

The effort is often invisible.  
The exhaustion is real.




It's not the task itself.  
It's everything that comes before it.



## THE INVISIBLE WORKLOAD

Many people with Fetal Alcohol Spectrum Disorder (FASD) spend enormous amounts of energy on things that happen automatically for most people.

Before a task can begin, they may need to:

-  Remember the task
-  Organize materials
-  Manage distractions
-  Process information
-  Navigate anxiety
-  Adapt to changes



Many adults with FASD can do the task. What often helps is having support that reduces the invisible workload required to get there.

## WHY SUPPORT MATTERS

Support is not replacing ability. Support reduces cognitive load so ability can be used.

Examples of helpful support:

- Working through tasks together
- Reminders and shared calendars
- Simplified instructions
- Predictable routines
- Assistance with organization
- Side-by-side support or shadowing when needed
- Reduced demands during periods of stress



**OTHERS SEE:**  
The bill wasn't paid.



**WHAT THEY DON'T SEE:**  
Everything that came before it.