

Leger ME ME/CFS grading based in the Finley and NICE systems

<u>Grade</u>	<u>Description</u>	<u>Ability of Patient</u>	<u>%</u>	<u>DLA</u>	<u>Daily Personal Minimal Care</u>	<u>Home Life</u>	<u>Quality Leisure Time</u>	<u>Work Ability</u>
0	Normal	Lives a 'normal' life.		None	Normal	Normal	Normal	Full time
1	Mild	Mobile and self caring and able to manage light domestic and work tasks, with difficulty	25-33%	Low Rate Mobility	Can cope with Personal care, but rationed.	Trade off against work.	May be severely rationed	Part time
2	Moderate	Reduced mobility and restricted in all activities of daily living, often having peaks and troughs of ability, dependent on degree of symptoms. Usually stopped work or limited capacity, requiring many rest periods.	50-60%	High Rate Mobility Low Rate Care	Rationed personal Care	Rationed	Often Minimal	Some possible in protected environment or maybe from home in certain circumstances
3	Severe	Will be able to carry out minimal daily tasks, i.e. face washing, cleaning teeth, has severe cognitive difficulties and is wheelchair dependent for mobility. Frequently often unable to leave the house.	25%	High Mobility Middle Rate Care	Many need intervention from others. Personal Care and meals	Minimal	Some but severely restricted	Occasional voluntary when and if able with support and protected environment.
4	Very Severe	Unable to mobilize or carry out any daily task for themselves. Bedridden the majority of the time.	1-2%	High Mobility High Rate Care	Needs intervention from others 24/7	Zero	Zero	None

The chances of recovery based on Leger ME Experience

History

Most Common Outcome

Child or Young adult acute onset	Expect Peak at around 18 months, full recovery possible in 3-5 years, but may not be complete.
Middle age Adult, acute onset	Expect peak at 2 years, and slow, partial or incomplete recovery.
Older acute onset	Expect peak at 2 years, with incomplete recovery influenced by age.
Insidious Onset	Expect the condition will become chronic with poor chance of full recovery.
Long established ME/CFS or duration > 4 years	Chronic, lifelong, may be periods of remission or relapse
Pre-existing Atopic disease history e.g. multiple allergies, asthma, psoriasis eczema	Expect partial recovery after 2 years, with the condition becoming chronic, and following the peaks and troughs of the atopic disease.
Later life or age related conditions cardiovascular, arthritis, diabetes.	Expect partial recovery, and chronic common shared symptoms more severe than would be expected for their age related condition.

Part 1 – Physical functions

1. Moving around and using steps

By *moving* we mean including the use of aids such as a manual wheelchair, crutches or a walking stick, if you usually use one, but without the help of another person.

Please tick this box if you can move around and use steps without difficulty.

✓

Now go to question 2.

Clear this box for this section to count

Can you move at least 50 metres (about 54 yards) before you need to stop?

To give you an idea about distances: A double-decker bus is about 11 metres long.

No

Yes

It varies

Can you move at least 200 metres (about 220 yards) before you need to stop?

To give you an idea about distances: A double-decker bus is about 11 metres long.

No

Yes

It varies

The laws says that the following points tariff applies:

1) Mobilising unaided by another person with or without a walking stick, manual wheelchair or other aid if such aid can reasonably be used.

(a) Cannot either: (i) mobilise more than 50 metres on level ground without stopping in order to avoid significant discomfort or exhaustion; or (ii) repeatedly mobilise 50 metres within a reasonable time scale because of significant discomfort or exhaustion. 15

(b) Cannot mount or descend two steps unaided by another person even with the support of a handrail. 9

(c) Cannot either: (i) mobilise more than 100 metres on level ground without stopping in order to avoid significant discomfort or exhaustion; or (ii) repeatedly mobilise 100 metres within a reasonable time scale because of significant discomfort or exhaustion. 9

(d) Cannot either: (i) mobilise more than 200 metres on level ground without stopping in order to avoid significant discomfort or exhaustion; or (ii) repeatedly mobilise 200 metres within a reasonable time scale because of significant discomfort or exhaustion. 6

(e) None of the above apply. 0

Use this space to tell us how far you can move and why you might have to stop. For example tiredness or discomfort. If it varies, tell us how.

