

Functional Limitations Checklist – Depression

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation?
Difficulty with ADLs /self-care tasks (i.e., hygiene)			
Limited Stamina/ activity tolerance			
Difficulty performing physical tasks (due to fatigue, psychomotor)			
Problems with decision making or judgement			
Issues with motivation or initiation of tasks			
Difficulty following or understanding instructions			
Conflict /Difficulty getting along with others			
Issues with attention, concentration			
Issues with working or short-term memory			
Other:			

Assessment Tool: PHQ-9

Fitness to work: Fit, Unfit or Fit Subject to Work modifications

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations for [Depression](#)

Functional Limitations Checklist – Bipolar Disorder

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation?
Difficulty with ADLs			
Limited Stamina/ sustained activity tolerance			
Difficulty with motivation			
Difficulty with decision making or judgement			
Difficulty following or understanding instructions			
Issues with concentration, focus or memory			
Issues coping with change			
Conflict or interpersonal issues			
Issues with dependability			
Impulsiveness or lack of insight			
Dangerous or reckless behaviours; aggression			
Delusions or paranoid thinking, thought disorder			
Issues managing money			
Other:			

Assessment: Psychiatry Assessment Recommended. Can monitor symptoms, treatment adherence.

Fitness to work: Fit, Unfit or Fit Subject to Work modifications Consider **gradual** return.

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations for [bipolar disorder](#)

Functional Limitations Checklist – Social Anxiety

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation Considerations?
Difficulty using phone			
Difficulty with video (meetings etc.)			
Difficulty attending interviews			
Difficulty with public speaking			
Difficulty talking with customers			
Difficulty meeting in public places			
Difficulty with attendance			
Difficulty taking public transportation			
Other:			

Assessment Tools: Liebowitz Social Anxiety Scale Self-Report (LSAS SR)
or Mini Social Phobia Inventory (Mini-Spin)

Fitness to work: Fit, Unfit or Fit Subject to Work modifications Consider **gradual** return.

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations for [anxiety disorders](#)

Functional Limitations Checklist – Panic with or without Agoraphobia

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation Considerations?
Difficulty with attendance			
Difficulty leaving the home			
Difficulty taking public transportation			
Difficulty staying in environment after symptomatic			
Difficulty working away from exits			
Difficulty with concentration, memory			
Other:			

Assessment Tools: Panic Disorder Severity Scale – Self-Report Form (PDSS-SR)

Fitness to work: Fit, Unfit or Fit Subject to Work modifications Consider **gradual** return.

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations for [anxiety disorders](#)

Functional Limitations Checklist – Generalized Anxiety Disorder

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation Considerations?
Panic disorder or agoraphobia? If yes, complete that checklist			
Depression? If yes, complete that checklist			
Difficulty with concentration, focus, memory			
Interpersonal difficulties (irritability)			
Difficulty with decision making			
Other:			

Assessment Tools: GAD-7

Fitness to work: Fit, Unfit or Fit Subject to Work modifications

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations for [anxiety disorders](#)

Functional Limitations Checklist – Obsessive Compulsive Disorder

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation Considerations?
Issues with attendance, or punctuality			
Difficulty leaving the home			
Issues with dependability; Difficulty meeting deadlines			
Difficulties with organization			
Difficulty with attention, concentration or managing distractions			
Other executive functioning difficulties			
Difficulty tolerating change (environment, routine etc.)			
Other:			

Assessment: Psychiatry Assessment Recommended. Can monitor symptoms, treatment adherence.

Fitness to work: Fit, Unfit or Fit Subject to Work modifications Consider **gradual** return.

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations for [OCD](#)

Functional Limitations Checklist – Post-Traumatic Stress Disorder

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation Considerations?
Inability to tolerate certain stimuli/triggers			
Difficulty with attention, concentration			
Other executive functioning difficulties			
Interpersonal difficulties; irritability			
Fatigue, drowsiness			
May include Panic If yes, complete that checklist			
May include agoraphobia If yes, complete that checklist			
Other:			

Assessment: PCL-5

Fitness to work: Fit, Unfit or Fit Subject to Work modifications

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations for [PTSD](#)

Functional Limitations Checklist – Schizophrenia

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation Considerations?
Difficulty distinguishing from reality or distracted from reality			
Safety concerns			
Difficulty with attention, concentration			
Difficulty learning or understanding instructions			
Difficulty planning, sequencing, organizing tasks			
Difficulty multi-tasking			
Difficulty with memory; working, short-term			
Lack of motivation; Difficulty initiating tasks			
Difficulty with socialization			
Other:			

Assessment: Psychiatry Assessment Recommended. Can monitor symptoms, treatment adherence.

