
Managing the Mental Load

WORKBOOK

Practical Tools for Reducing Invisible Labor
and Creating Partnership

BLOOM PSYCHOLOGY
North Austin, Texas

What is the Mental Load?

The **mental load** (also called "invisible labor") refers to the cognitive work of managing a household and family. It's not just about the tasks themselves—it's about the constant thinking, planning, remembering, and worrying that goes into keeping everything running.

The mental load includes:

- **Noticing** — Seeing what needs to be done before anyone asks
- **Planning** — Figuring out how and when to do it
- **Remembering** — Keeping track of appointments, needs, details
- **Delegating** — Assigning tasks and following up
- **Worrying** — Carrying the emotional weight of everything

Why It Matters for Mental Health

Research shows that in heterosexual couples, women carry significantly more mental load than men—even when both partners work full-time. This invisible work contributes to burnout, resentment, and postpartum mental health challenges.

The good news: The mental load can be recognized, discussed, and redistributed. This workbook provides practical tools to help you audit your mental load, communicate effectively with your partner, set boundaries, and create sustainable systems for sharing household responsibilities.

How to Use This Workbook

1. **Start with the Audit** — Identify what you're currently carrying
2. **Use the Communication Scripts** — Have productive conversations
3. **Complete the Delegation Worksheet** — Redistribute responsibilities
4. **Set Boundaries** — Protect your energy
5. **Do Weekly Check-ins** — Maintain balance over time

Mental Load Audit Worksheet

Check the boxes for tasks you're primarily responsible for noticing, planning, and ensuring get done. In the "Owner" column, note who currently handles this (You, Partner, Shared, or Other).

Household Management

■ Task	Owner
■ Knowing when groceries need restocking	_____
■ Tracking household supplies (toilet paper, soap, etc.)	_____
■ Coordinating cleaning schedules	_____
■ Managing bills and finances	_____
■ Planning meals for the week	_____
■ Remembering home maintenance tasks	_____
■ Organizing storage and decluttering	_____
■ Coordinating repairs and services	_____

Child Care Coordination

■ Task	Owner
■ Tracking pediatric appointments	_____
■ Managing immunization schedules	_____
■ Coordinating childcare/babysitters	_____
■ Knowing clothing sizes and needs	_____
■ Packing diaper bags	_____
■ Tracking developmental milestones	_____
■ Planning activities and playdates	_____
■ Managing sleep schedules and routines	_____

Family & Social

■ Task	Owner
■ Remembering birthdays and occasions	_____
■ Buying gifts for family and friends	_____
■ Coordinating family visits	_____
■ Managing family calendar	_____
■ Sending thank you notes and cards	_____
■ Maintaining family relationships	_____
■ Planning holidays and gatherings	_____
■ Communicating with extended family	_____

Health & Wellness

■ Task	Owner
■ Tracking everyone's medications	_____
■ Scheduling medical appointments	_____
■ Managing health insurance claims	_____
■ Knowing health histories	_____
■ Monitoring nutrition and diets	_____
■ Researching health concerns	_____
■ Coordinating therapy and wellness	_____
■ Emergency preparedness planning	_____

Task Delegation Worksheet

Use this worksheet to redistribute tasks identified in your audit. Be specific about ownership—the new owner should be responsible for noticing, planning, and completing the task without reminders.

Task	Current Owner	New Owner	Frequency	Notes

Remember: True ownership means your partner notices, plans, and executes—not just "helps" when asked. It's okay if their approach is different from yours. Different doesn't mean wrong.

Communication Scripts

Use these scripts to have productive conversations about sharing the mental load. Adapt them to your situation and relationship style.

Asking for help without delegating every detail

"I need you to take over [specific task] completely. That means you decide when it needs to happen, how to do it, and make sure it gets done without me reminding you."

Tip: Be specific about what 'ownership' means—it's not just doing the task when asked.

When they say "just tell me what to do"

"Part of the mental load is figuring out what needs to be done. I need you to notice things too. Can we sit down and divide up responsibilities so you own certain areas?"

Tip: The goal is to share the noticing, planning, and executing—not just the doing.