Tell us if you usually use a walking stick, crutches, a wheelchair or anything else to help you, and tell us how it affects the way you move around.

Going up or down two steps

Can you go up or down two steps without help from another person, if there is a rail to hold on to?

No

Yes

It varies

Now go to question 2.

Use this space to tell us more about using steps. If it varies, tell us how.

ESA 50/2

ME/CFS issues

Grade 2

Grade 3

Grade 4

1)

Moving around & using steps

Pain, dizziness tremor, muscle weakness rebound, cognitive, confusion.

<200 meters (6)

<50 meters (15)
<100 meters (9)

<50 meters (15)
No Steps (15)

2. Standing and sitting

Please tick this box if you can stand and sit without difficulty.



Now go to question 3.

Clear this box for this section to count

Can you move from one seat to another right next to it without help from someone else?

No

Yes

It varies

Can you stay in one place, either standing or sitting, for at least an hour without help from another person?

No

Yes

It varies

This does not mean standing completely still. It includes being able to change position.

The laws says that the following points tariff applies:

2. Standing and sitting.

(a) Cannot move between one seated position and another seated position located next to one another without receiving physical assistance from another person. 15

(b) Cannot, for the majority of the time, remain at a work station, either: (i) standing unassisted by another person (even if free to move around); or (ii) sitting (even in an adjustable chair) for more than 30 minutes, before needing to move away in order to avoid significant discomfort or exhaustion. 9

(c) Cannot, for the majority of the time, remain at a work station, either: (i) standing unassisted by another person (even if free to move around); or (ii) sitting (even in an adjustable chair) for more than an hour before needing to move away in order to avoid significant discomfort or exhaustion. 6

(d) None of the above apply 0

Use this space to tell us more about standing and sitting and why this might be difficult for you. Tell us how long you can sit for and how long you can stand for. Tell us what might make it difficult for you, such as pain, discomfort or tiredness. If it varies, tell us how.

	<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
2)	Standing and sitting.	Pain, dizziness stiffness discomfort. muscular weakness	Cannot sit for most of the time (6)	Sit <30 minutes (9)	Sit or stand < 10 minutes(15) Can't rise or move

3. Reaching

Please tick this box if you can reach up with your arms without difficulty.



Now go to question 4.

Clear this box for this section to count

Can you lift at least one of your arms high enough to put something in the top pocket of a coat or jacket while you are wearing it?

No

Yes

It varies

Can you lift one of your arms above your head to reach for something?

No

Yes

It varies

The laws says that the following points tariff applies:

3. Reaching.

(a) Cannot raise either arm as if to put something in the top pocket of a coat or jacket. 15

(b) Cannot raise either arm to top of head as if to put on a hat. 9

(c) Cannot raise either arm above head height as if to reach for something. 6

(d) None of the above apply. 0

Use this space to tell us more. Tell us why you might not be able to reach up, and whether it affects both arms. If it varies, tell us how.

	<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
3)	Reaching.	Pain, muscle weakness, limited movements, involuntary jerks		Above head(6)	Top pocket (15) Put on hat (9)

4. Picking up and moving things

Please tick this box if you can pick things up and move them without difficulty.



Now go to question 5.

Clear this box for this section to count

Picking up things using your upper body and either arm

Can you pick up and move a half-litre (one pint) carton full of liquid?

No
Yes
It varies

Can you pick up and move a litre (two pint) carton full of liquid?

No
Yes
It varies

Can you pick up and move a large, light object like an empty cardboard box?