Fitness to work: Fit, Unfit or Fit Subject to Work modifications Consider **gradual** return.

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations for [Schizophrenia](#)

Functional Limitations Checklist – ADHD

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation Considerations?
Difficulty understanding or following instructions			
Difficulty learning new tasks			
Interpersonal issues; Impatience			
Difficulty tolerating stress			
Distractibility, difficulty with environmental stimuli			
Difficulty sitting still; sustained sitting			
Issues with organization			
Issues with prioritization			
Difficulty with attention to detail			
Difficulty processing information quickly and accurately			
Difficult with attention, concentration, memory			
Difficulty staying on task			
Other:			

Assessment: Adult ADHD Self-Report Scale for DSM-5 (ASRS-5)

Fitness to work: Fit, Unfit or Fit Subject to Work modifications Consider **gradual** return.

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations or [ADHD](#)

Functional Limitations Checklist – Substance Use Disorder

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation Considerations?
Safety Issues (due to use or withdrawal)			
Attendance issues			
Issues with specific stimuli/triggers (i.e., drugs, alcohol etc.) at workplace			
Issues with attention, concentration			
Other executive functioning issues			
Fatigue, drowsiness; Difficulty staying awake/alert			
Issues with dependability, overall work performance			
Physical symptoms at work (i.e. nausea, vomiting, shaky)			
Interpersonal issues (irritable, difficulty working with others)			
Issues with judgement, impulsiveness			
Difficulty regulating emotions, tolerating stress			
Other:			

Assessment: AUDIT-C (for alcohol), LDQ (for other), Medical Monitoring

Fitness to work: Fit, Unfit or Fit Subject to Work modifications Consider **gradual** return.

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations for [Drug Addiction](#) or [Alcoholism](#)

Functional Limitations Checklist – Eating Disorder

Common Functional Limitations	Present? (√)	Required for Job? (√)	Treatment or Accommodation Considerations?
Issues with attention, concentration			
Other issues with executive functioning			
Decreased stamina/fatigue			
Difficulty with physical tasks; or with sustained activity tolerance			
Difficulty with certain environmental stimuli (i.e., proximity to bathroom)			
Poor judgement or impulsivity			
Difficulty with duties involving body image			
Difficulty with work duties involving food			
Difficulty regulating emotions or tolerating stress			
Difficulty with ADLs (i.e., eating, bathroom)			
Other:			

Assessment: EDE-Q, Medical Monitoring

Fitness to work: Fit, Unfit or Fit Subject to Work modifications

Consider **gradual** return.

For Prognosis: we often don't know so the most responsible answer in that case is unknown or guarded.

Accommodation considerations for [eating disorders](#)

Important Definitions

Abilities: what the patient can do.

Restrictions: Activity the patient shouldn't or cannot perform

Limitations: Activity the patient has limited ability to perform

General Reminders:

- Impairments or symptoms may or may not lead to work disability. Consider the interaction between the impairment/symptom and the patient's function at their work.
- The patient can return to work with symptoms. These don't have to be 100% resolved. Depending on the individual, they may never be or returning to work may improve function.

Functional Outcome Measures

- **WHODAS 2.0**, 12-or 36-item version, self-administered
- **RTW-Self-Efficacy Scale** 11 items, self-administered
- **Sheehan Disability Scale** 5-item self-report tool
- **Goal Attainment Scaling (GAS):** Set and score work-related goals

References:

Andrew, J. D. (2008) Disability Handbook. 2008 edition Department of Rehabilitation Education and Research University of Arkansas

Andrew, J. D., Andrew J.M. (2012). Disability Handbook. 2012 edition, Aspen Professional Services

Sharpe, S. & Henderson-Guenther, D. Common functional limitations checklist

Job Accommodations Network (JAN) website