

Drained

Reduce Your Mental Load to Do Less
and Be More



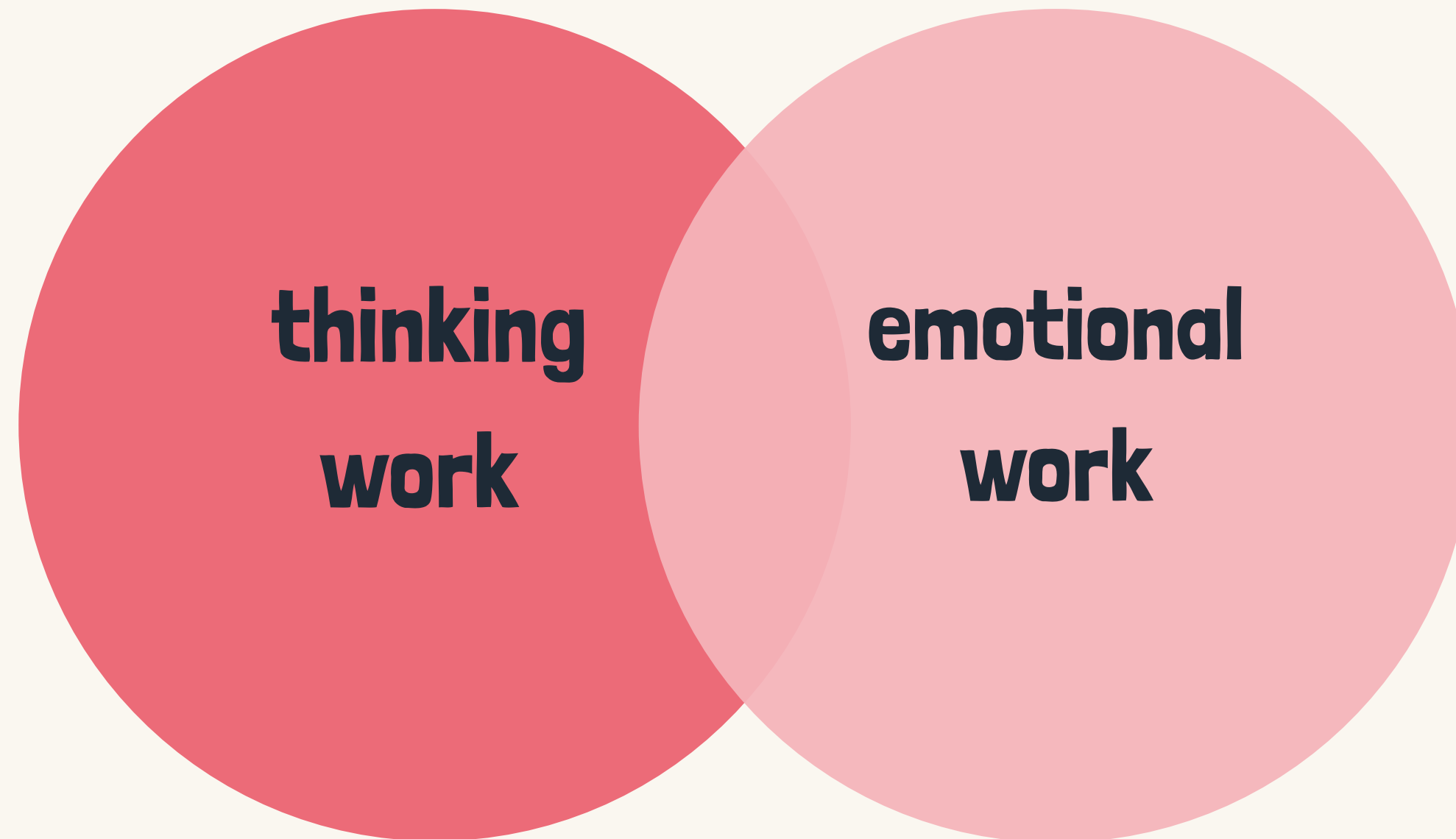
Everyone carries a Mental Load



**The composition looks different for
each of us and across our**

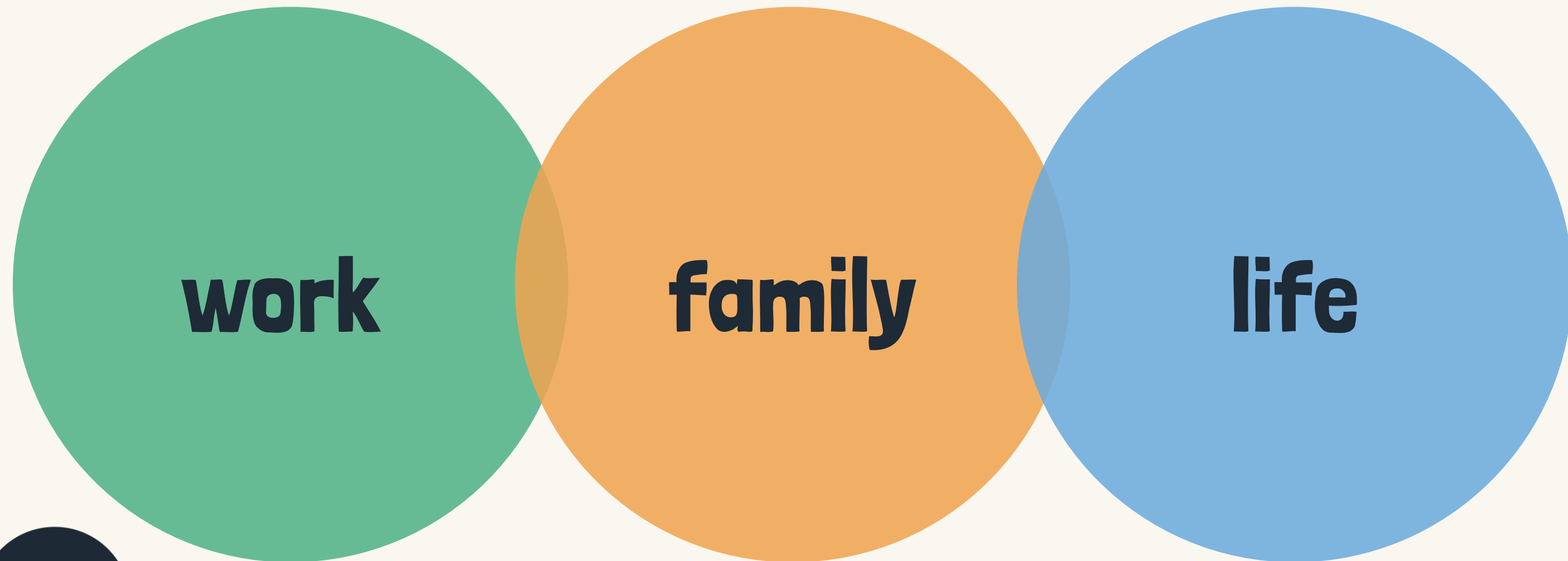


**The mental load is not just thinking
work – it is emotional thinking work**



Invisible
Boundaryless
Enduring

You carry a mental load for your



The Mental Load is

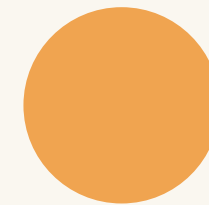
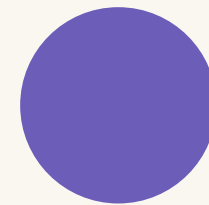
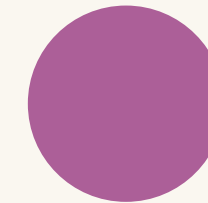
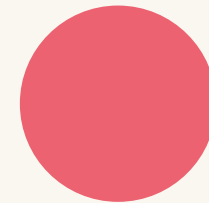
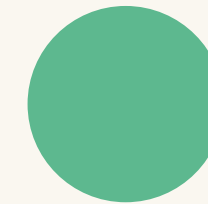
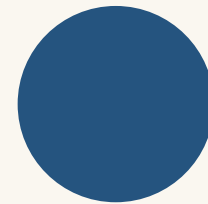
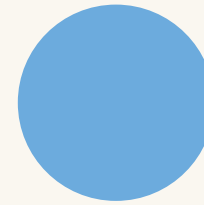
big

and fragmented

complex



You Carry 8 Different Mental Load Types



You Do the Mental Load in 7 Steps



At home.....



**Ensuring tracking
from schools for
kids**



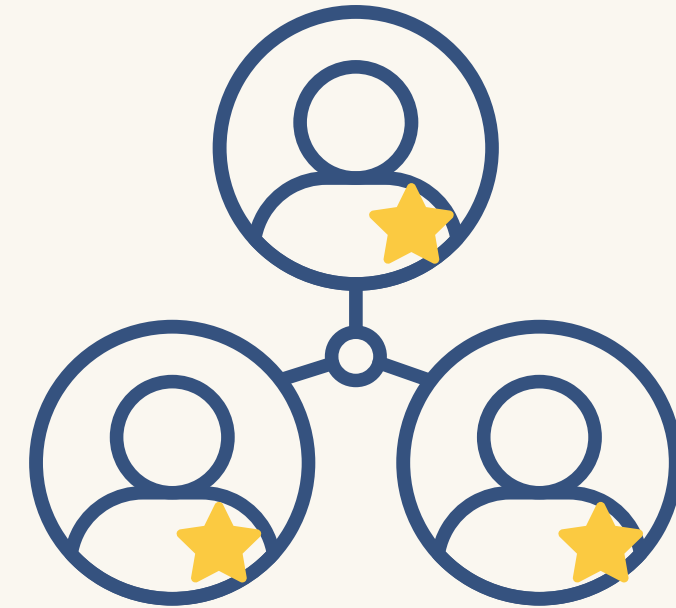
**or monitoring
health of an aging
loved one**



At work.....