No
Yes
It varies

The laws says that the following points tariff applies:

4. Picking up and moving or transferring by the use of the upper body and arms.

- (a) Cannot pick up and move a 0.5 litre carton full of liquid. 15
- (b) Cannot pick up and move a one litre carton full of liquid. 9
- (c) Cannot transfer a light but bulky object such as an empty cardboard box. 6
- (d) None of the above apply. 0

Use this space to tell us more about picking things up and moving them. Tell us why you might not be able to pick things up. If it varies, tell us how.

<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
4) Picking up and moving things.	Clumsiness, manual dexterity, weakness tremor, fasciculation, myoclonus	Light bulky object (6)	Litre liquid(9)	Pint liquid (15)

5. Manual Dexterity (Using your hands)

Please tick this box if you can use your hands without any difficulty.



Now go to question 6.

Clear this box for this section to count

Can you use either hand to do things like:

press a button, such as a telephone keypad
turn the pages of a book
pick up a £1 coin
use a pen or pencil
use a computer keyboard or computer mouse?

Some of them
None of them
It varies

The laws says that the following points tariff applies:

5. Manual dexterity.

- (a) Cannot either: (i) press a button, such as a telephone keypad; or (ii) turn the pages of a book with either hand. 15
- (b) Cannot pick up a £1 coin or equivalent with either hand. 15
- (c) Cannot use a pen or pencil to make a meaningful mark. 9
- (d) Cannot use a suitable keyboard or mouse. 9
- (e) None of the above apply. 0

Use this space to tell us more. Tell us which of these things you have problems with and why. If it varies, tell us how.

<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
5) Manual dexterity.	Clumsiness, manual dexterity, weakness tremor, fasciculation, myoclonus		Modified Keyboards(6)	Meaningful mark(9) Button, coin or book (15)

6. Communicating with people

This section looks at how you communicate using speech, writing and typing.

Please tick this box if you can communicate with other people without any difficulty.

Can you communicate with someone you don't know by speaking, writing, typing or any other means without the help of another person?

No
Yes
It varies

✓ Now go to question 7. Clear this box for this section to count

The laws says that the following points tariff applies:

6. Making self understood through speaking, writing, typing, or other means normally used, unaided by another person.
- (a) Cannot convey a simple message, such as the presence of a hazard. 15
(b) Has significant difficulty conveying a simple message to strangers. 15
(c) Has some difficulty conveying a simple message to strangers. 6
(d) None of the above apply. 0

Use this space to tell us more about how you communicate and why you might not be able to communicate with other people. For example, difficulties with speech, writing or typing. If it varies, tell us how.

<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
6) Communicating with people	Pausing mid sentence, forgetting or can't find right word. talk out of context		Stranger some difficulty (6)	Strangers significant difficulty (15) Can't convey simple messages(15)

7. Other people communicating with you

This section looks at how you understand other people by hearing and reading.

Please tick this box if you can understand other people without any difficulty.

Can you understand other people – by hearing, lip reading, reading or using a hearing aid without the help of another person?

No
Yes
It varies

✓ Now go to question 8.

Clear this box for this section to count

The laws says that the following points tariff applies:

7. Understanding communication by both verbal means (such as hearing or lip reading) and non-verbal means (such as reading 16 point print) using any aid it is reasonable to expect them to use, unaided by another person.
- (a) Cannot understand a simple message due to sensory impairment, such as the location of a fire escape. 15
(b) Has significant difficulty understanding a simple message from a stranger due to sensory impairment. 15
(c) Has some difficulty understanding a simple message from a stranger due to sensory impairment. 6
(d) None of the above apply. 0

Use this space to tell us more. Tell us if you can hear, lip read, read or understand people in another way, or why you might not be able to. Tell us about any aids you use, such as a hearing aid. If it varies, tell us how.

<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
7) Other people commutating with you	Hyperacusis, competing noise, concentration		Has difficulty in understanding simple message from stranger (6)	Can't understand or has difficulty understanding simple message (15)

8. Getting around safely

This section looks at visual problems. If you normally use glasses or contact lenses, a guide dog or any other aid, tell us how you manage when you are using them. Please also tell us how you see in daylight or bright electric light.

