

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									

(continues)

**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.