

Reflection & Action-Planning Worksheet

The Meaning, Measurement, and Implications of Invisible Family Load

Source: Wayne, J.H., Mills, M.J., Wang, YR. *et al.* (2023). Who's Remembering to Buy the Eggs? The Meaning, Measurement, and Implications of Invisible Family Load. *Journal of Business & Psychology*, 38, 1159–1184.
<https://doi.org/10.1007/s10869-023-09887-7>

In the past month, how often have you done each of the following when addressing the needs, responsibilities, etc., of your family?

Rate each item from Never (1) to Always (7)

Emotional Load

Felt apprehensive about your family's needs, goals, activities, responsibilities, and/or well-being

Never 1	Rarely 2	Occasionally 3	Sometimes 4	Often 5	Very Often 6	Always 7
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Felt troubled by your family's needs, goals, activities, responsibilities, and/or well-being

Never 1	Rarely 2	Occasionally 3	Sometimes 4	Often 5	Very Often 6	Always 7
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Felt distressed about your family's needs, goals, activities, responsibilities, and/or well-being

Never 1	Rarely 2	Occasionally 3	Sometimes 4	Often 5	Very Often 6	Always 7
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Notes:

Cognitive Load

Processed information related to your family's needs, goals, activities, responsibilities, and/or well-being

Never	Rarely	Occasionally	Sometimes	Often	Very Often	Always
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1	2	3	4	5	6	7
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Kept in mind your family's needs, goals, activities, responsibilities and/or well-being

Never 1	Rarely 2	Occasionally 3	Sometimes 4	Often 5	Very Often 6	Always 7
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Thought about your family's needs, goals, activities, responsibilities, and/or well-being

Never 1	Rarely 2	Occasionally 3	Sometimes 4	Often 5	Very Often 6	Always 7
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Notes:

Managerial Load

Coordinated your family's needs, goals, activities, responsibilities, and/or well-being

Never 1	Rarely 2	Occasionally 3	Sometimes 4	Often 5	Very Often 6	Always 7
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Made arrangements for what needs to get done for your family's needs, goals, activities, responsibilities, and/or well-being

Never 1	Rarely 2	Occasionally 3	Sometimes 4	Often 5	Very Often 6	Always 7
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Made plans for your family's needs, goals, activities, responsibilities, and/or well-being

Never 1	Rarely 2	Occasionally 3	Sometimes 4	Often 5	Very Often 6	Always 7
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Notes:
