



Invest in Your Wellness with Wellness Works®

Welcome to the UBA Partner Firm exclusive newsletter focusing on your biggest and most personal asset – wellness.

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Lightening Your Mental Load in a Hybrid World

Picture this: You’ve just wrapped a virtual meeting, you’re halfway through reading an email, and you remember you need to schedule a doctor’s appointment for your child. While your inbox keeps pinging, you’re also tracking groceries, car maintenance, and an upcoming deadline. This invisible, behind-the-scenes thinking, your mental load, is exhausting. And if you work in a hybrid setting, that weight may feel heavier than ever.

Hybrid schedules blur the line between work and home. Without a clear boundary, you’re left juggling a constant stream of small but essential tasks. That “thinking work” might not show up on your to-do list, but it chips away at focus and energy.

Why Your Mental Load Matters

Your mental load isn’t just tiring; it’s a risk factor for burnout and disengagement. Cognitive overload leads to decision fatigue, decreased creativity, and slower problem-solving. When your mind is maxed out, it’s harder to do your best work and easier to feel stretched thin.

[77% of employees report experiencing workplace stress, and 82% say they’re at risk of burnout.](#)

Hybrid environments often intensify this strain, especially when the “workday” never truly ends. The workday often begins before many people have even gotten out of bed. By 6 a.m., a significant number of professionals have already scanned their inboxes, hoping to get ahead.

With flat budgets and growing pressure to perform, [one in three workers now say the pace of work over the past five years has made it nearly impossible to keep up.](#)

The inbox may still be the front door to work, but too often it opens to a flood of unprioritized chaos.



Practical Ways to Lighten Your Load

You can take small, intentional steps to reduce the strain on your mind.

Make tasks visible.

Use shared calendars, task boards, or apps so that responsibilities aren't just in your head.

Do a weekly reset.

Block 15 minutes each week to review priorities, schedule focus time, and clear mental clutter.

Ask for clarity.

If you're unsure who owns what, seek answers. Clear roles mean less second-guessing.

Batch decisions.

Group similar choices (such as approving expenses or responding to emails) into one block to reduce constant context switching.

How Your Workplace Can Help

Your employer also plays a big role in easing cognitive strain. Here's what to look for — and advocate for if it's missing.

Buffer time between meetings.

Even a five-minute break can make a difference.

Fewer low-value decisions.

Standard options — like travel policies or default tools — save mental energy.

Flexible focus hours.

Protected blocks of time for deep work reduce overload.

Manager check-ins about hidden work.

Conversations about invisible mental strain can spark practical support.

A Healthier Hybrid Future

Lightening your mental load isn't just about feeling better; it's about performing better. When you're not carrying an invisible mountain of tasks, you can focus, innovate, and fully engage in your work.

By sharing hidden responsibilities, clarifying boundaries, and pushing for systems that limit unnecessary decisions, you create space for both productivity and well-being. Hybrid work doesn't have to mean a heavier cognitive burden. With the right strategies, you can thrive at work and at home.



Wellness Works® Book Review | The Art of Letting Go

Nick Trenton's [*The Art of Letting Go: Stop Overthinking, Stop Negative Spirals, and Find Emotional Freedom \(The Path to Calm\)*](#) is an empowering guide for breaking the cycle of overthinking and emotional overload. Trenton's calm, conversational style and actionable techniques highlight that peace of mind comes from understanding your thoughts and consciously choosing healthier responses to life's challenges.

Highlights

Key Concepts

At the core of this book is a simple truth: your thoughts don't have to control you. Trenton explains how anxious mental loops form, why our brains are wired to scan for danger, and how outdated survival instincts keep us trapped in worry. He believes that over-focusing on the past or fearing the future drains our sense of control. Instead, he encourages readers to reclaim the present, the only place where real change and calm can exist.

Practical Applications

This is a hands-on guide to reshaping your inner dialogue. Trenton introduces tools like brain dumping to clear mental clutter, observation without judgment to create space from your emotions, and self-distancing exercises to shift perspective. He also encourages challenging perfectionism by aiming for growth without self-punishment. These strategies are practical, adaptable, and suited for everyday use.

Impact

By following Trenton's guidance, readers discover they can choose calm and build resilience. The book's central message is about reclaiming your mental energy so you can respond with presence, rather than react to fear or uncertainty.

The Final Word

If you've been caught in endless "what if" scenarios or stuck replaying past mistakes, *The Art of Letting Go* offers a path toward relief and clarity. Trenton blends relatable insights with proven psychological techniques to help you stop overthinking and start living with greater ease. This isn't about perfection; it's about creating space for peace in a world that constantly demands more of your attention.

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