

Consumer Name: _____

A serious functional limitation means that *due to a severe impairment* the consumer requires services or accommodations* not routinely made for others in order to prepare for, enter, engage in, or retain employment. Do not check limitations that are the result of geographic location, poor transportation, lack of training, etc.

MOBILITY: A serious limitation in the physical and/or psychological ability to move about from place to place inside and outside the home, including travel to and from usual destinations in the community for activities of daily living, training or work that affects or is likely to affect job performance and/or job retention.

- Needs assistance from others or other accommodations* to participate in job training and work activities
- Vocational training or work opportunities are limited to physically accessible sites
- Unable to leave home to participate in job training and work activities
- Other: _____

SELF-DIRECTION: A serious limitation in the ability to independently plan, initiate, organize, or carry goal directed activities or solve problems related to working.

- Unable to independently plan and manage or solve problems during job preparation or employment-related tasks
- Severe difficulty in remaining on-task to complete required training or employment tasks in assigned time period due to being easily distracted or having a short attention span
- Requires substantially more supervision than others at work or in training due to disorientation and confusion
- Inability to recognize the consequences of, or self-correct, inappropriate behaviors in a job search, on the job, or in training, leading to problems with job retention or job safety
- Impairment results in severe difficulty adjusting to new job preparation or employment situations
- Other: _____

SELF-CARE: A serious limitation in the skills needed to manage self or living environment, such as eating, toileting, grooming, dressing, money management, and management of special health or safety needs, including medication management which affects an individual's ability to participate in training or work activities.

- Safety or well-being is at risk in vocational training or at work due to poor judgment or disability management
- Significant deficits in grooming or personal hygiene limit access to employment
- Poor money management seriously limits the person's ability to participate in vocational training or work activities
- Needs assistance for personal needs or health care procedures to participate in vocational activities
- Other: _____

INTERPERSONAL SKILLS: A serious limitation in the ability to establish and maintain personal, family and community relationships which affect or are likely to affect job performance and/or job retention.

- Inappropriate or disruptive behavior leads to negative consequences in vocational training and/or at work
- Severe difficulty understanding acceptable levels and types of relationships negatively affects ability to prepare for, enter, engage in, or retain employment
- Social isolation, withdrawal, or rejection substantially limits vocational opportunities
- Work relationships seriously impeded by talking that is excessive, halting, illogical, irrelevant, or of unnatural
- Serious problems interpreting and responding appropriately to the behavior and communications of others in vocational or training activities
- Other: _____

COMMUNICATION: A serious limitation in the ability to effectively give and receive information through words or concepts, using methods such as reading, writing, speaking, listening, sign language or other adaptive methods (not due to cultural/language factors).

- Requires speech reading, sign language, real-time captioning, language board, written aids or other visual cues to participate in conversation needed to prepare for, enter, engage in, or retain employment
- Speech is not readily understood by others on first contact, seriously limiting interaction in work or training
- Severe difficulty understanding and processing verbal communication needed to successfully prepare for, enter, engage in, or retain employment
- Severe difficulty with functional writing seriously limits ability to write at work, or independently complete job applications
- Lacks functional reading skills sufficient to follow written directions at work or read job applications
- Severe difficulty with verbal communication needed to successfully interview or perform vocational activities
- Other: _____

WORK TOLERANCE: A serious limitation in capacity and/or endurance to effectively and efficiently perform jobs requiring various levels of physical demands, psychological demands, or both.

- Requires accommodations* or modifications for capacity and endurance to prepare for, enter, engage in, or retain employment
- Requires assistive/adaptive technology(ies) for capacity and endurance to prepare for, enter, engage in, or retain employment
- Experiences significant episodic functioning which substantially limits ability to work consistently
- Other: _____

WORK SKILLS: Serious limitation in the ability to do specific tasks, required to carry out job functions and/or in the capacity to benefit from training in how to perform tasks required to carry out job functions.

- Impairment limits vocational choices to routine and repetitive job tasks
- Impairment seriously limits the development of skills which others of equivalent age and education have typically developed, and which are necessary to obtain or maintain employment
- Severe difficulty in learning, retaining, or integrating new information relevant to employability
- Speed or quality of performing low-entry work tasks is below competitive standards
- Requires special training, accommodations, or technology to learn and/or perform work skills
- Lacks transferable skills to perform appropriate employment
- Other: _____

Yes **No** Does this individual have a severe impairment that results in a serious functional limitation to the degree that the individual requires services or accommodations* not typically made for other people in order to prepare for, enter, engage in, or retain employment? (Assumed for SSI or SSDI recipients.)

Yes **No** Are multiple vocational rehabilitation services over an extended period of time required for the individual to achieve an employment outcome? (Assumed for SSI or SSDI recipients.)

Check the priority category for this individual:

- First priority (3 or more areas of SFL)
- Second priority (2 areas of SFL)
- Third priority (1 area of SFL)
- Fourth priority (0 areas of SFL)

Counselor Signature: _____ Date: _____

Note: Accommodations means special working conditions, job re-engineering, rehabilitation technology, or substantial support and supervision.