

**Disability Determination Worksheet**  
**For use with Item 7b from CRP Disability Certification Form**

Employee/Client Number: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

**Disability – a mental or physical impairment, including blindness that impedes a person who is seeking, entering, or maintaining gainful employment.**

(Section 122.002 (5), Texas Human Resources Code; Texas Administrative Code, Title 40, Chapter 806)

**Part I: Describe one or more indications of disability or impairment**

(Attach additional pages, if necessary)

**Visual**

An employee's ability to utilize standard equipment and technology and move from place to place is limited by lack of visual acuity. The employee requires services or accommodations not typically provided to people without disabilities.

Examples of serious visual impairment and possible intervention strategies include the following:

- the employee needs help from others to get to and from work, such as
  - special training to learn to get to and from work, or
  - special transportation arrangements;
- the employee needs modifications, adaptive technology, or accommodations not typically made for other persons in order to move around the workplace; for example, an employee needs
  - specialized technology and/or modifications to a workstation or work environment, such as barrier identification or elimination
  - audible signaling or warning devices

**Mobility**

An employee's ability to move from place to place and/or move the body into certain positions is limited. The employee requires services or accommodations not typically provided to people without disabilities.

Examples of seriously limited capacity in mobility and possible intervention strategies include the following:

- the employee needs help from others to get to and from work, such as
  - special training to learn to get to and from work, or
  - a vehicle modification;
- the employee needs modifications, adaptive technology, or accommodations not typically made for other persons in order to move around the workplace; for example, a employee needs
  - modifications to a workstation or work environment such as, ramps, elevators, or
  - a scooter or wheelchair.

**Self-care**

An employee's ability to perform activities related to health and hygiene are limited in a way that requires services or accommodations not typically provided people without disabilities.

Examples of seriously limited capacity in self-care and possible intervention strategies include the following:

- the employee needs help to manage self-care activities such as eating, dressing, grooming, or taking medication; or
- the employee uses assistive or adaptive devices for self-care, such as braces, upper limb prosthetics, or a walker.

Seriously limited capacity in self-care may occur because of physical, cognitive, or emotional impairments and may apply to all tasks of self-care or only to specific tasks.

#### **Self-direction**

An employee's ability to control and regulate his or her personal, social, and work life is limited in a way that requires services or accommodations not typically provided people without disabilities.

Examples of seriously limited capacity in self-direction and possible intervention strategies include the following:

- the employee becomes confused or disoriented in performing routine job tasks and needs the help of a job coach or other supports;
- the employee needs ongoing help or intervention (such as a job coach or constant monitoring and redirection on the job) for activities related to task completion, socialization, or behavior management; and
- the employee lacks skill in money management, time management, or maintaining a schedule to an extent that interferes with the employee's ability to participate in training or prepare for, enter, engage in, or retain gainful employment (such as inability to plan or follow a schedule, or manage time to complete job duties).

#### **Work Skills**

An employee's ability to acquire and maintain needed job skills is limited, and the employee requires services or accommodations not typically provided to people without disabilities.

Examples of seriously limited capacity in work skills and possible intervention strategies include the following:

- the employee needs modifications, adaptive technology, or accommodations (such as a note taker, interpreter, or personal assistant to get to and from training) not typically made for people without a disability to acquire necessary work skills or training to prepare for, enter, engage in, or retain gainful employment; and
- the employee needs specialized supports (such as a job coach, job duty modification, or job restructuring) to obtain, maintain, or retain employment not typically made for others in the workplace.

**NOTE: The lack of work skills alone does not meet the criteria for seriously limited capacity in work skills.**

#### **Work Tolerance**

An employee's ability to consistently and adequately perform a job based on the physical, emotional, environmental, and psychological demands of the position is limited, and the employee requires services or accommodations not typically provided to people without disabilities.

Examples of seriously limited capacity in work tolerance and possible intervention strategies include the following:

- the employee needs modified job duties or assistive devices to perform job duties, or needs altered work schedule or work hours, or needs frequent rest or breaks not typically required for others in the workplace; and
- the employee lacks the strength, stamina, or capacity to perform effectively and efficiently the job duties that require various levels of physical or psychological demand (such as works poorly under stressful conditions or deadlines, or is unable to perform labor-intensive job duties because of a physical disability).

#### **Interpersonal Skills**

An employee's ability to establish and maintain appropriate relationships with other people in the workplace is limited, and the employee requires services or accommodations not typically provided to people without disabilities.

Examples of seriously limited capacity in interpersonal skills requiring possible intervention strategies include the following:

- the employee's inability to establish appropriate relationships with co-workers, employers, and others in the workplace (for example, history of job loss because of conflicts with employers or co-workers); and
- the employee cannot interact with others in a socially appropriate manner or exhibits inappropriate behaviors that interfere with preparing for, entering, engaging in, or retaining gainful employment (for example, the employee has difficulty relating to co-workers, talks excessively, or behaves inappropriately in the job setting).

#### **Communication**

An employee's ability to convey and receive information efficiently and effectively is limited, and the employee requires services or accommodations not typically provided to people without disabilities.

Examples of seriously limited capacity in communication requiring possible intervention strategies include the following:

- the employee has difficulty exchanging information through spoken or written expression, and this difficulty impacts the ability to perform a job or engage in training for gainful employment (for example, inability to hear and understand ordinary spoken language in the workplace or to speak in a manner that is intelligible to nonfamily members).
- the employee requires modifications, adaptive technology or accommodations (not typically required for non-disabled people) to effectively and efficiently communicate orally or in writing with others (for example, the need for an interpreter for training, use of a TTY or TDD to perform job duties, or use of specialized communication equipment to produce speech).

**NOTE: The limited capacity results from a related communication disability, not from a communication problem resulting from language or cultural differences.**

**Part II: Determination**

**Based on the stated definition of disability and the above evaluation, it is my professional opinion that this individual is disabled and is currently impeded from maintaining gainful employment.**

**I certify that I am an independent third-party evaluator, not employed at a Community Rehabilitation Program and that, to the best of my knowledge, the information furnished on this form is accurate. I understand and acknowledge that the above representations are material and important and will be relied upon by the Texas Workforce Commission in awarding and maintaining contracts.**

\_\_\_\_\_  
Signature of Evaluator

\_\_\_\_/\_\_\_\_/\_\_\_\_  
Date

\_\_\_\_\_  
Print Evaluator's Name and Title

**Evaluator's Qualifications:**

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Employee or Legal Representative

\_\_\_\_/\_\_\_\_/\_\_\_\_  
Date

\_\_\_\_\_  
Print Name

**If the authorization is signed by a Legal Representative of the Individual:**

Printed name of Legal Representative: \_\_\_\_\_

Representative's authority to act for the Individual: \_\_\_\_\_

**This is a confidential employee record of the CRP named above. The original copy is to be maintained at the CRP for review by the Texas Workforce Commission or its designee.**

Chapter 122, Texas Human Resources Code  
40 Texas Administrative Code, Part 20, Chapter 806  
Texas Workforce Commission, Rule 806.41(e)(2)