

Employee fact sheet:

Managing the Invisible Load



The invisible load is the planning, organising, remembering and emotional labour that often sits behind work, family and daily life. Because much of this work can happen in your head, it can be hard for others to see. Over time, carrying too much invisible load can contribute to stress, resentment, fatigue, anxiety, low mood and exhaustion.

Recognising the invisible load is an important first step. From there, small changes to planning, communication, boundaries and support can help reduce the pressure and create more breathing space.

What the invisible load can feel like

When pressure builds over time, you may notice changes in how you think, feel and function.

You may notice changes in	What this can feel like
Thinking	Constantly planning ahead, remembering tasks, juggling priorities or finding it difficult to switch off.
Mood	Feeling overwhelmed, anxious, irritable, frustrated or emotionally drained.
Energy	Feeling mentally exhausted, fatigued or like you are carrying too much responsibility.
Relationships	Feeling unsupported, resentful or like others do not see everything you are managing.
Daily Life	Feeling like you are responsible for keeping everything organised and running smoothly.

Tips for Managing the Invisible Load

Below are some strategies you can try yourself or with support from others to help manage the invisible load. You can also access [EAP sessions through PeopleSense by Altius](#) at any stage. Support from a qualified psychologist can help you understand what you are experiencing, put helpful strategies into practice, and identify other ways to support your wellbeing.

1. Make the invisible visible

Write down the tasks, reminders, responsibilities and worries you are carrying. Seeing them on paper can help reduce mental clutter.

2. Identify what can be shared

Consider which responsibilities genuinely need your attention and which could be shared, delegated or postponed.

3. Prioritise recovery

Make time for sleep, physical activity, rest and activities that help restore your energy.

4. Communicate your needs

Other people may not realise how much you are carrying. Where appropriate, have conversations about responsibilities, expectations and support.

5. Set realistic boundaries

Give yourself permission to pause before taking on additional commitments or responsibilities.

6. Reduce decision fatigue

Use routines, shared calendars, checklists or simple systems to reduce the number of things you need to remember and decide.

7. Seek support early

If the pressure is becoming difficult to manage, talking with someone can help you gain perspective and identify practical solutions.

Seek professional support

Speak with your GP, psychologist or access support through your EAP if the invisible load is affecting your wellbeing, relationships, work or daily life.

Through your [EAP with PeopleSense](#), you can speak confidentially with a qualified psychologist for support, practical strategies and guidance to help reduce mental load, set boundaries and develop more sustainable ways of coping.



Reaching out early makes a real difference. Contact [PeopleSense](#) to book a confidential appointment with a qualified psychologist.

If you are having thoughts of self-harm or suicide, seek urgent support immediately.
Call 000, Lifeline on 13 11 14.

peoplesense.altius.au
reception@peoplesense.com.au

AU: 1300 307 912
NZ: 0800 425 526