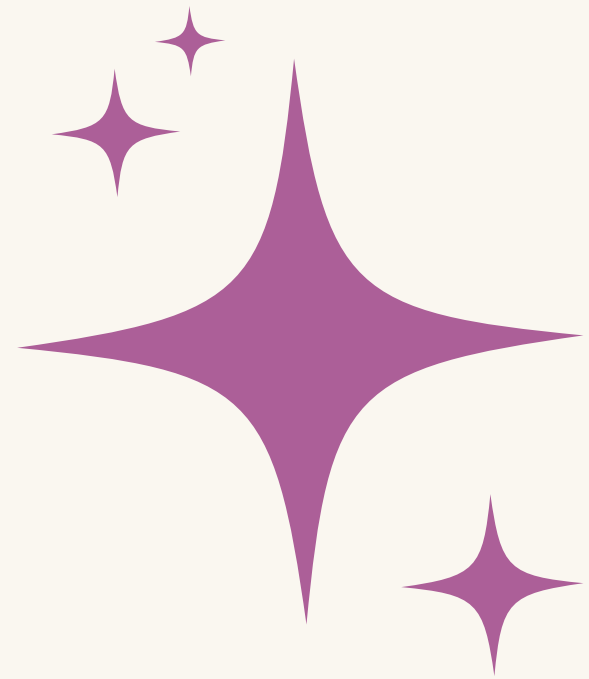
**Ensuring emails
are responded to**



**or coworkers feel
supported and
clients feel special**



In life.....



**Exploring
passions, dreams
and hobbies**



**and monitoring
sleep, health and
well-being**

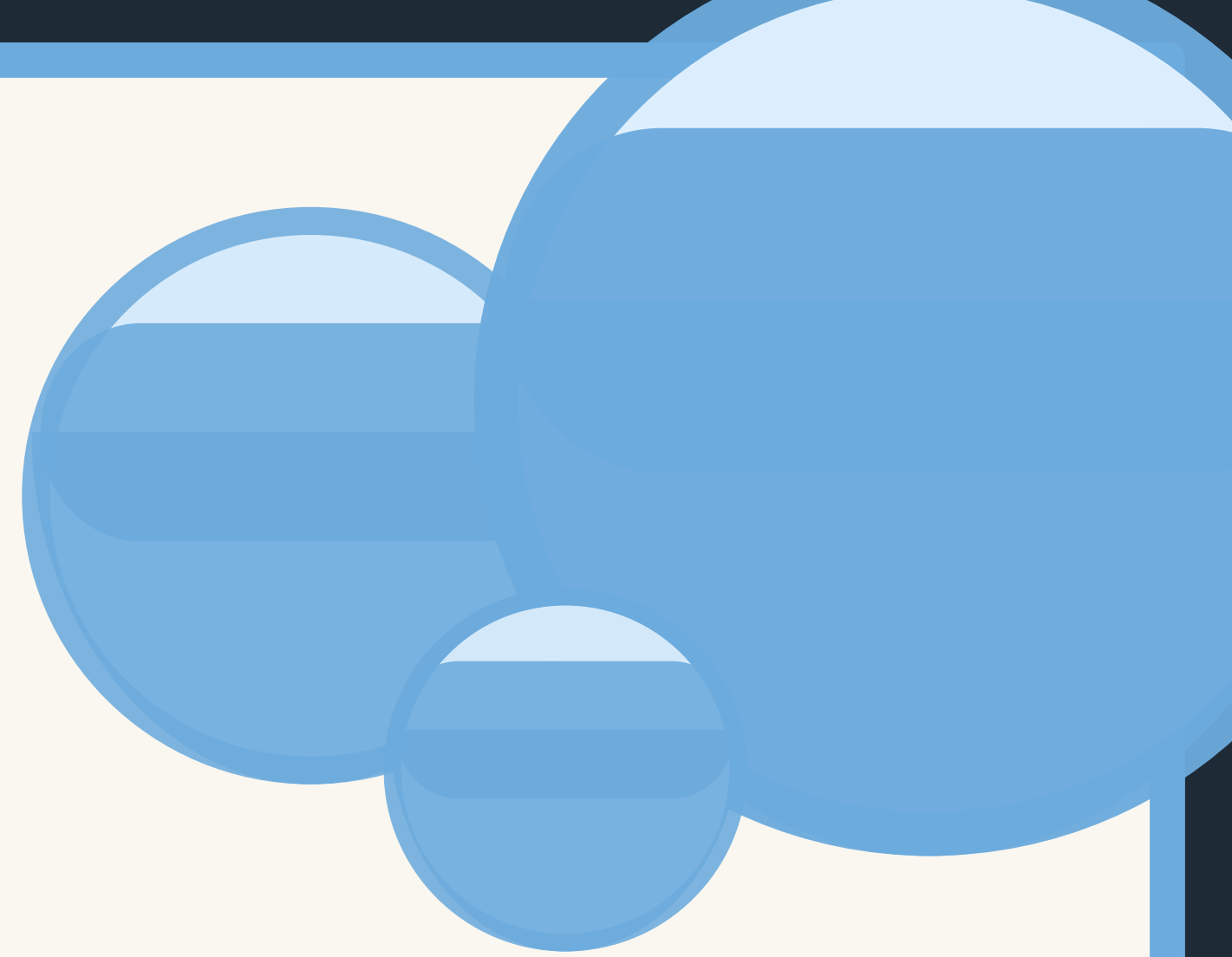


LightenLab

**Our data from over 15,000
people shows that**



**Sometimes our mental loads
come together to make you
feel like....**



The High Achiever



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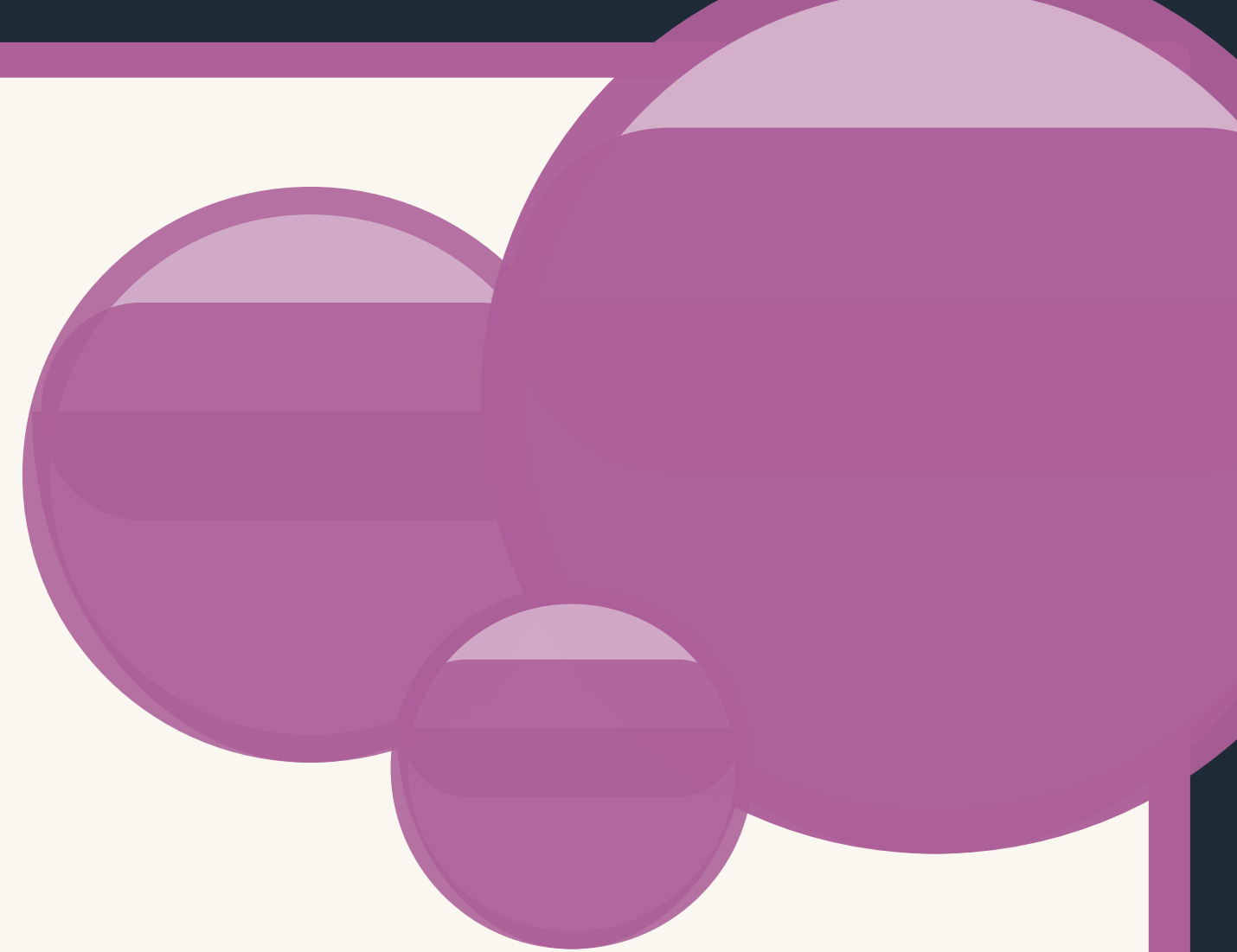
**Sometimes they come
together to make you feel
like....**



The People Pleaser



**Sometimes they come
together to make you feel
like....**

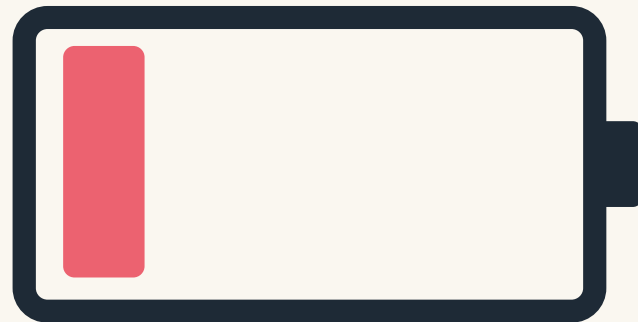


The Caretaker

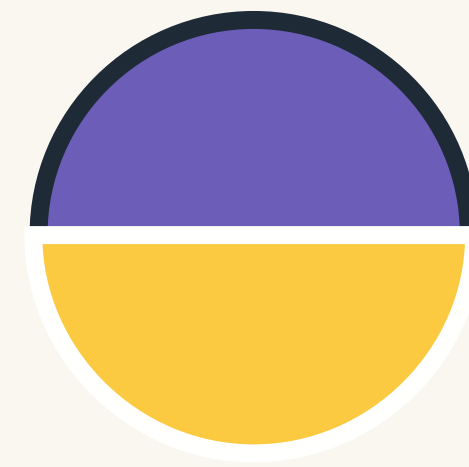
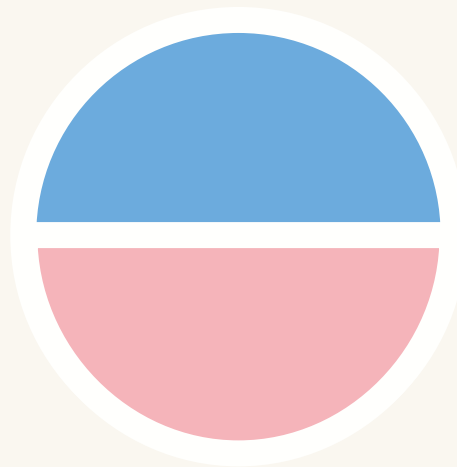
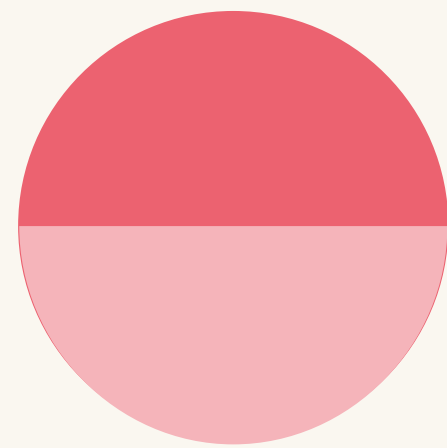


