



Executive Dysfunction

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Definitions.1

- Executive function is the ability to integrate various component cognitive abilities to produce meaningful task performance.
- There are two broad areas of executive dysfunction:
 - Emotional-Behavioral / Self-Control
 - Metacognitive / Productive

[Definitions.2]

- Emotional-Behavioral / Self-Control
 - Inhibit
 - Shift
 - Emotional Control
 - Self-Monitor

[Definitions.3]

- Metacognitive / Productive
 - Initiation
 - Working Memory
 - Plan / Organize
 - Task Monitoring
 - Organization of Materials

Stage Model of Occupational Rehabilitation

Stage	Area Assessed	Measured by, or in terms of ...	Usual Hierarchy
8	Earning Capacity	Earned income over expected work-life.	RC, VE
7	Vocational Handicap	Ability to perform a particular job.	RC, VE, OT
6	Employability	Ability to become employed in the local labor market.	RC, VE, OT
5	Vocational Feasibility	Ability to perform fundamental work behaviors.	OT, VE
4	Occupational Disability	Vocational, societal and familial consequences of functional limitations.	OT, VE, PT, SLP
3	Functional Limitation	Inability to perform component actions and tasks.	OT, PT, SLP, VE, NP
2	Impairment	Loss or restriction of person component.	MD, NP, OT, PT, SLP
1	Pathology & Diagnosis	Imaging, laboratory studies, observed signs, reported symptoms.	MD, NP, SLP

[Whose professional territory?]

- Neuropsychologists are limited by their highly-structured tools to evaluating impairment and component function.
- PTs focus on physical capacity; often limited by executive dysfunction, but not measured by their tests.
- OTs and SLPs and CVEs can focus on less-structured occupational performance that is sensitive to executive dysfunction.

Stage Model of Occupational Rehabilitation

Stage	Area Assessed	Usual Hierarchy	Resources
8	Earning Capacity	RC, VE	DOL, Census, VALE
7	Vocational Handicap	RC, VE, OT	O*NET, DOT, JA
6	Employability	RC, VE, OT	EDD
5	Vocational Feasibility	OT, VE	WCE
4	Occupational Disability	OT, VE, PT, SLP	Work Simulation
3	Functional Limitation	OT, PT, SLP, VE, NP	FCE
2	Impairment	MD, NP, OT, PT, SLP	AMA Guides
1	Pathology & Diagnosis	MD, NP, SLP	Multiple

Executive Function Screening

- Behavior Rating Inventory of Executive Function (BRIEF-A)
 - Self-Report
 - Informant-Report
- Ruff Neurobehavioral Inventory
 - Self-Report
- Use either to screen prior to evaluation.
 - BRIEF is quicker and easier to use.

Executive Function Evaluation

- As an FCE morphs into WCE, work simulations become necessary.
- A combination of demand-structured work samples and less-structured situational assessments is optimal.
- Generic and Job-Specific work simulations are many clinics' next area of expansion.

Generic Work Simulations

- Structured Work Activity Groups (SWAGs)
 - Washington University Program in OT
 - Feasibility Eval Checklist (FEC) to rate observations and readiness for employment.
- Progressive Occupational Demand (PODs)
 - EpicRehab
- SWAGs & FEC free at EpicRehab.com
- PODs videos at [YouTube/EpicRehab](https://www.youtube.com/EpicRehab)

Job-Specific Work Simulations

- Screen with SWAG or POD and identify readiness for JA-based work simulation.
- Use work samples provided by employer to populate this work simulation.
- First target is 2-hour scheduled activity.
- Increment hourly to full 8-hour schedule.
- Use FEC and peer-review to rate readiness to RTW.

Conclusion

- Executive dysfunction is much more often disabling than functional limitations due to a specific cognitive information-processing component.
- Work simulation is the only way to identify and improve executive dysfunction limitations.