



AIVRS PROGRAM FUNCTIONAL CAPACITY CATEGORIES AND LIMITATIONS

Communication

The physical, cognitive and psychological ability to exchange information effectively when participating in work activities.

(Check all that apply.)

- Has significant limitations being understood by supervisors, co-workers and others to the degree necessary to engage in work.
- Has significant limitations understanding communications by supervisors, coworkers and others to the degree necessary to engage in work.
- Has significant limitations understanding written materials such as job manuals, work orders, diagrams, instructions or signs.
- Has significant difficulty producing written materials. Has illegible handwriting due to the disability.
- Lacks the organizational skills needed to compose letters or reports. Transposes or deletes concrete parts of language
- Has significant difficulty with expressive communication such as inadequately describing skills, work and educational experiences during an interview.
- Expressive and receptive primary mode of communication is unintelligible to non-family members.
- Communication with others is impaired through thought process and/or mood as evidenced by symptoms such as hallucinations, delusions, extreme mood swings, depression and/or severe deficit in attention span.
- Has significant difficulty with using the telephone.
- Has an inability to understand verbal directions/instructions given by others and/or relay directions/instructions to coworkers.
- Other (describe):

Interpersonal Skills

Means the ability to establish and maintain positive interpersonal relationships to the degree necessary to prepare for, secure, and keep a job. *(Check all that apply.)*

- Has significant limitations regarding job-related interpersonal skills such as inappropriate interactions with peers or supervisors, working collaboratively with others, accepting supervisory monitoring and criticism and understanding acceptable types and levels of personal interaction. Has frequent conflicts with others.
- Has significant limitations related to social competency and emotional maturity. These limitations may manifest themselves as inappropriate behaviors, language, explosiveness, withdrawal, sudden shifts in mood and attitude, low frustration tolerance, task avoidance and unpredictability.
- Inability to understand obvious social cues.
- Has deformity, disfigurement and disability related behaviors which cause others to avoid interactions.
- Other (describe):

Mobility

Means the ability to move from place to place, inside and outside the home, to the degree necessary to get and keep a job.

(Check all that apply.)

- Is unable to control and coordinate fine or gross motor movements.
- Has motor impediments that prevent performing required employment tasks at a competitive pace.
- Has poor motor skills that create safety issues at work site.
- Has motor deficits that cause clumsiness, balance problems and/or reduced response times resulting in accident proneness.
- Requires an assistive device such as a cane, prosthesis, crutches, walker, or wheelchair to be mobile.
- Has significant spatial orientation and perceptual problems influencing directional sense and mobility.
- Has significant cognitive limitations that interfere with the individual's ability to navigate due to the inability to read public transportation schedules, recall directions or recognize landmarks.

- Has significant limitations in balance and motor coordination that may result in physical clumsiness and being accident prone in driving or using escalators and elevators.
- Requires assistance from another individual to travel from place to place because of the impairment.
- Has significant physical limitations that affect the individual's ability to climb stairs or walk long distances.
- Has a disability that prevents the individual from obtaining a driver's license.
- Is unable to tell time or has time sense limitations that result in lateness or difficulty comprehending public transportation schedules.
- Unable to utilize available transportation due to cognitive, sensory or ambulatory impairments.
- Other (describe):

Self-Care

Means the skills necessary to fulfill basic needs such as those related to health, safety, food preparation and nutrition, hygiene and grooming and money management. *(Check all that apply.)*

- Routinely requires supervision, personal assistance services or assistive technology to complete essential activities of daily living to engage in work.
- Has significant problems with reasoning, processing and cognition that may cause the individual to repeatedly make poor decisions that puts self at risk or neglects self-care.
- Has significant memory limitations that may lead to forgetting to observe health and safety precautions or to take prescribed medications at the designated intervals.
- Has academic deficits, particularly in reading, writing and arithmetic that may significantly limit management of finances and self-care activities that require following written directions.
- Has language deficits that cause significant limitations in carrying out basic everyday functions such as shopping and banking that involve communication with others.
- Other (describe):

Self-Direction

Means the ability to regulate behavior in a purposeful and predictable way to the degree necessary to get and keep a job.

(Check all that apply.)

- Requires intensive supervision and direction on an on-going or episodic basis in order to maintain behaviors and to solve problems necessary for work.
- Places self or job at risk due to poor decision-making, reasoning and/or judgment.
- Is unable to plan, initiate and monitor behaviors with respect to an identified outcome.
- Is significantly limited by lack of insight, i.e., inadequate awareness of strengths and weaknesses, an inability to adjust behaviors and activities if the current performance is not adequate.
- Shifts from one activity to another without purpose.
- Fails to follow through and complete job search activities, training assignments, or job duties/tasks.
- Has significant difficulty in adapting to new circumstances when there are changes in work requirements or conditions.
- Makes decisions impulsively without consideration for previous plans or experiences.
- Other (describe):

Work Skills

Means the ability to perform specific job skills required to carry out work functions as well as the capacity to benefit from training in necessary work functions to remain employed. *(Check all that apply.)*

- Unable to learn or retain new work skills without assistance or supports not required by the average workers.
- Unable to follow a sequence of instructions independently.
- Academic limitations in math, reading or spelling that significantly interfere with the ability to learn and/or perform job tasks.
- Requires accommodations or rehab technology to participate in training to develop work skills.
- Requires training because can no longer perform essential job duties in previous employment
- Other (describe):

Work Tolerance

Means the ability to carry out required physical and cognitive work tasks in an efficient and effective manner over a sustained period-of-time. *(Check all that apply.)*

- Has significant limitations sustaining consistent physical or mental work effort (concentration/attention) in accordance with a typical work schedule.
- Is unable to physically remain in the same location or sustain work pace or behaviors for an extended period of time due to psychological impairment (anxiety, panic) and exhibits feeling restless, fleeing the site, shifting from one uncompleted task to another, etc.
- Has significant physical and/or cognitive fatigue that may result in a general decline as the work period progresses, demonstrated by lower productivity, increased mistakes and increased injury rate.
- Requires frequent breaks to address disability needs in order to maintain work.
- Is typically adversely affected by environmental conditions in the workplace such as heat, cold fumes, production schedules, or unexpected changes in duties.
- Other (describe):