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**All of this weight leads to
mental load burn-out**



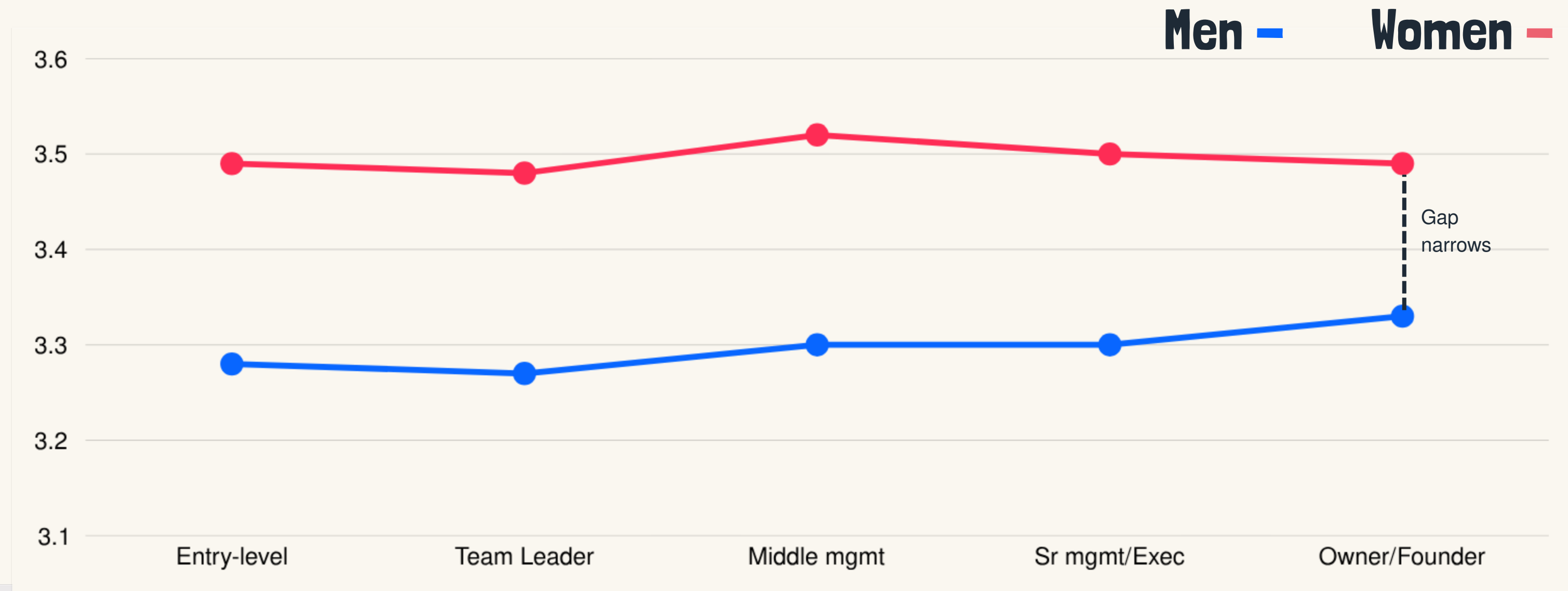
Nearly Everyone Reports High Mental Load burnout



**Women, transgender and non-binary
respondents report the highest mental
load Burnout**

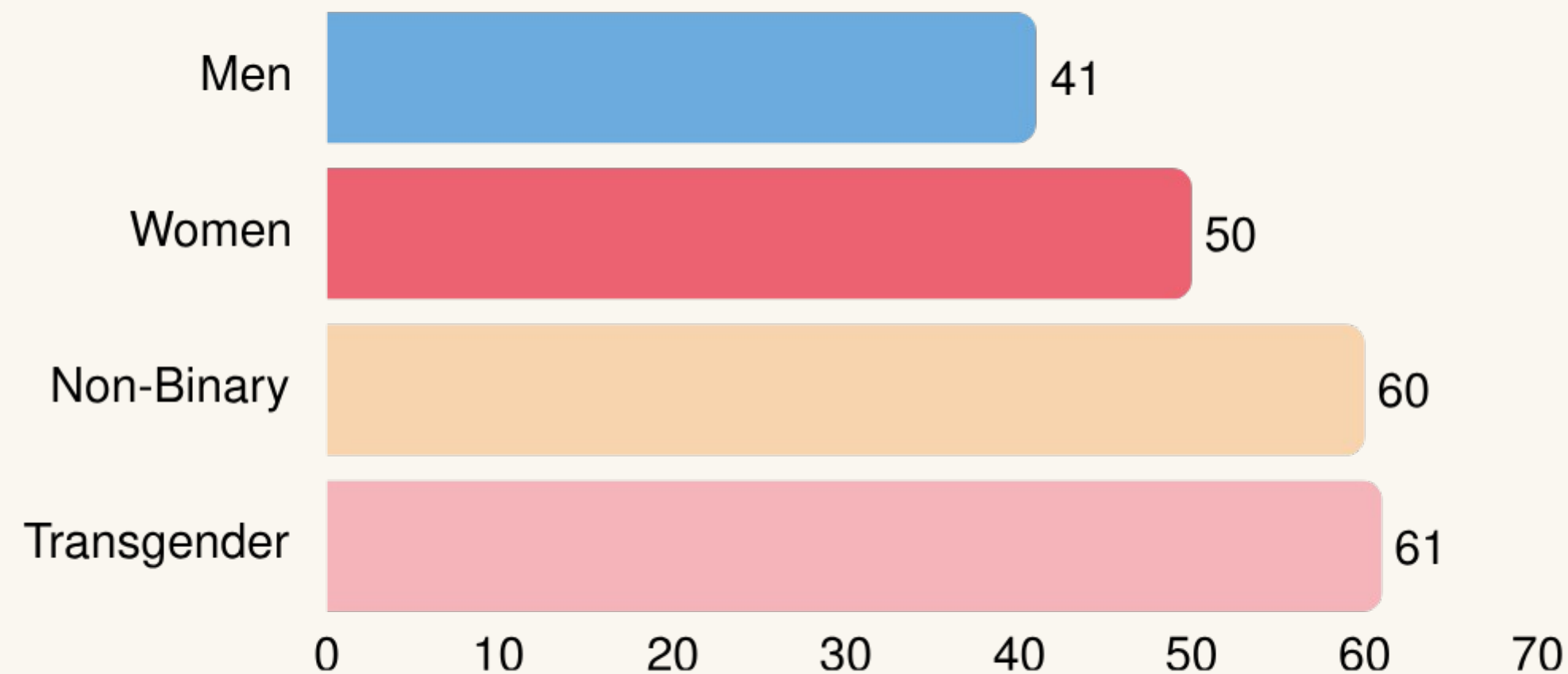
Authority seems to affect burnout differently by gender

Men's burnout creeps up once there's no one above them. Women's stays higher regardless of seniority.



50% of women report being often or always burnt out, compared to 41% of men – a 9-point gap.

Nonbinary (60%) and transgender (61%) respondents run even higher.



Our research shows **mental load burnout hits first**
— often triggering **broader burnout. Tracking it**
early can lower your risk.



