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Women, load & identity. Asked and answered.

Why am I so tired when I'm coping so well?

Because coping is work. Anticipating, monitoring, deciding, and absorbing for a household, a team, or both is sustained cognitive and emotional labour. Competence hides cost — the tiredness is data about the load, not evidence of weakness.

Is this burnout?

Burnout is one name for a system that has spent more than it has recovered, for too long. Whatever the label, the pattern responds to the same sequence: restore regulation, reduce and redistribute load, and rebuild recovery that actually restores.

What is the "invisible load"?

The thinking work around the doing work — noticing what is needed, holding the calendar in your head, tracking everyone's states, planning contingencies. It is real work. Unnamed, it cannot be shared; named, it can be redistributed.

Why is asking for help so hard?

Often because identity got built around being the one who copes. Handing something over can feel like losing a part of yourself, not just a task. That is an identity question, not a logistics question — and it deserves to be worked with as one.

Is it perfectionism?

Frequently it is standards doing the job of safety — if everything is handled, nothing can go wrong. The work is not lowering standards everywhere; it is choosing deliberately where excellent matters and where done is enough.

Why do I lose myself in demanding seasons?

Roles expand to fill capacity, and identity contracts to fit what is left. The answer is rarely a dramatic exit — it is protecting small, non-negotiable anchors of self through the season, on purpose.

What actually helps?

In order: regulation (a nervous system that gets to settle — sleep, movement, real pauses), then visibility (the load named and mapped), then redistribution and boundaries (deliberate choices about what is carried, by whom, for how long).

Where do I start?

Map your own pattern first — which load costs you most, and in which season. The Capacity Check™ takes five minutes and points to a sensible starting place. Then change one thing, and let it hold.

IF THINGS FEEL UNSAFE RIGHT NOW

Call 111 in an emergency. Lifeline 0800 543 354 · free call or text 1737, any hour. You don't need to be in crisis to use these lines.

