

| Functional Area | Overall Definition | Definition of Serious Limitation |
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| 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. This includes limitations due to risks as a vulnerable person or the effects of psychological or cognitive factors. | 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; <i>and/or</i> their range of travel is severely limited; <i>and/or</i> they require modifications, adaptive technology, <i>and/or</i> accommodations (not typically made for other workers) in order to move around the community. |
| Self-Direction | The ability to plan, initiate, problem-solve, organize, or carry out goal-directed activities related to self-care, socialization, recreation, and work independently. 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 supervision on an ongoing basis or has episodes during which they require supervision (e.g., a person with a bipolar affective disorder) in order to begin and carry through on tasks, monitor one's own behavior, and make decisions; <i>and/or</i> is confused and disoriented and requires constant supervision. |
| 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 (e.g., 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 other individuals, services, or devices to complete activities in daily living and to maintain personal safety. |
| 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 in establishing and maintaining relationships at all levels (personal, family, and community); <i>and/or</i> exhibits behaviors which 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. |
| Communication | The ability to effectively exchange (give and receive) information through spoken words or concepts (writing, speaking, listening, sign language, or other adaptive methods). The emphasis is on limitations resulting from a disability-related communication difficulty, not on a communication problem resulting from a language or cultural difference. | A serious limitation indicates the individual is not able to communicate effectively, or is dependent upon a person, service, device, or alternative mode of communicating <i>and/or</i> augmentation in order to communicate, and may not be readily understood by others, or understand others, on their first contact (strangers) <i>and/or</i> requires modifications, adaptive technology, <i>and/or</i> accommodations (not typically made for other workers) in order to communicate with others in the training or work environment. |
| Work Tolerance | Capacity to effectively and efficiently perform jobs requiring various levels of physical <i>and/or</i> psychological demand. Limitations may be due to physical disability, stamina/fatigue, effects of medication, or psychological factors. | A serious limitation indicates the individual will require modification, adaptive technology, <i>and/or</i> accommodations (not typically made for other workers) in terms of capacity or endurance. |
| Work Skills | The ability to do specific tasks required to carry out functions as well as the capacity to benefit from training in the necessary skills. | The individual, due to the disability, will require more training and supervision (not typically given to other trainees) to obtain/maintain work skills, <i>and/or</i> due to the disability, the individual will require accommodations (not typically made for other trainees) in order to participate in and benefit from training. |