

Examples of Impairments and Restrictions

| Condition | Impairments | Restrictions |
|---------------------------|---|--|
| Degenerative Disc Disease | <ul style="list-style-type: none"> ▪ Pain in lower back ▪ Pain radiates down legs ▪ Muscle spasms ▪ Numbness in legs and feet ▪ Stiffness | <ul style="list-style-type: none"> ▪ Cannot lift more than X lbs ▪ Cannot walk for more than X minutes ▪ Cannot stand for more than x minutes ▪ Cannot sit for more than X minutes |
| Arthritis in wrists | <ul style="list-style-type: none"> ▪ Pain in wrists ▪ Stiffness in wrists ▪ Swelling in wrists ▪ Weakness in joints | <ul style="list-style-type: none"> ▪ Cannot lift more than x lbs ▪ Cannot conduct repetitive activities, such as typing or writing |
| Chronic pain | <ul style="list-style-type: none"> ▪ Constant sharp pain in legs and arms | <ul style="list-style-type: none"> ▪ Cannot walk for more than x minutes |
| Depression | <ul style="list-style-type: none"> ▪ Constant feelings of sadness or emptiness ▪ Insomnia ▪ Fatigue ▪ Suicidal ideation ▪ Poor concentration ▪ Poor memory | <ul style="list-style-type: none"> ▪ Difficulty leaving the house ▪ Cannot reliably show up for work on a regular basis ▪ Cannot do work requiring concentration |
| Anxiety | <ul style="list-style-type: none"> ▪ Agoraphobia ▪ Frequent panic attacks ▪ Feelings of restlessness ▪ Feelings of an impending sense of doom ▪ Difficulty concentrating | <ul style="list-style-type: none"> ▪ Difficulty socializing, interacting with others or leaving the house ▪ Cannot reliably show up for work on a regular basis |
| Substance abuse | <ul style="list-style-type: none"> ▪ Addicted to fentanyl/alcohol | <ul style="list-style-type: none"> ▪ Unable to function in regular employment |

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