Expressing overwhelm without blame

"I'm feeling overwhelmed by how much I'm carrying mentally. It's not about the tasks themselves—it's the constant thinking, planning, and remembering. Can we talk about redistributing some of this?"

Tip: Use "I" statements and focus on the feeling, not accusations.

When they don't do it your way

"I appreciate you taking this on. The outcome is what matters, even if the process is different from how I'd do it. Thank you for owning this."

Tip: Let go of perfectionism. Different doesn't mean wrong.

Setting up a check-in routine

""Can we schedule 15 minutes each week to check in about how our household is running? I think it would help us stay on the same page and adjust as needed.""

Tip: Regular check-ins prevent small issues from becoming resentments.

When you need immediate relief

""I'm at my limit right now. I need you to take over [specific task/responsibility] for the rest of the day/week so I can recharge. Can you do that?""

Tip: It's okay to ask for help before you're in crisis.

Boundary-Setting Guide

Boundaries reduce mental load by eliminating unnecessary obligations and protecting your energy. Here are examples for common situations:

Family Visits

"We need 24 hours notice for visits, and visits are limited to 2 hours during this postpartum period."

Why it helps: Protects your time and energy for recovery.

Unsolicited Advice

"I appreciate your care, but we've decided on our approach. I'll reach out if I want input."

Why it helps: Reduces decision fatigue and second-guessing.

Work After Hours

"I don't respond to work messages after 6pm. I'll address it first thing tomorrow."

Why it helps: Protects mental space for home life.

Household Standards

"The house doesn't need to be perfect for visitors. People are coming to see the baby, not inspect our home."

Why it helps: Releases pressure of performative housekeeping.

Taking On Extra Tasks

"I don't have capacity for that right now. I can revisit it in a few months."

Why it helps: Prevents overcommitment and burnout.

Boundary-Setting Tips:

- Boundaries are not selfish—they're essential for sustainable wellbeing
- You don't need to justify or explain your boundaries
- Some people will push back—that doesn't mean your boundary is wrong
- Start with one boundary and build from there
- Boundaries can be adjusted as circumstances change

Weekly Rebalance Check-in

Use these questions each week to reflect on your mental load and make adjustments. You can do this individually or with your partner.

1. What tasks are causing me the most stress this week?

2. What am I holding onto that someone else could own?

3. Am I carrying mental load for things that don't actually need to be done?

4. Have I communicated my needs clearly to my partner?

5. What boundaries do I need to set this week?

6. Where can I simplify or say no?

7. Am I expecting perfection where 'good enough' would work?

8. What would I tell a friend carrying this same load?

Partner Check-in Guide

Schedule a weekly 15-minute check-in with your partner to discuss how things are going. Here's a simple structure to follow:

What went well this week?

Acknowledge efforts and wins in sharing the load. Celebrate progress.

Notes:

What needs adjustment?

Identify areas that need rebalancing without blame or criticism.

Notes:

What's coming up?

Plan for upcoming events, appointments, or busy periods.

Notes:

How can we support each other?

Check in on each other's needs and capacity this week.

Notes:

Check-in Tips:

- Pick a consistent day and time that works for both of you
- Keep it brief—15 minutes is enough to stay connected
- Focus on collaboration, not criticism
- End on a positive note
- If tensions are high, it's okay to reschedule

Resources & Support

Managing the mental load is an ongoing process. If you're feeling overwhelmed, burned out, or struggling in your relationship, professional support can help.

Bloom Psychology

Postpartum Mental Health Specialists
North Austin, Texas

Website: bloompsychologynorthaustin.com

Book a Consultation: bloompsychologynorthaustin.com/book

We offer individual therapy, couples counseling, and support groups for new parents navigating the postpartum period.

Related Resources

- Partner Support Checklist — Daily and weekly ways to support your partner
- Communication Worksheet — Scripts for difficult conversations
- Self-Care Assessment — Identify your wellness gaps
- Postpartum Anxiety Workbook — CBT exercises for anxiety management
- Sleep Hygiene Guide — Better sleep despite unpredictable schedules

All resources available free at: bloompsychologynorthaustin.com/resources

Remember: The mental load is real, and it's treatable. You don't have to carry everything alone. Small changes in communication, boundaries, and task distribution can make a significant difference in your wellbeing and relationships.