

GUIDELINES  
FOR ASSESSING AND RATING ELEMENTS  
UNDER THE MENTAL IMPAIRMENT RATING  
WORKSHEET  
“AREAS OF FUNCTION”

### **SEXUAL IMPAIRMENTS\***

- Baseline:** First determine the usual frequency, responsiveness (orgasms, erections, ejaculations) and degree of enjoyment of sex before the injury.
- Minimal:** Rarely initiates but can usually climax (female)/erection (male). (Frequency is equal to slightly less than baseline frequency.)
- Mild:** Has sex once per month (baseline is once per week) in response to partner and can occasionally reach orgasm (female)/usually ejaculate (male). Still derives pleasure/enjoyment from sexual activity.
- Moderate:** Has sex once every two months or longer (baseline once per week) in response to partner and rarely reaches orgasm (female)/has occasional erectile dysfunction (male). Rarely experiences pleasure/enjoyment.
- Marked:** Has no interest in sex and is without orgasms (female)/always has difficulty with erections (male) and avoids sex.

\* Alterations in the sexual function due to pain is included in the physical impairment rating, not rated under psychiatric impairment.

## **SLEEP\***

- Baseline:** First determine the usual sleep pattern and whether they used medications before the injury.
- Minimal:** Has trouble falling asleep most nights but can sleep through the night. If now on medication and not before the injury, the individual is at least minimally impaired.
- Mild:** Awakens twice during the night but can usually fall back to sleep in less than one hour.
- Moderate:** Has difficulty falling asleep and wakes up one to two times per night but is usually unable to fall back to sleep for several hours.
- Marked:** Can't get to sleep for more than two hours at a time and regularly naps during the daytime (disturbed diurnal pattern).

\* Alterations in sleep patterns due to pain is included in the physical impairment rating, not rated under psychiatric impairment.

## INTERPERSONAL RELATIONSHIPS

- Baseline:** First determine the individual's usual openness to others and how often they greeted others, made new friends, and tolerated disagreements with others without behavioral extremes or adapted to get along with others.
- Minimal:** Can still initiate and meet new people and behave appropriately but feels uncomfortable and would prefer to be alone. There are less frequent social contacts but they still respond when others initiate or negotiate. Can still adapt to others when they have to. May raise voice or shout in response to interpersonal conflicts more frequently than usual.
- Mild:** The only social contacts are initiated by others and with some coaxing; rarely initiates social contacts and resents negotiating and compromising but still can adapt; can still enjoy some social experiences but not frequently. Can be verbally abusive when faced with interpersonal conflict.
- Moderate:** Requires pressure or necessity to have social contacts and rarely enjoys it, difficulty compromising, negotiating, and adapting but still can for very important purposes. Or at least one episode of physically threatening or abusive behavior directed at a person
- Marked-Extreme:** Has no interest in others and actively avoids interactions. Derives no social pleasure and finds it difficult to adapt to others even when there are dire consequences for not compromising or attending. May have had several incidents of physically abusive behavior directed at a person with possible legal charges.
- Maximum:** Requires constant supervision to monitor behavior

## COMMUNICATE EFFECTIVELY WITH OTHERS

- Baseline:** Determine the usual ability to get one's ideas across effectively to others.
- Minimal:** Complains that it is difficult to clearly and effectively communicate with others but still can.
- Mild:** Sometimes requires help from others to clearly and effectively communicate with them.
- Moderate:** Suffered a consequence for not effectively communicating with others. This individual requires the listener to actively interpret the intent of the communication.
- Marked-Extreme:** Experiences serious consequences due to inability to consistently communicate effectively with others. This individual is poorly understood despite active attempts to interpret the intent of the communication.
- Maximum:** Inability to communicate with others except regarding basic physical needs. (e.g., autistic, catatonic)

\* Many communication problems are secondary to CNS and/or ENT disorders and require evaluation using those specific guidelines instead. Examples of psychiatric disorders impairing clear and effective communications include symptoms of mood disorders (flight of ideas, loose associations, paucity of thought), symptoms of psychotic disorders (paranoia, delusions, hallucinations), substance abuse.