Please tick this box if you can get around safely on your own.



Now go to question 9.

Clear this box for this section to count

Can you see to cross the road on your own?

No

Yes

It varies

Can you get around a place that you haven't been to before without help?

No

Yes

It varies

The laws says that the following points tariff applies:

8. Navigation and maintaining safety, using a guide dog or other aid if normally used.

- (a) Unable to navigate around familiar surroundings, without being accompanied by another person, due to sensory impairment. 15
- (b) Cannot safely complete a potentially hazardous task such as crossing the road, without being accompanied by another person, due to sensory impairment. 15
- (c) Unable to navigate around unfamiliar surroundings, without being accompanied by another person, due to sensory impairment. 9
- (d) None of the above apply. 0

Use this space to tell us more about any problems with your eyesight and how they stop you finding your way around safely.

	<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
8)	Getting around safely	Photophobia, eye fatigue quickly, loose ability to focus, glasses don't help		Can't Navigate unfamiliar places (9)	Can't get around with help from another person (15)

9. Controlling your bowels and bladder and using a collecting device

Please tick this box if you can control your bowels and bladder without any difficulty.



Now go to question 10.

Clear this box for this section to count

Do you have to wash or change your clothes because of difficulty controlling your bladder, bowels or collecting device?

Weekly

Monthly

Less often

A collecting device is also known as a *stoma*.

Use this space to tell us more about controlling your bowels and bladder and managing your collecting device.

Tell us how often you might need to change your clothes or wash because of soiling, wetting or leakages.

The laws says that the following points tariff applies:

9. Absence or loss of control leading to extensive evacuation of the bowel and/or bladder, other than enuresis (bed-wetting) despite the presence of any aids or adaptations normally used.

- (a) At least once a month experiences: (i) loss of control leading to extensive evacuation of the bowel and/or voiding of the bladder; or (ii) substantial leakage of the contents of a collecting device sufficient to require cleaning and a change in clothing. 15
- (b) At risk of loss of control leading to extensive evacuation of the bowel and/or voiding of the bladder, sufficient to require cleaning and a change in clothing, if not able to reach a toilet quickly. 6
- (c) None of the above apply. 0

	<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
9)	Continence	Leaking, wearing pads	Caught short 1x monthly (6)	Caught short 1x monthly (6) Caught short 1x weekly (15)	Caught short 1x weekly (15) No control (15)

10. Staying conscious when awake

Please tick this box if you do not have any problems staying conscious while awake.



Now go to question 11 in Part 2

Clear this box for



While you are awake, how often do you have fits or blackouts?

Weekly

This includes epileptic fits and absences, and diabetic hypos.

Monthly

Less than monthly

Use this space to tell us more.

The laws says that the following points tariff applies:

10. Consciousness during waking moments.

- (a) At least once a week, has an involuntary episode of lost or altered consciousness resulting in significantly disrupted awareness or concentration. 15
 (b) At least once a month, has an involuntary episode of lost or altered consciousness resulting in significantly disrupted awareness or concentration. 6
 (c) None of the above apply. 0.

	<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
10)	Staying conscious while awake	Drowsy in a morning. sleep during day. absences	1 weekly (15) 1 month (6)	1 weekly (15) 1 month (6)	1 weekly (15)

Part 2 – Mental, cognitive and intellectual functions

By *mental, cognitive and intellectual functions* we mean things like mental illness, learning difficulties and the effects of head injuries.

11. Learning how to do tasks

Please tick this box if you can learn to do everyday tasks without difficulty.



Now go to question 12.

Clear this box for this section to count

Can you learn how to do a simple task such as setting an alarm clock?

No

Yes

It varies

Can you learn how to do a more complicated task such as using a washing machine?

