

Job Site _____

Re: Participant _____

Respondent _____

Interviewer _____

Date _____

**The
Environmental Job
Assessment Measure:
E-JAM**

(continues)

Directions

Step 1: For each environmental cluster, have the respondent rate each descriptor and mark on the rating scale as indicated.

For example:

Sit—What percentage of the time must the participant sit on the job?

Identify and Set Goals—How critical for success is the ability to identify and set goals on the job? If needed, use comment area for additional notes.

Step 2: Note probability of possible **Accommodations/Modifications** in the environment for each descriptor. If needed, use comment area for additional notes.

Step 3: Note possible environmental **Supports**. If needed, use comment area for additional notes.

Demands of the Job (Environmental Clusters)

General Work Behaviors (Attitudes)

Accommodations/Modifications

Supports (People)

1. Attendance	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
2. Punctuality	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
3. Grooming/hygiene	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
4. Attends to task (concentration)	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
5. Work pace	Slow	2	3	Fast	NA	Low prob.	2	3	High prob.	
6. Organization	Repetitive	2	3	Varied	NA	Low prob.	2	3	High prob.	
7. Works independently	Requires supervision	2	3	Independent	NA	Low prob.	2	3	High prob.	
8. Follows directions	Simple—1,2 sequential steps	1-2 step random	3+ step sequential	3+ step random	NA	Low prob.	2	3	High prob.	
9. Flexibility (changes in job routine)	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
10. Adheres to rules and safety regulations	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
11. Self-aware; monitors errors	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
12. Identifies and sets goals	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
13. Information retrieval and use (thinks on feet)	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
14. Prioritizes tasks	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
Comments										

Physical Demands of the Job

Accommodations/Modifications Supports (People)

1. Sitting (% of job time)
2. Standing/walking (% of job time)
3. Strength
4. Eye-hand coordination/manual dexterity
5. Vision
6. Hearing
7. Work hours

25% or less	50%	75%	100%	NA	Low prob.	2	3	High prob.	
25% or less	50%	75%	100%	NA	Low prob.	2	3	High prob.	
NA	Light	Medium	Heavy	NA	Low prob.	2	3	High prob.	
Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
1-2 hrs.	3-4 hrs.	5-6 hrs.	7-8 hrs.	NA	Low prob.	2	3	High prob.	
Comments									

Working Conditions (Physical)

Accommodations/Modifications Supports (People)

1. Inside
2. Variation in environmental temperature
3. Presence of fumes, dust, odor in the air
4. Mechanical hazards
5. Noise
6. Wet/damp
7. Presence of dirt in environment
8. Varied lighting
9. Frequent changes/multiple placements on the job

25% or less	50%	75%	100%	NA	Low prob.	2	3	High prob.	
Not characteristic of the job	Mildly	Somewhat	Very characteristic	NA	Low prob.	2	3	High prob.	
Not characteristic of the job	Mildly	Somewhat	Very characteristic	NA	Low prob.	2	3	High prob.	
Not characteristic of the job	Mildly	Somewhat	Very characteristic	NA	Low prob.	2	3	High prob.	
Not characteristic of the job	Mildly	Somewhat	Very characteristic	NA	Low prob.	2	3	High prob.	
Not characteristic of the job	Mildly	Somewhat	Very characteristic	NA	Low prob.	2	3	High prob.	
Not characteristic of the job	Mildly	Somewhat	Very characteristic	NA	Low prob.	2	3	High prob.	
Not characteristic of the job	Mildly	Somewhat	Very characteristic	NA	Low prob.	2	3	High prob.	
Not characteristic of the job	Mildly	Somewhat	Very characteristic	NA	Low prob.	2	3	High prob.	
Comments									

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Educational Demands

Accommodations/Modifications Supports (People)

1. Educational requirements	None	High School (GED)	Some course-work	Some com. college or more	NA	Low prob.	2	3	High prob.	
2. Specialized job-related vocabulary	Not critical	Mildly critical	Somewhat critical	Very critical	NA	Low prob.	2	3	High prob.	
3. Reading comprehension	Words/sentences	Short sentences	Advanced inference	Abstract	NA	Low prob.	2	3	High prob.	
4. Writing	Functional fill out forms	Basic paragraph	Advanced	Abstract	NA	Low prob.	2	3	High prob.	
5. Math computation	Functional basic comp. (\pm , \times , \div)	Basic (fractions, decimals, %)	Advanced (algebra/geometry)	Abstract (calculus) or more	NA	Low prob.	2	3	High prob.	
6. Attention to visual detail	Not critical	Mildly critical	Somewhat critical	Very critical	NA	Low prob.	2	3	High prob.	
7. Oral communication—receptive (listening, remembering, understanding)	Not critical	Mildly critical	Somewhat critical	Very critical	NA	Low prob.	2	3	High prob.	
8. Oral communication—expressive (speaking)	Not critical	Mildly critical	Somewhat critical	Very critical	NA	Low prob.	2	3	High prob.	
9. Problem solving	Not critical	Mildly critical	Somewhat critical	Very critical	NA	Low prob.	2	3	High prob.	
10. Computer skills	Not critical	Mildly critical	Somewhat critical	Very critical	NA	Low prob.	2	3	High prob.	
11. Use of specialized equipment	Not critical	Mildly critical	Somewhat critical	Very critical	NA	Low prob.	2	3	High prob.	
Comments										

Social Interaction on the Job

Accommodations/Modifications Supports (People)

1. Interacts with others (coworkers, customers)	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
2. Interacts with supervisors	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
3. Asks for assistance	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
4. Accepts and uses feedback	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
5. Group work/team work	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
6. Takes supervision from more than one supervisor/coworker	Not critical	Mildly critical	Somewhat critical	Critical	NA	Low prob.	2	3	High prob.	
Comments										

Source: "Environmental Assessment," by M. Waintrup and P. Kelley, in *Functional Assessment in Transition and Rehabilitation for Adolescents and Adults with Learning Disabilities* (pp. 59–62), by M. Bullis and C. Davis (Eds.), 1999, Austin, TX: PRO-ED. Copyright 1999 by PRO-ED, Inc. Reprinted with permission.