**Your mental load
energy is **finite** and
precious**

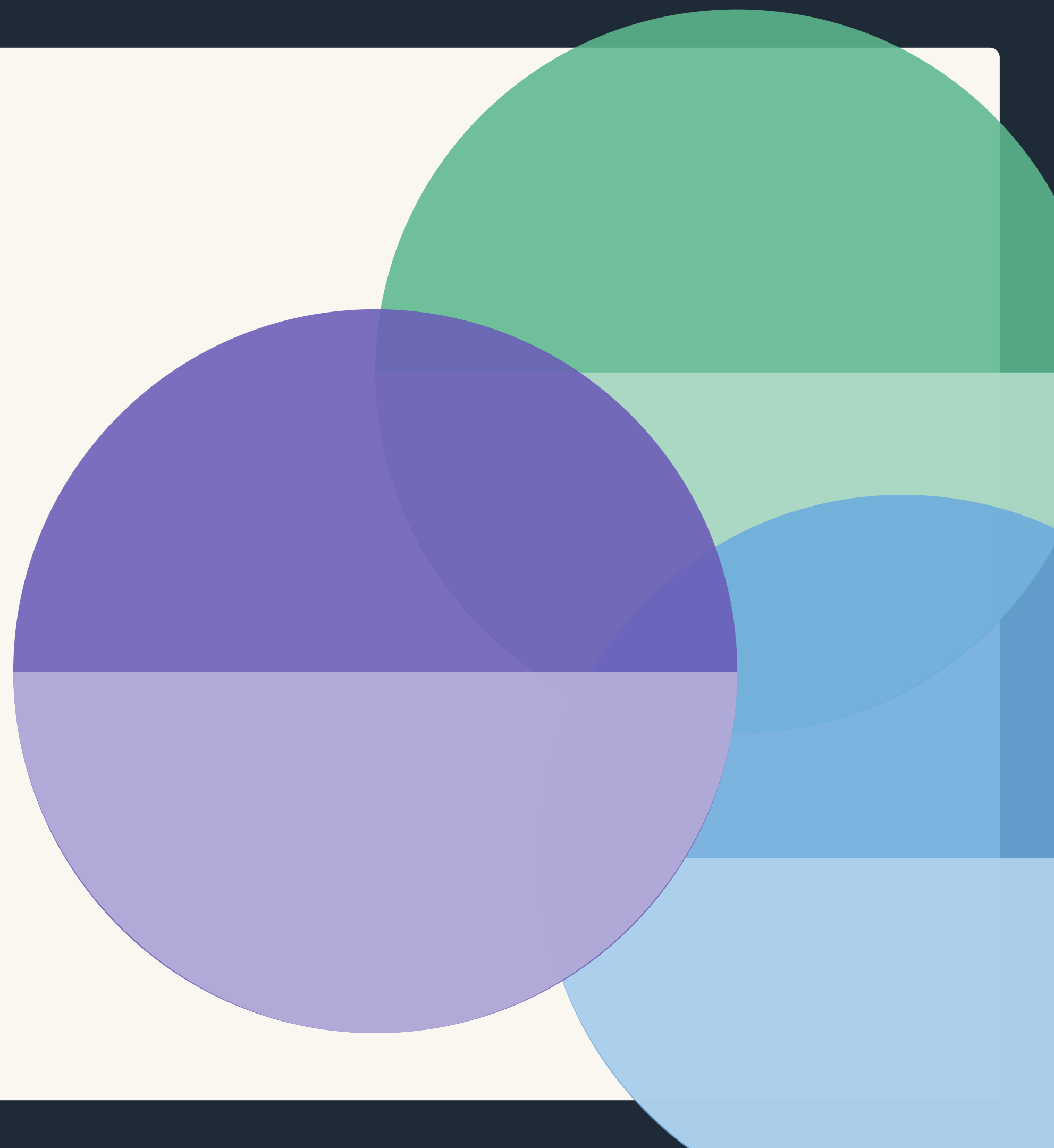


It's not your fault.

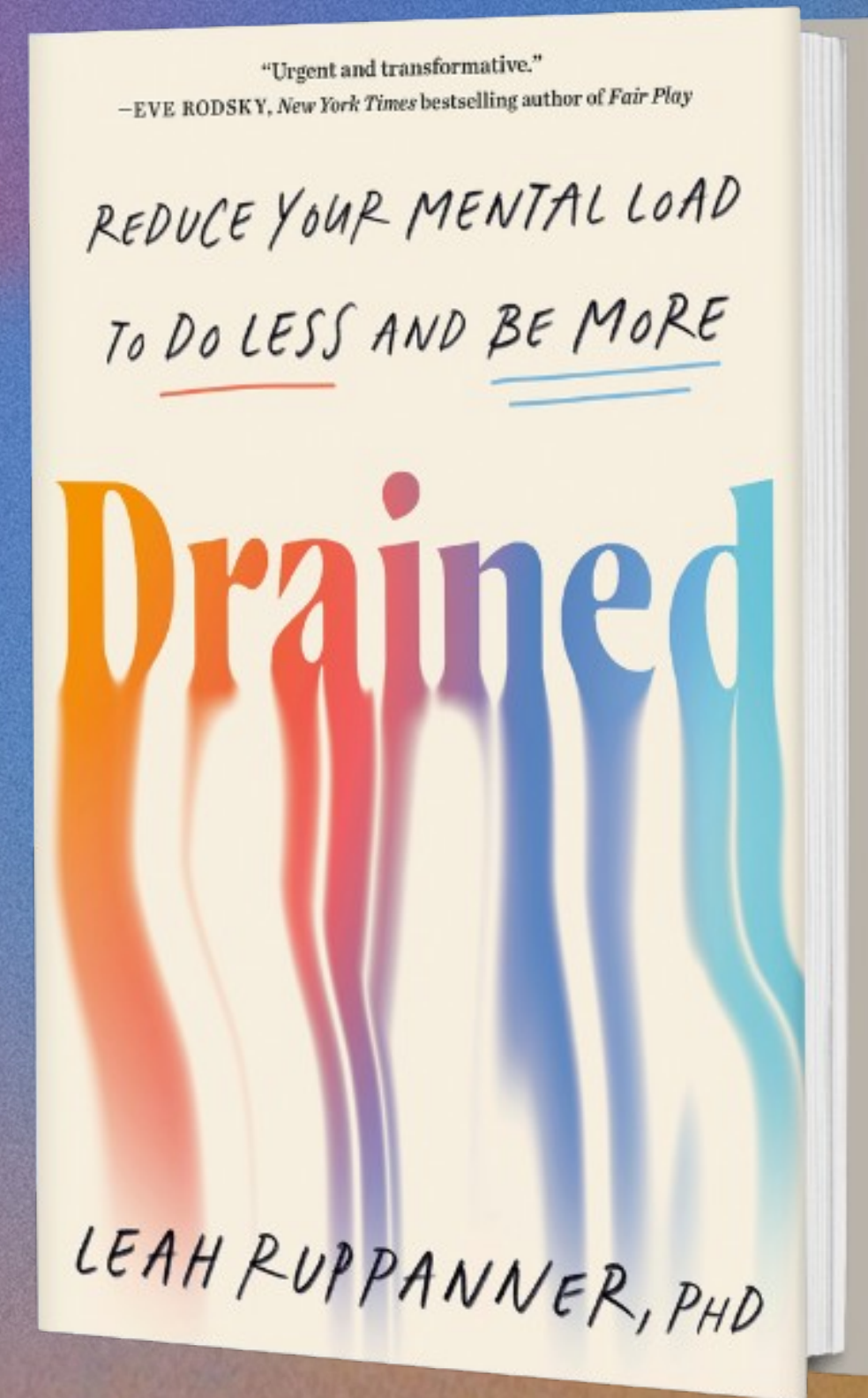
You didn't have the language to explain its weight



