

Planning Workplace Adjustments for FND

Workplace adjustments can support people with Functional Neurological Disorder in participating in employment while managing fluctuating capacity. Because symptoms and job demands may change over time, adjustments are often most effective when they are flexible and reviewed periodically.

This planning resource focuses on how to think about, organize, and revisit workplace adjustments in a practical and sustainable way.

Understanding the Purpose of Workplace Adjustments

Workplace adjustments are intended to support access to work tasks and environments, not to eliminate symptoms or reduce job expectations unnecessarily.

In the context of FND, adjustments may help by:

- reducing unnecessary physical, cognitive, or sensory strain
- supporting consistency when capacity varies
- improving safety and predictability at work

Effective adjustments focus on function and participation.

Identifying Areas Where Adjustments May Help

Planning begins with understanding where work is most affected.

It may help to consider:

- stamina across the workday
- task sequencing or pacing
- physical or sensory demands
- communication or concentration requirements

Not all areas require adjustment. Planning can focus on what has the greatest impact on work participation.

Matching Adjustments to Functional Impact

Adjustments are most effective when they respond to how work is affected, rather than to diagnosis alone.

This may involve:

- flexible scheduling or pacing
- modified task distribution or sequencing
- adjustments to the work environment
- planned breaks or recovery time

Matching adjustments to functional impact helps keep them relevant and appropriate.

Planning for Review and Change

Because FND symptoms can fluctuate, adjustments may need to change over time.

It can help to:

- treat adjustments as reviewable rather than permanent
- plan regular check-ins
- adjust supports if job demands or capacity changes

Reviewing adjustments reflects responsiveness, not instability.

Coordinating With Workplace Structures

Adjustments are most sustainable when they align with workplace policies and processes.

Planning may involve:

- using established accommodation or adjustment procedures
- clarifying who is involved in implementation
- documenting agreed-upon arrangements

Clear coordination helps prevent misunderstanding.

Balancing Flexibility With Consistency

Flexibility is important, but unpredictability can create strain.

It may help to:

- clarify which adjustments are flexible and which are consistent
- set clear expectations around availability and workload
- avoid informal arrangements that cannot be maintained

Clear boundaries support sustainability.

Considering Long-Term Sustainability

Sustainable adjustments support ongoing work participation.

This may include:

- assessing whether adjustments can be maintained over time
- revisiting arrangements if circumstances change
- recognizing when adjustments need modification

Sustainability helps protect both work performance and wellbeing.

Supporting Work Participation Through Thoughtful Planning

Planning workplace adjustments for Functional Neurological Disorder involves clarity, flexibility, and ongoing review. When adjustments are realistic and aligned with work structures, they can support more sustainable participation in employment over time.

This planning resource is intended to support thoughtful, practical adjustment planning in workplace contexts.

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