

Supporting Meaningful Conversations About Perimenopause and Menopause at Work

Tips for Managers from the Menopause Education Center



Talking about perimenopause and menopause shouldn't feel taboo. Clear, compassionate conversations create a culture of trust and ensure team members can access the support they need to stay well and perform at their best. You don't need to be an expert to be a good ally, you just need to be open and informed.



Before the Conversation

- Review relevant workplace or health policies.
- Brush up on basics. Use MEC resources or talk to HR.
- Know what you hope to learn or offer in the conversation.



Create a Supportive Space

- Choose a private, unhurried setting.
- Let them know why you're meeting ahead of time.
- Ask open questions and let them share at their own pace.



Normalize the Conversation

- Ask open questions like "What would feel helpful right now?"
- Keep the focus on listening and adjusting, not solving.
- Respect that not everyone impacted identifies as a woman.



Build Ongoing Trust

- Be clear about confidentiality and boundaries.
- Only offer what you can follow through on.
- Provide options like HR, champions, or peers, and follow up.

Let's break the stigma. Together.