**Or a tool to help you
strategically spend.**



**Drained is here to save the
day!**



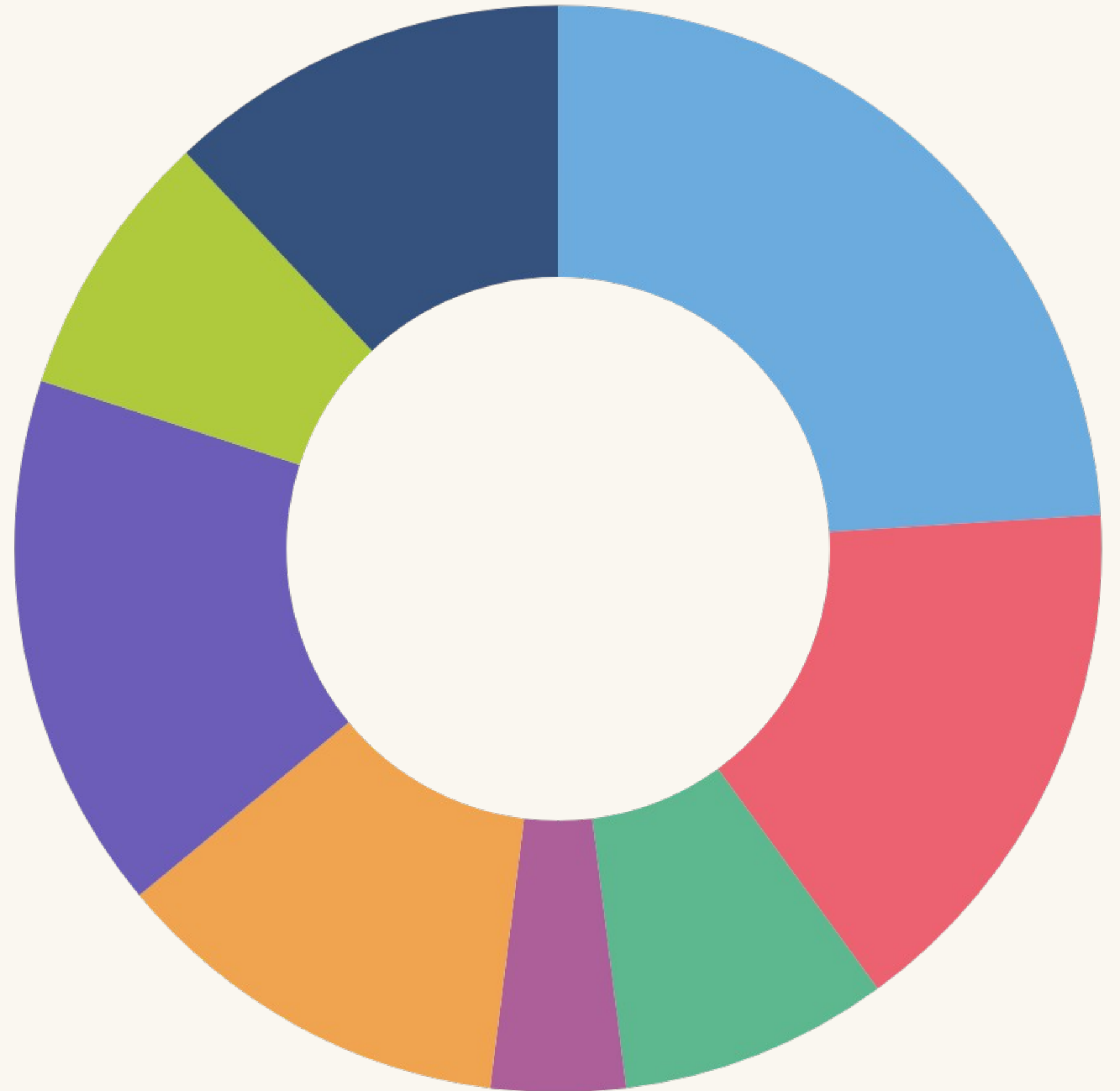
**Here is what
individuals can do**



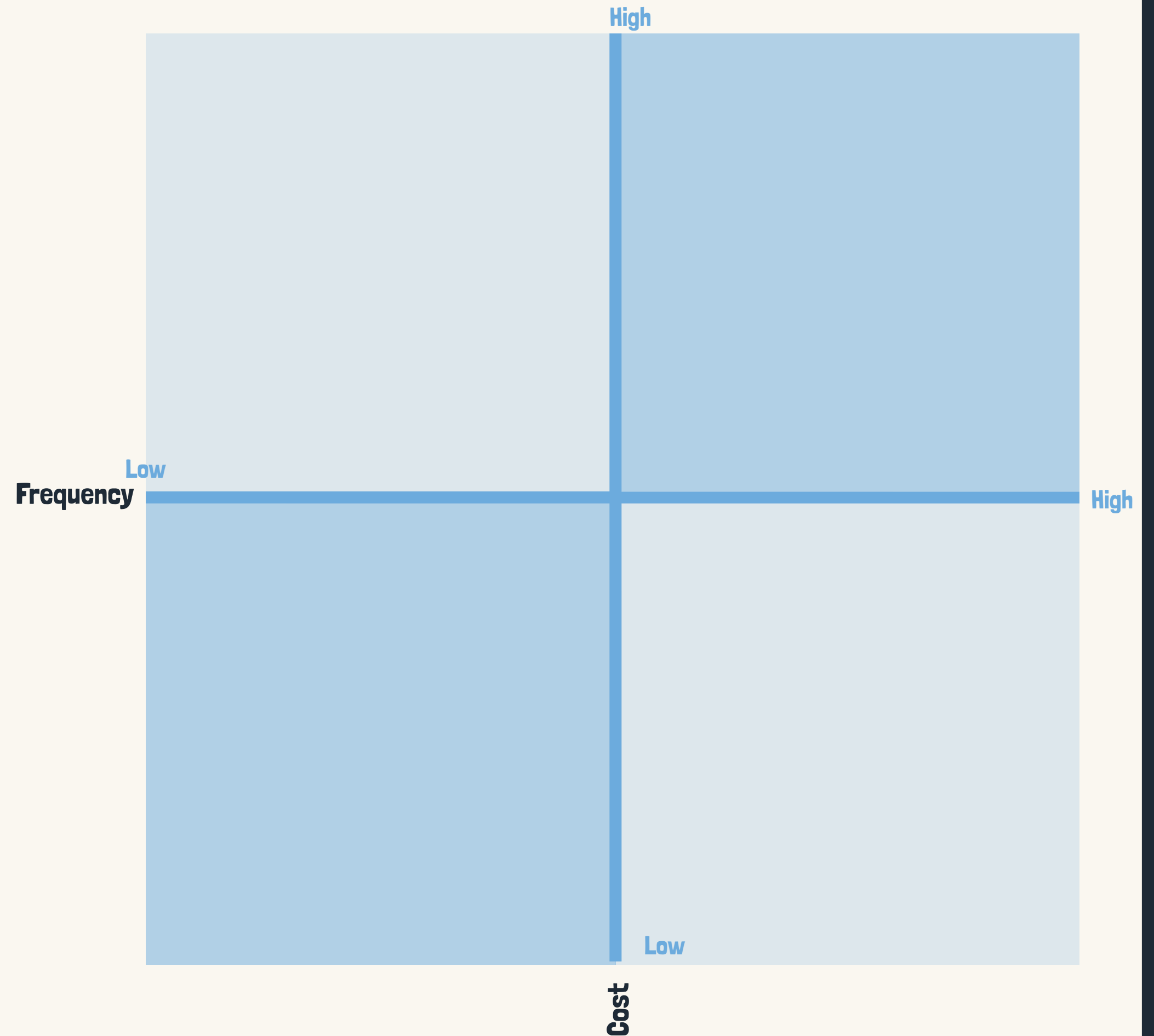
The Mental Load Audit



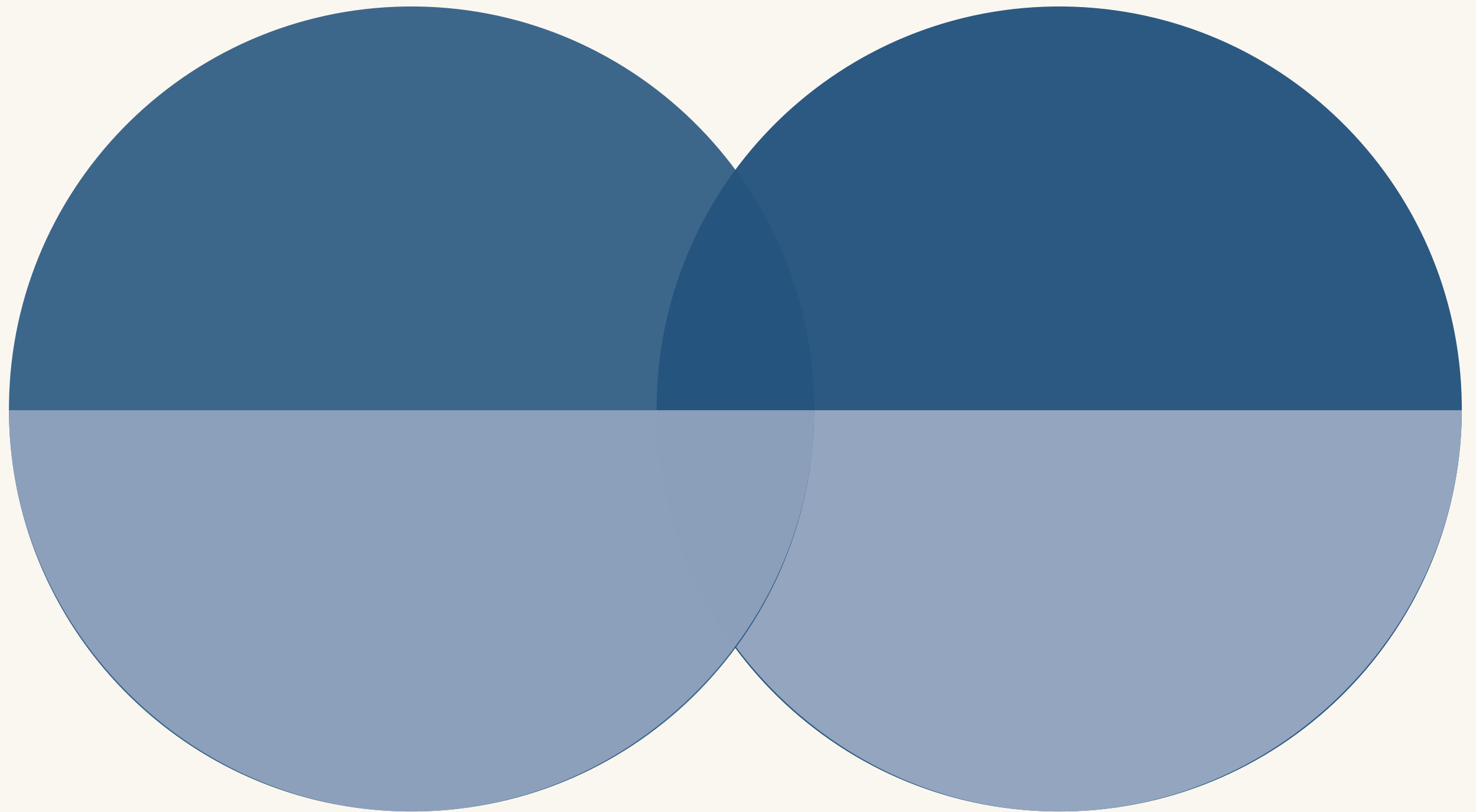
**Get clear on
where your
mental load
energy is going**



