Functional Impacts
Working and Learning with a Disability

What is a Functional Impact?

Functional impacts are symptoms of a mental or physical health condition, injury or disability that cause a person to learn or work in different ways than are considered typical.

Functional impacts can be physical, mental, cognitive, sensory and/or behavioural.

A person's diagnosis could result in any number of different functional impacts.

For example, a person with ADHD could experience fatigue, impacts to working memory, impulsivity and/or anxiety.

Therefore, it's important to remember that a person's diagnosis does not tell the whole story. That's why it's best to determine accommodations on a case-by-case basis to best support the unique ways people work and learn.

Below are a few examples of functional impacts.

PHYSICAL

Mobility
Lifting
Carrying
Dexterity
Chronic Pain
Fatigue

COGNITIVE

Memory
Processing speed
Learning
(math, writing, reading)
Organization
Time Management
Speech

BEHAVIOURAL

Social Interactions
Oppositional Behaviour
Anger Management
EmotionalRegulation
Impulsivity

SENSORY

Low Vision
Blind
Hearing impairment
Deaf
Sensitivities
(sound, touch,
environment)

MENTAL HEALTH

Anxiety
Stress
Depression
Phobias
Fear/paranoia
Panic Attacks