No

Yes

It varies

The laws says that the following points tariff applies:

11. Learning tasks.

- (a) Cannot learn how to complete a simple task, such as setting an alarm clock. 15
 (b) Cannot learn anything beyond a simple task, such as setting an alarm clock. 9
 (c) Cannot learn anything beyond a moderately complex task, such as the steps involved in operating a washing machine to clean clothes. 6
 (d) None of the above apply. 0

Use this space to tell us about any difficulties you have learning to do tasks, and why you find it difficult.

	<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
11)	Learning how to do tasks	Attentions span limited Confusion, without awareness, aphasia		Can operate washing machine (6) Cant learn to et alarm clock(15)	Cant set alarm clock (15)

12. Awareness of hazard or danger

Please tick this box if you can keep yourself safe when doing everyday tasks such as cooking.

✓ Now go to question 13.

Clear this box for this section to count

Do you need supervision
(someone to stay with you) to
keep yourself safe?

Usually

Sometimes

It varies

Use this space to tell us how you cope with danger. Please give us examples of problems you have with doing things safely.

	<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
12)	Awareness of hazard or danger.	Concentration span limited. Inna appropriate Automaton action	Needs supervision occasionally(6)	Needs supervision daily (9)	Needs supervision majority of time(10)

The laws says that the following points tariff applies:

12. Awareness of everyday hazards (such as boiling water or sharp objects).

- (a) Reduced awareness of everyday hazards leads to a significant risk of: (i) injury to self or others; or(ii) damage to property or possessions such that they require supervision for the majority of the time to maintain safety. 15
- (b) Reduced awareness of everyday hazards leads to a significant risk of: (i) injury to self or others; or (ii) damage to property or possessions such that they frequently require supervision to maintain safety. 9
- (c) Reduced awareness of everyday hazards leads to a significant risk of: (i) injury to self or others; or (ii) damage to property or possessions such that they occasionally require supervision to maintain safety.6
- (d) None of the above apply. 0

13. Initiating actions

This section is about whether you can manage to start and complete daily routines and tasks like getting up, washing and dressing, cooking a meal or going shopping.

Please tick this box if you manage to do daily tasks without difficulty.

✓

Now go to question 14.

Clear this box for this section to count

Can you manage to plan,
start and finish daily tasks?

Never

Sometimes

It varies

Use this space to tell us what difficulties you have doing your daily routines. For example, remembering to do things, planning and organising how to do them, and concentrating to finish them. Tell us what might make it difficult for you and how often you need other people to help you.

The laws says that the following points tariff applies:

13. Initiating and completing personal action (which means planning, organisation, problem solving, prioritising or switching tasks).

- (a) Cannot, due to impaired mental function, reliably initiate or complete at least 2 sequential personal actions. 15
- (b) Cannot, due to impaired mental function, reliably initiate or complete at least 2 personal actions for the majority of the time. 9
- (c) Frequently cannot, due to impaired mental function, reliably initiate or complete at least 2 personal actions. 6
- (d) None of the above apply. 0

	<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
13)	Initiating action	Sleep morning or during day Short terms memory. Fatigue limits ability to complete tasks. May avoid activities. EMS, and later fatigue kicks in	Cant do 2 sequential frequently (6)	Cant do 2 sequential some of time(9)	Cant do 2 sequential actions(15)

14. Coping with change

Please tick this box if you can cope with change to your daily routine.



Now go to question 15.

Clear this box for this section to count

Can you cope with small changes to your routine if you know about them before they happen?
For example, things like having a meal earlier or later than usual.

No
Yes
It varies

Can you cope with small changes to your routine if they are unexpected?
This means things like appointments being cancelled, or your bus or train not running

No
Yes
It varies

The laws says that the following points tariff applies:

14. Coping with change.

(a) Cannot cope with any change to the extent that day to day life cannot be managed. 15

(b) Cannot cope with minor planned change (such as a pre-arranged change to the routine time scheduled for a lunch break), to the extent that overall day to day life is made significantly more difficult. 9

(c) Cannot cope with minor unplanned change (such as the timing of an appointment on the day it is due to occur), to the extent that overall, day to day life is made significantly more difficult. 6

(d) None of the above apply. 0

Use this space to tell us more about how you cope with change.