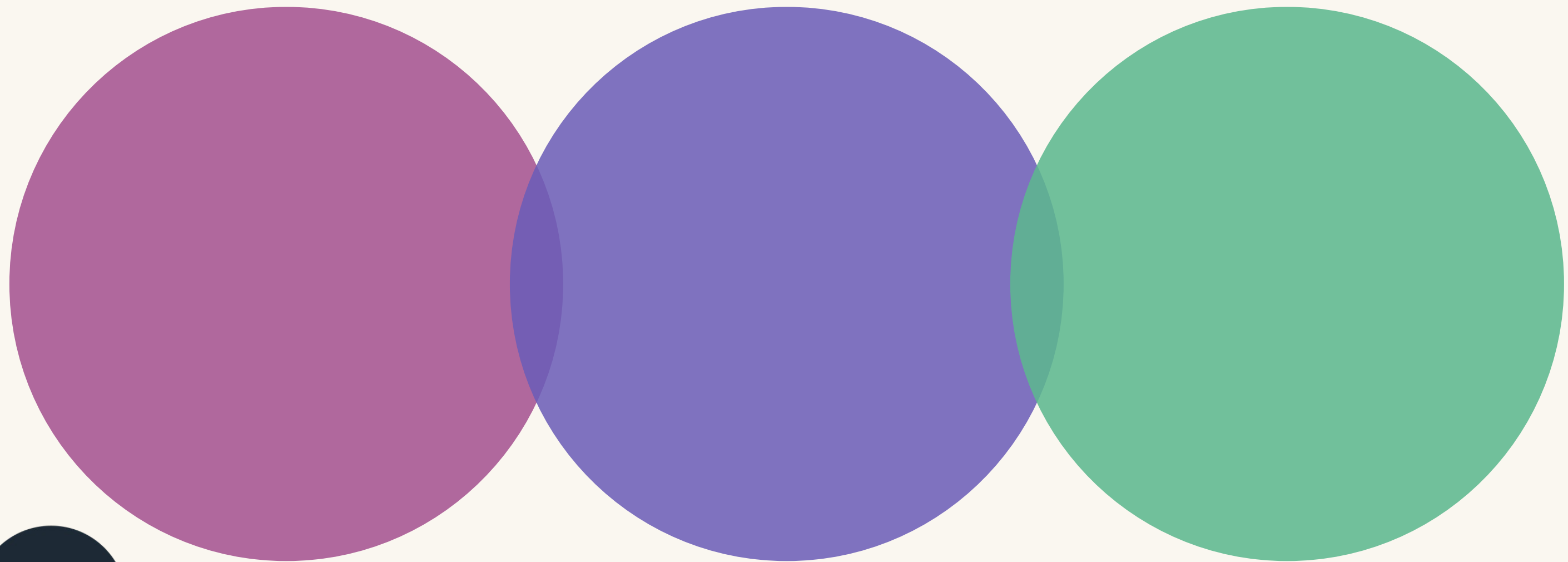
Identify its cost and frequency



Document Duplication



Identify wasteful what ifs, I shoulds and I musts

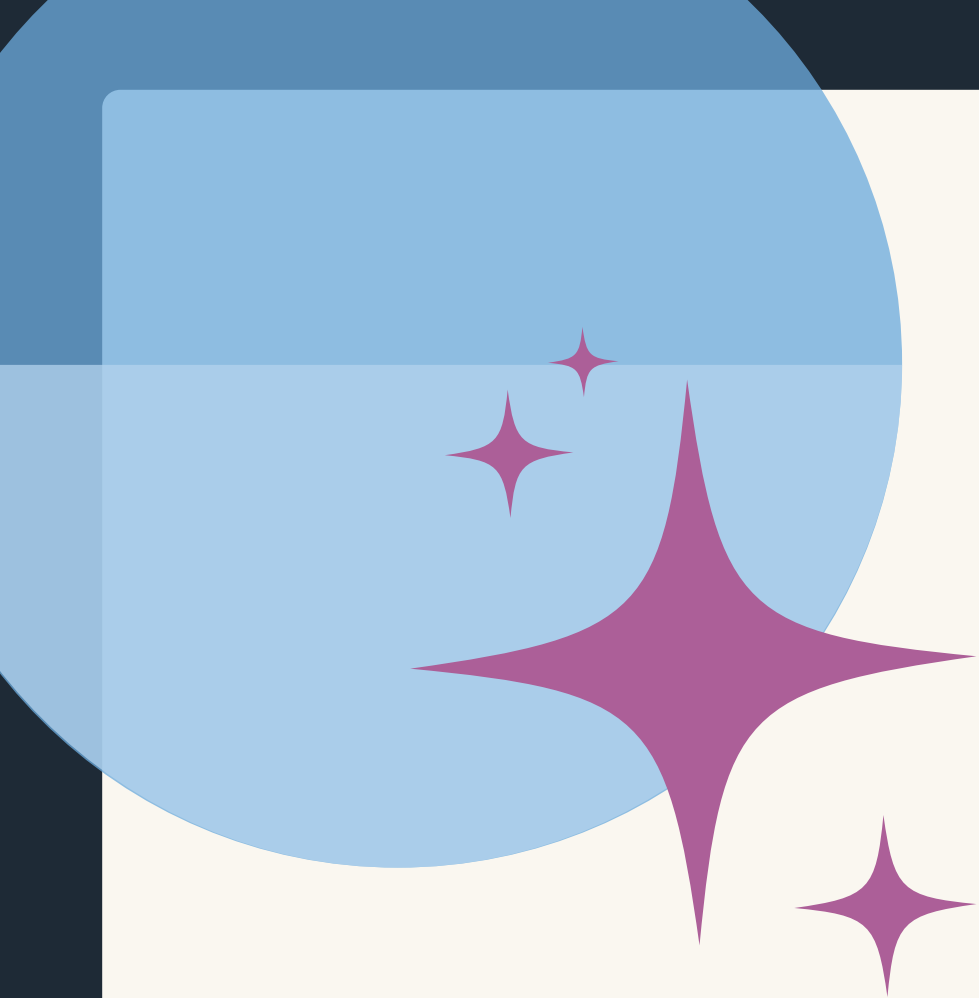


Quiet outdated social norms that make it heavy



Identify your core people





Dream Big and Small

Big Dreams

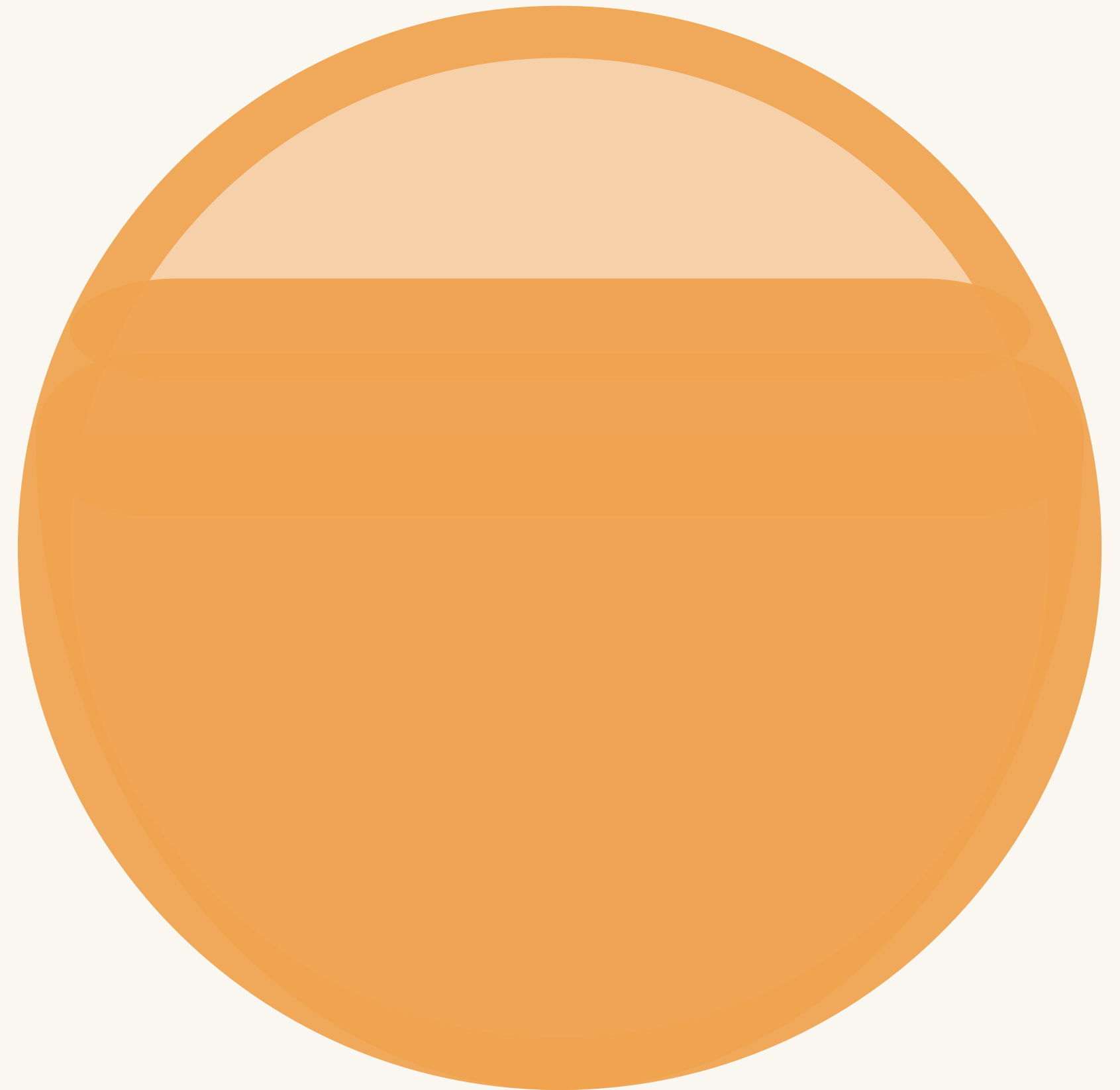
Small Dreams

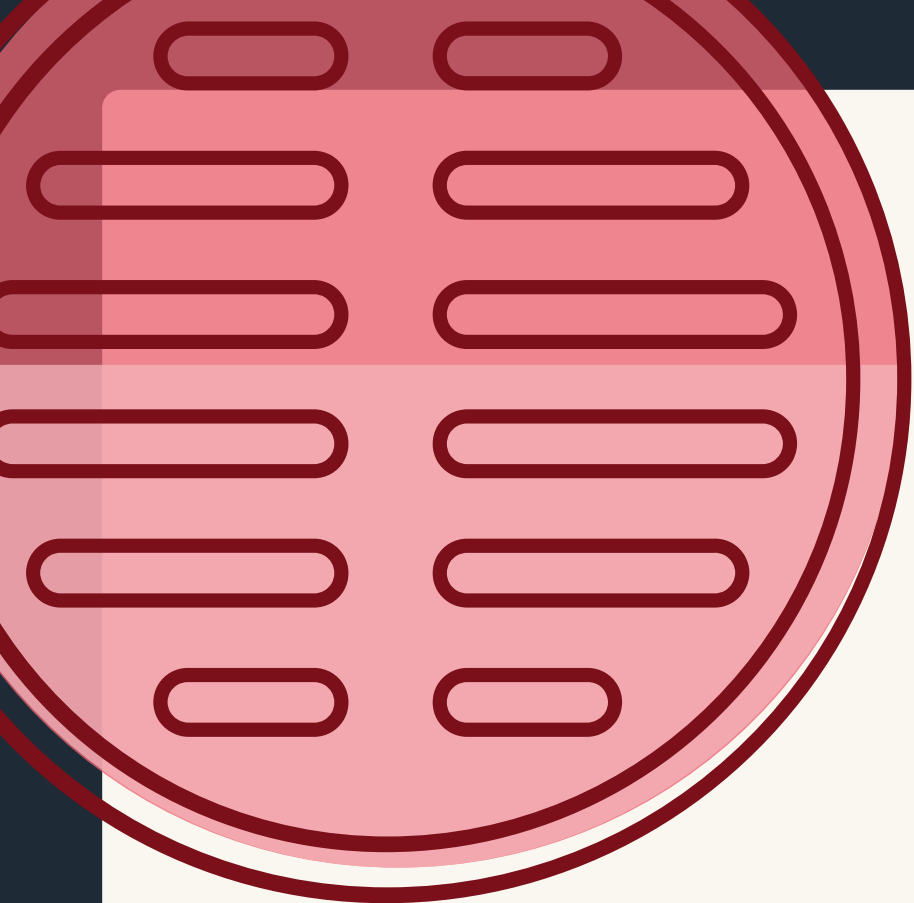


Start to align



**What mental loads do you
love even if they are a
cost? Fill your cup**





**What do you hate to
do because it is a
total drain?**



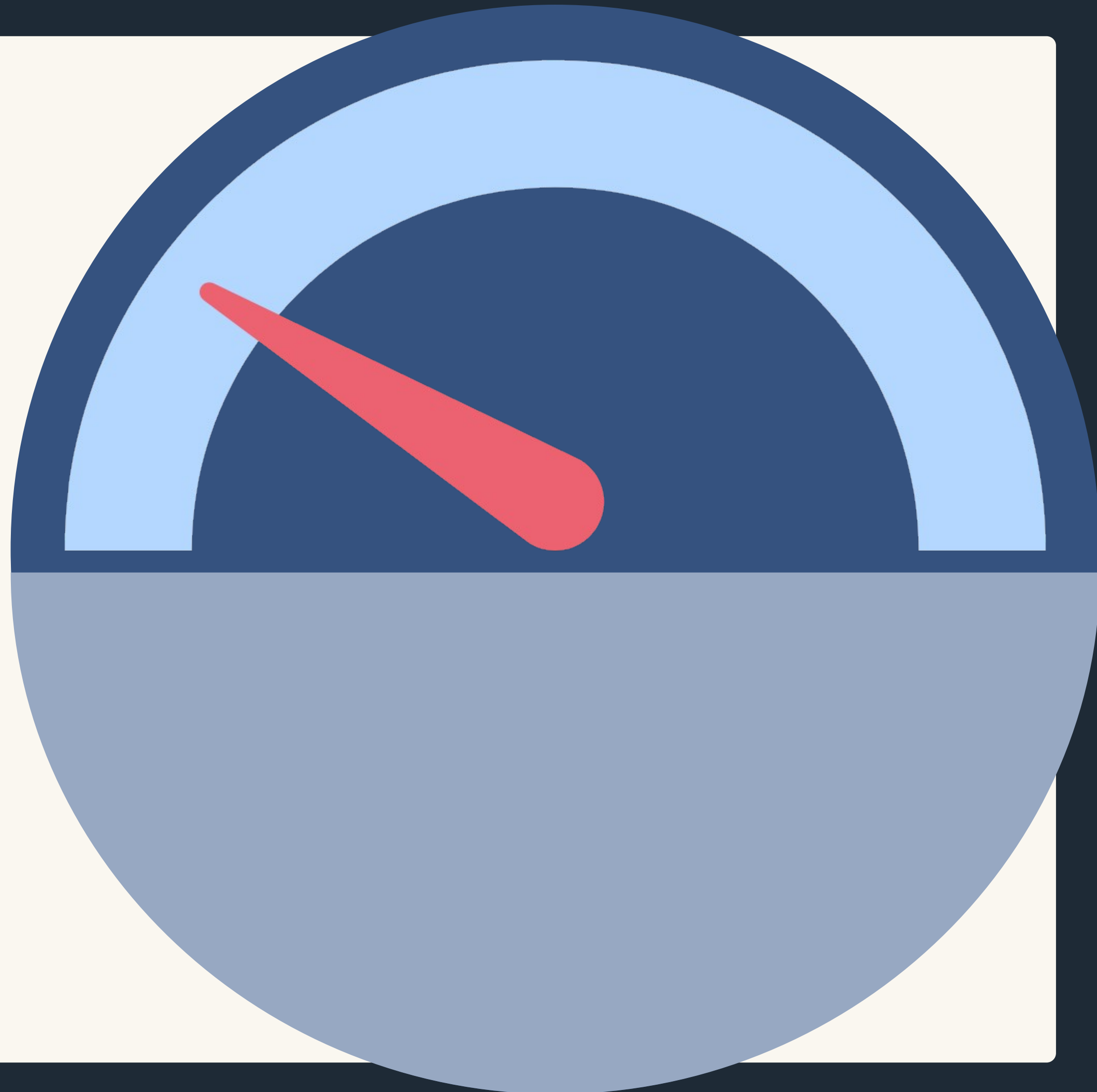
**Who or what is getting
your mental load energy
that really doesn't
deserve it?**