## RECREATIONAL ACTIVITIES

- Baseline:** Determine the usual sedentary, active physical and spiritual activities they participated in before the injury, how frequently they initiated and participated in them and how pleasurable they were.
- Minimal:** Still participates in some (any) recreational activities but feels less comfortable. There is decreased frequency of initiation but they can still respond when others initiate and still derive pre-injury pleasure.
- Mild:** Only participates in response to others with some coaxing and cajoling. Rarely initiates recreational activity but responds when others initiate and can still derive some degree of pleasure.
- Moderate:** Only participates in a recreational activity under pressure and rarely enjoys it.
- Marked-Extreme:** Has no interest in participating in recreational activities, actively avoids it and experiences no pleasure from it.
- Maximum:** Participates in no recreational activities.

**MANAGE CONFLICTS WITH OTHERS –  
NEGOTIATE, COMPROMISE**

- Baseline:** Determine the individual's usual ability to resolve difficulties with others or reach consensus in a conflict before the accident . (The conflict is pathological.)
- Minimal:** Gets upset and has feelings of resentment which are not expressed. Regains composure by avoiding others and therefore prefers to work alone. Not overtly angry but internally troubled.
- Mild:** Sometimes gets upset and argumentative and expresses anger with the conflict eventually getting resolved. Can “go with the flow” but with some difficulty.
- Moderate:** Frequently argues with others when involved with or interacting with others. The conflict remains unresolved (rigid, sulks) until others intervene. The anger and conflict disrupts relationships on a team, in a family or friendship. They have suffered a consequence for inappropriate conflictual behavior.
- Marked - Extreme:** Frequently argues, unwilling to compromise. Gets upset and the anger and conflict are so disruptive that external control, limits, or measures are necessary. The conflict remains unresolved (rigid, sulks) and disrupts relationships. The conflict requires external help and is even then difficult to resolve. They have suffered a serious consequence for inappropriate conflictual behavior such as threatened job loss or other disciplinary action.
- Maximum:** Incarcerated, confined or hospitalized for aggressive behavior.

**SET REALISTIC SHORT & LONG TERM GOALS**

- Baseline:** Determine the usual level of judgment used to set attainable goals. Does he/she usually underestimate, overestimate or achieve what he/she sets out to do? How much assistance is usually needed to set realistic achievable goals?
- Minimal:** Finds it difficult and/or stressful to determine what he/she can or cannot do but usually doesn't underestimate or overestimate or require assistance from others.
- Mild:** Requires and accepts some assistance from others to determine what he/she can or cannot do and occasionally underestimates or overestimates.
- Moderate:** Frequently underestimates or overestimates what he/she can do which causes mild consequences unless assistance is received from others. Requires some regular external structure but has difficulty accurately determining when assistance is necessary for himself/herself. (Results in increased symptoms, material damage.) When provided, assistance is accepted.
- Marked-Extreme:** Frequently underestimates or overestimates what he/she can do which causes serious consequences. Unaware of need for structure and assistance and either resists or has difficulty utilizing assistance from others. (Results in increased symptoms; potential or actual serious injury to self or others.)
- Maximum** Unable to achieve any basic short or long-term goals.

**PERFORM ACTIVITIES (including work)  
ON SCHEDULE**

**Baseline:** Determine the usual punctuality of the individual. How usual is it for them to be late for work or miss important functions?

**Minimal:** Finds it stressful to be on time and perform at an acceptable pace.

**Mild:** Requires some assistance from others to be on time and perform at an acceptable pace (reminders, phone calls, physical assistance).

**Moderate:** Suffered minor consequences for lateness and slow performance (reprimanded, upset others, confronted by others).

**Marked - Extreme:** Suffered serious consequences for lateness or slowness (threat of being fired, late for or missed very important appointment).

**Maximum:** Cannot be expected to complete a task. (No expected performance)

## **ADAPT TO JOB PERFORMANCE REQUIREMENTS**

**Baseline:** Determine the individual's ability to adapt (be flexible) to a non-negotiable change in rules or follow established procedures (new supervisor, change in shift, required meeting).

**Minimal:** Resistance, denial, negativity is felt but not overtly expressed.

**Mild:** Negative reaction to limits and rules is expressed, such as resistance, avoidance, making excuses, attempting to substitute another task for the required one.

**Moderate:** The behavior of the individual is called to his/her attention and they experienced mild external (corrective) consequences such as written reprimand. The individual demonstrates overt resistance to performing what is expected.

**Marked- Extreme:** They experienced serious disciplinary consequences such as suspension. Their behavior disrupts workplace relationships. The individual frequently does not perform required tasks.

**Maximum:** Due to inability to accept limits and/or follow rules, they experience dire consequences such as termination from employment, or incarceration.