and I cannot work when I have a panic attack. I need a flexible work schedule if I have unexpected anxiety</li> <li>• I had a back injury and my pain makes it hard for me to lift heavy things, stand or walk for long periods</li> <li>• I have carpal tunnel syndrome and it is hard for me to use a keyboard or type</li> </ul>	<ul style="list-style-type: none"> <li>• I prefer to avoid certain work tasks</li> <li>• I chose not to work certain schedules because of my child's school schedule</li> <li>• I cannot work on certain days because of my religious preference</li> </ul>
<b>Work Skills</b>	<ul style="list-style-type: none"> <li>• Ability to perform tasks required to carry out job functions</li> <li>• Reading, spelling, math at or below 5<sup>th</sup> grade level</li> <li>• Difficulty learning new tasks</li> <li>• Difficulty remembering or completing tasks in a certain order</li> <li>• Significantly reduced speed</li> <li>• Requires accommodations or rehabilitation technology (assistive technology)</li> </ul>	<ul style="list-style-type: none"> <li>• I have a lifting restriction of 5 pounds due to a back injury</li> <li>• I had a brain injury and I cannot remember how to do several tasks in order at work</li> </ul>	<ul style="list-style-type: none"> <li>• I have a limited work history or no work experience</li> <li>• I don't have a disability but I am looking for money to pay school so I can gain more skills</li> <li>• I am lacking computer skills</li> <li>• I dropped out of school and didn't complete high school, not due to a disability</li> <li>• I want to get a job that pays more money</li> </ul>