Mental load vampires



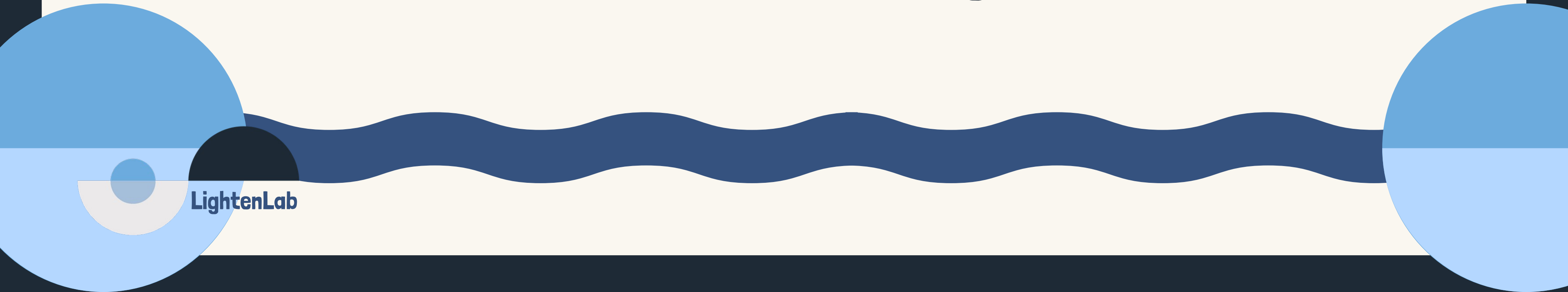


**What can you do to
shift spending so you
have gas in the tank?**



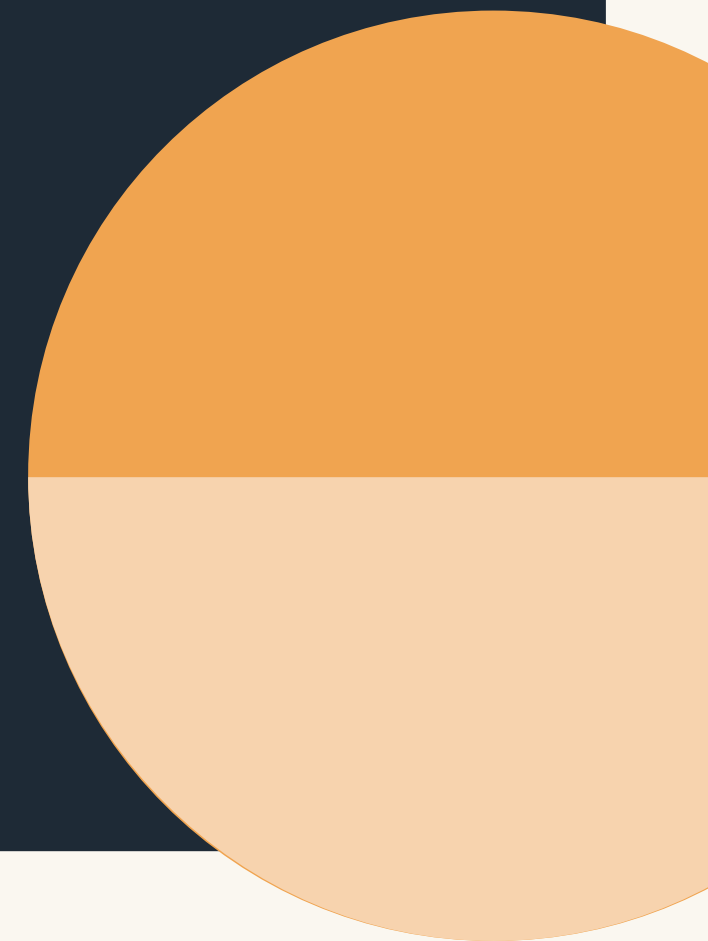
Track your Mental Load over Time

Free assessment at www.lightenlab.com



LightenLab

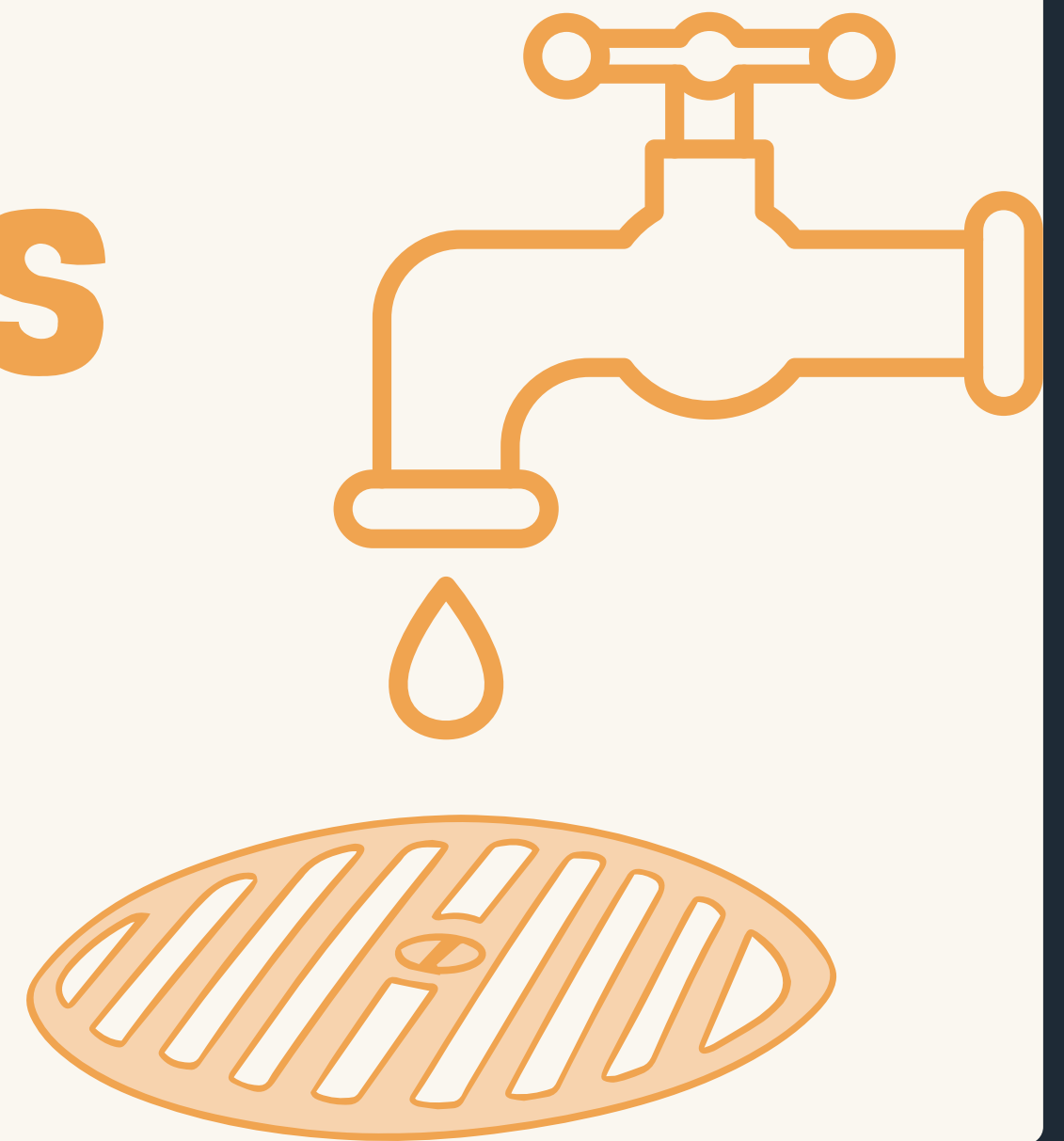
Here is what
organisations can do



Capture employees' Mental Load as a Measure of Psychosocial Safety



Reduce Unnecessary Mental Load **Drains**



Target Resources to Lighten Mental Loads



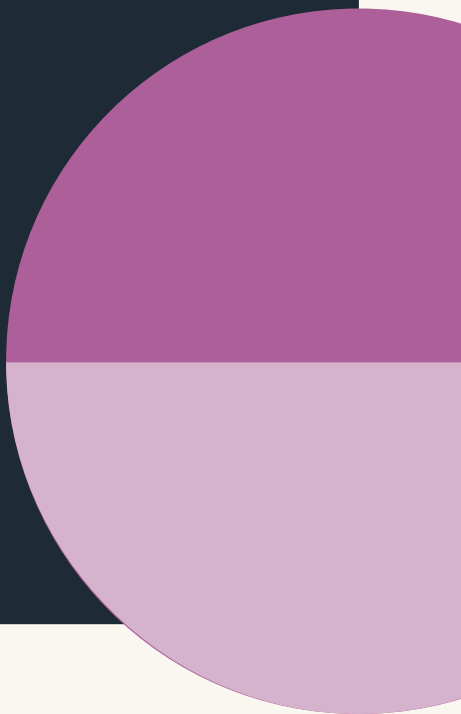
Provide Mental Load **Training** to Employees



Leaders **Role Modeling** Healthy Mental Loads

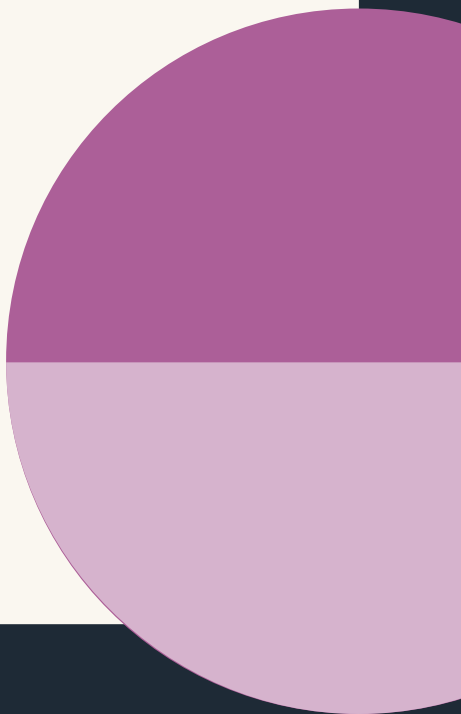
