



A REFLECTION TOOL FOR WOMEN WHO CARRY EVERYTHING

THE INVISIBLE LOAD AUDIT

*Where are you carrying too much— and what would it
take to finally put yourself back on the list?*

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BEFORE YOU BEGIN

Welcome, Phoenix

If you're reading this, chances are you're the one who remembers everything, holds everything together, and somehow still ends up last on your own list.

That's not an accident. It's a pattern — one so familiar to you by now that you've probably stopped noticing it's even there. You've just called it "being responsible." Or "being the strong one." Or simply: normal.

This audit isn't here to make you feel guilty for how much you carry. It's here to make the invisible visible — so you can finally see the true weight of what you're holding, name it honestly, and start deciding what actually belongs to you and what doesn't.

How to use this audit

Work through each of the four sections below. Tick anything that's true for you — no editing yourself, no "it's not that bad really." This is a private, honest inventory, just for you.

At the end, you'll tally your results and get a clearer picture of exactly where your load is heaviest — and what that's been quietly costing you.

This will take about ten minutes. Find a quiet corner (if such a thing exists in your world right now), and be honest with yourself. That's the whole point.

SECTION ONE

The Household Load

The mental admin of running a home and family rarely makes it onto any to-do list — but it's often the heaviest load of all, because no one else can even see it.

- ☐ I'm the default parent or carer for almost everything at home.
- ☐ I keep track of appointments, forms, and important dates for the whole family.
- ☐ I notice when things run out before anyone else does.
- ☐ I plan the meals — or feel the guilt when I don't.
- ☐ I'm the one who remembers birthdays, gifts, and events for everyone.
- ☐ If I stopped organising, I genuinely don't believe it would get done.
- ☐ The household runs through me, not around me.

Your tally for this section:

out of 7

SECTION TWO

The Emotional Load

Being everyone's safe place is a gift — until it becomes the only role you're allowed to play.

- ☐ I'm the one people come to when they're struggling.
- ☐ I manage other people's moods before I manage my own.
- ☐ I say "I'm fine" far more often than I mean it.
- ☐ I feel responsible for keeping the peace in most rooms I'm in.
- ☐ I've stopped sharing how I really feel, to protect other people.
- ☐ I give out more emotional energy than I ever receive back.
- ☐ I feel guilty resting, even when I'm genuinely exhausted.

Your tally for this section:

out of 7

SECTION THREE

The Business & Work Load

This is the load I see most often in the women I work with — carrying a business or career the exact same way they carry their home.

- ☐ I find it hard to delegate, even when I'm drowning.
- ☐ I don't fully trust others to do it "right", so I do it myself.
- ☐ I say yes to things I don't actually want, out of obligation.
- ☐ I feel like it would all fall apart if I stepped back.
- ☐ I work harder than I need to, to prove I deserve to be here.
- ☐ I've built something successful, but it still doesn't quite feel like mine.
- ☐ Rest feels like falling behind.

Your tally for this section:

out of 7

SECTION FOUR

The Identity Load

Somewhere in all the roles — mother, partner, boss, carer — a version of you got quietly put down. This section is about her.

- ☐ I struggle to answer the question, “what do you actually want?”
- ☐ I've lost touch with hobbies or interests I used to love.
- ☐ I mostly define myself by what I do for other people.
- ☐ I can't remember the last time I did something purely for me.
- ☐ I feel guilty when I prioritise myself over anyone else.
- ☐ I'm honestly not sure who I am outside of my roles.
- ☐ I long for something to change, but I don't know where to start.

Your tally for this section:

out of 7

READING YOUR RESULTS

What Your Load Score Reveals

Add up your ticks across all four sections (out of 28 total) and find your range below.

1 – 7

The Light Carry

You're managing well right now, and it's worth noticing what you're doing differently. Keep checking in — loads have a way of creeping up quietly.

8 – 14

The Creeping Load

The weight is building, even if it doesn't feel critical yet. This is the moment most women miss — and the easiest one to actually do something about.

15 – 21

The Overloaded Zone

You are carrying more than any one woman should hold alone. This isn't a personality flaw or a productivity problem. It's a boundaries problem.

22 – 28

Critical Overload

You have likely been running on empty for a long time, holding it together for everyone except yourself. This is not sustainable — and it's not meant to be carried alone.

GO DEEPER

A Few Honest Questions

Numbers only tell you so much. The real insight is in what surprised you. Take a few minutes with a notebook (or the space on this page) and sit with these:

Which section scored highest for you — and did that surprise you, or confirm what you already knew?

Where did a single tick land harder than you expected it to?

If you kept carrying this exact load for another five years, what would it cost you?

What is one thing on this list that was never actually yours to carry in the first place?

AWARENESS IS ONLY STEP ONE

Seeing The Load Isn't The Same As Putting It Down

You've just done something most women never do — you've looked directly at everything you're carrying, instead of pushing through it. That matters.

But here's the honest truth: awareness alone won't lighten the load. Knowing you overgive doesn't stop you overgiving. Knowing you can't delegate doesn't make it easier to hand something over. Knowing you've lost touch with yourself doesn't automatically bring her back.

What actually changes things is a skill almost none of us were ever taught: setting a boundary, and then holding it — even when someone pushes back, even when guilt shows up, even when it feels selfish.

This is the exact work at the heart of my signature framework, The Ember Boundary Method — and it's not something you build alone, in theory, from a page. It's built in practice, in a community, with women who are doing it alongside you.

Inside Phoenix Hatchlings, this shows up every single week in something called the Boundary Drop — a recurring space where members share one boundary they're setting, and get to be witnessed and supported in actually holding it.



YOUR NEXT STEP

Join The Sisterhood

You don't have to carry this—or figure out how to put it down—on your own.

Phoenix Hatchlings is a community for women who are done carrying everything while losing themselves, and ready to learn how to put themselves first, without apology.

Inside, you'll find a place to share honestly, practice setting real boundaries with women who get it, and start reclaiming the parts of yourself this audit just helped you see. This is only the beginning of the journey — not the destination.

The name is deliberate: hatchlings don't stay hatchlings forever.

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"Reclaiming her fire, one boundary at a time."

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