

THE EMOTIONAL LABOUR AUDIT



WHAT'S INSIDE:

- ✓ A GUIDED QUIZ TO ASSESS EMOTIONAL LABOUR IN YOUR RELATIONSHIP
- ✓ COMMON SIGNS OF IMBALANCE IN EMOTIONAL & MENTAL LOAD
- ✓ A CHECKLIST OF INVISIBLE TASKS THAT OFTEN GO UNNOTICED
- ✓ CONVERSATION STARTERS TO DISCUSS EMOTIONAL LABOUR CONSTRUCTIVELY
- ✓ A STEP-BY-STEP PLAN TO CREATE A MORE BALANCED PARTNERSHIP

ASSESSING BALANCE IN YOUR RELATIONSHIP - QUIZ

INSTRUCTIONS: FOR EACH QUESTION, SELECT WHO PRIMARILY TAKES ON THE RESPONSIBILITY—
ME, MY PARTNER, OR BOTH OF US.

- 1 Who keeps track of household tasks and responsibilities (e.g., chores, bills, appointments)?
☐ Me ☐ My Partner ☐ Both of Us
- 2 Who anticipates emotional needs in the relationship (e.g., checking in, planning special moments, remembering important dates)?
☐ Me ☐ My Partner ☐ Both of Us
- 3 If you stop handling something (e.g., grocery shopping, scheduling appointments, remembering family birthdays), does it get overlooked entirely?
☐ Me ☐ My Partner ☐ Both of Us
- 4 Who takes on the mental workload of managing the household (e.g., meal planning, keeping track of kids' schedules, organizing social events)?
☐ Me ☐ My Partner ☐ Both of Us
- 5 Who regularly reminds the other to complete shared responsibilities (e.g., paying bills, checking in on family, making plans)?
☐ Me ☐ My Partner ☐ Both of Us
- 6 Who feels more mentally drained at the end of the day despite similar responsibilities?
☐ Me ☐ My Partner ☐ Both of Us
- 7 Who typically initiates discussions about relationship dynamics, emotional well-being, or problem-solving?
☐ Me ☐ My Partner ☐ Both of Us
- 8 Who is more likely to take initiative in resolving conflicts or addressing unspoken tensions?
☐ Me ☐ My Partner ☐ Both of Us

SCORING & REFLECTION:

- If most answers are “Me” It seems you might be carrying a significant portion of the emotional labor. It may be time to communicate with your partner about redistributing responsibilities more fairly.
- If most answers are “My Partner” Your partner may be taking on a heavier mental and emotional workload. Consider asking how you can share the load more equitably.
- If most answers are “Both of Us” You likely have a balanced dynamic, but it’s always helpful to check in and ensure that both of you feel supported.

COMMON SIGNS OF EMOTIONAL & MENTAL LOAD IMBALANCE

- ☒ One partner always initiates problem-solving discussions
- ☒ One person remembers key dates (anniversaries, birthdays, bills) while the other simply participates
- ☒ Unequal distribution of household responsibilities beyond just physical chores (e.g., planning, organising, scheduling)
- ☒ Frequent emotional exhaustion from carrying the responsibility of emotional check-ins and problem prevention
- ☒ Feeling like you need to manage your partner’s emotions in addition to your own


CHECKLIST OF INVISIBLE TASKS THAT OFTEN GO UNNOTICED

- ☐ Keeping track of grocery inventory and meal planning
- ☐ Remembering and scheduling medical appointments for the family
- ☐ Organising childcare, school paperwork, and extracurricular activities
- ☐ Emotional check-ins (e.g., noticing when someone is stressed and offering support)
- ☐ Planning holidays, family gatherings, and social events
- ☐ Making sure household necessities (e.g., toilet paper, toothpaste) never run out
- ☐ Reminding or following up on tasks that benefit both partners
- ☐ Managing finances (budgeting, tracking expenses, bill payments)

NEXT STEPS:

USE THE CONVERSATION STARTERS BELOW TO DISCUSS THESE FINDINGS WITH YOUR PARTNER AND EXPLORE WAYS TO CREATE A MORE BALANCED PARTNERSHIP.

- ◆ "I've noticed that I naturally take on tasks like appointments and meal planning, and I'd love for us to find a way to share them more evenly. How do you think we could divide things up in a way that works for both of us?"
- ◆ "I really enjoy contributing to our home, but sometimes I feel overwhelmed by everything I'm managing mentally. Have you ever felt that way? Maybe we can come up with a system together to make things feel more balanced."
- ◆ "I know we both have a lot on our plates, and I want to make sure neither of us feels overburdened. Would you be open to us reviewing the responsibilities I usually handle and seeing where we could adjust things?"
- ◆ "I sometimes feel like I have to remind you about certain tasks, and I know that's not fun for either of us. Do you think there's a way we could set up a system (like a shared calendar or checklist) so things get handled without me feeling like I'm nagging?"

These collaborative prompts encourage discussion, self-awareness, and teamwork, helping you create a partnership where both of you feel supported and valued. 

STEP-BY-STEP PLAN FOR A MORE BALANCED PARTNERSHIP

- ✓ Step 1: Identify key areas where emotional labour is unbalanced using the checklist above.
- ✓ Step 2: Have an open conversation with your partner using the provided conversation starters.
- ✓ Step 3: List specific tasks and decide who will handle each one moving forward.
- ✓ Step 4: Set reminders or tracking methods to ensure both partners take responsibility for their share.
- ✓ Step 5: Check in regularly (weekly or monthly) to ensure balance is maintained and make adjustments as needed



Final Thought:

Emotional labour is part of every relationship, but it works best when shared. By recognising and discussing imbalances, you can build a stronger, more fulfilling partnership.

NOTES:

CONGRATULATIONS

**ON COMPLETING
THE THE EMOTIONAL
LABOUR AUDIT!**