Explain your problems, and give examples if you can.

	<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
14)	Coping with change.	Early Morning Stiffness. Not easy to learn new behaviours disruptions	Can't cope minor planned changes (6)	Can't cope minor changes if planned (9)	expected changes (15)

15. Going out

Please tick this box if you can go out on your own.



Now go to question 16.

Clear this box for this section to count

Can you leave home and go out to places you know if someone goes with you?
No
Yes
It varies

Can you leave home on your own and go to places you don't know?
Usually
Not very often
It varies

The laws says that the following points tariff applies:

15. Getting about.

15 (a) Cannot get to any specified place with which the claimant is familiar. 15

(b) Is unable to get to a specified place with which the claimant is familiar, without being accompanied by another person. 9

(c) Is unable to get to a specified place with which the claimant is unfamiliar without being accompanied by another person. 6

(d) None of the above apply.

Use this space to tell us why you cannot always get to places

. Tell us whether you need someone to go with you.

	<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
15)	Going out	Anxiety, dizziness, fatigue if driven		Cannot get to a familiar place without supervision (6)	Cannot get to specified without accompaniment (9) Cannot get to familiar place(15)

16. Coping with social situations

By *social situations* we mean things like meeting new people and going to meetings or appointments.

Please tick this box if you can cope with social situations. ☒

Now go to question 17.

Clear this box for this section to count

Can you meet with people you know without feeling too anxious or scared?

No

Yes

It varies

Can you meet with people you don't know without feeling too anxious or scared?

No

Yes

It varies

The laws says that the following points tariff applies:

16. Coping with social engagement due to cognitive impairment or mental disorder.

(a) Engagement in social contact is always precluded due to difficulty relating to others or significant distress experienced by the individual. 15

(b) Engagement in social contact with someone unfamiliar to the claimant is always precluded due to difficulty relating to others or significant distress experienced by the individual. 9

(c) Engagement in social contact with someone unfamiliar to the claimant is not possible for the majority of the time due to difficulty relating to others or significant distress experienced by the individual. 6

(d) None of the above apply. 0

Use this space to tell us why you find it distressing to meet other people and what makes it difficult.
Tell us how often you feel like this

<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
16) Coping with social situations.	Fatigue, pacing strategies don't dress, Anxiety, phobia. concentration	Social engagement sometimes not possible with strangers (6)	Social engagement preclude /distressing (9)	Precluded (15)

17. Behaving appropriately with other people

This section looks at whether your behaviour upsets other people.

Clear this box for this section to count

Please tick this box if your behaviour does not upset other people. ☒

Please go the **Other Information** section.

How often do you behave in a way which upsets other people?

Every day

Often

Occasionally

For example, this might be because you are aggressive or act in an unusual way.

The laws says that the following points tariff applies:

17. Appropriateness of behaviour with other people, due to cognitive impairment or mental disorder.

(a) Has, on a daily basis, uncontrollable episodes of aggressive or disinhibited behaviour that would be unreasonable in any workplace. 15

(b) Frequently has uncontrollable episodes of aggressive or disinhibited behaviour that would be unreasonable in any workplace. 15

(c) Occasionally has uncontrollable episodes of aggressive or disinhibited behaviour that would be unreasonable in any workplace. 9

(d) None of the above apply. 0.

Use this space to tell us why your behaviour upsets other people and how often this happens.

<u>ESA 50/2</u>	<u>ME/CFS issues</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>
17) Behaviour appropriately with other people.	Usually depressive, and phobia. tend to be irritated. Sleep	Occasional disinhibited workplace behaviour (9)	Uncontrolled unreasonable behaviour (15)	Uncontrolled unreasonable behaviour 7/7 (15)