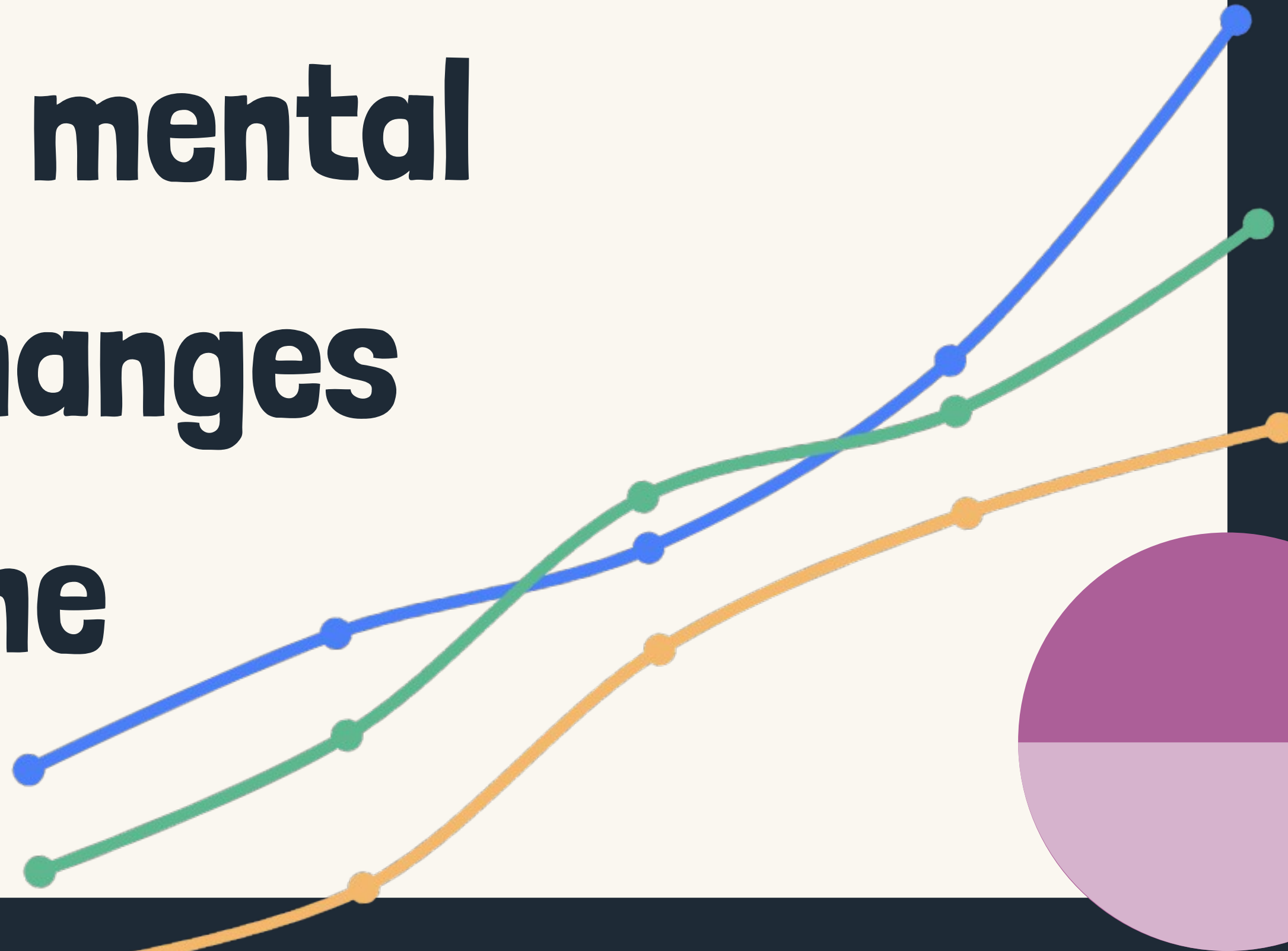


**Here is what
governments can do**



Measure

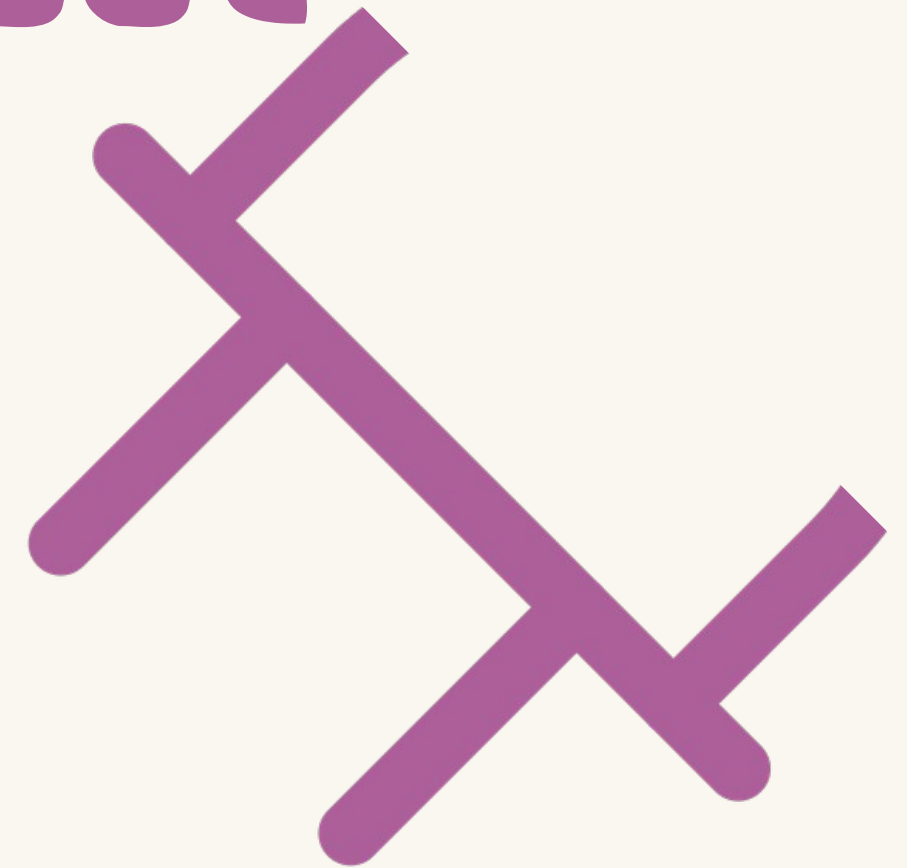
**communities' mental
loads and changes
over time**



**Identify institutional processes
that intensify the mental loads**



Technology as a drain and the right to disconnect



Standardize **access** to flexible and remote work



Educational trainings with **key** **contact** points (e.g. MCHN)



**What kind of world could we create if we were in
mental load surplus?**



Your mental load energy is valuable.

Use it to create a life with more



Meaning



Love



Joy

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