

Talking About Perimenopause and Menopause at Work

Empowering yourself to speak up and seek support.



Talking to your Colleagues



Opening up with trusted colleagues or those who may be going through something similar can make a big difference. Whether it's a co-worker, or someone with a perimenopausal or menopausal partner or parent, sharing your experience helps create a more open and supportive workplace culture.

Navigating the Conversation with Your Manager




It's OK to ask for support if your symptoms are affecting your work.

Here's how to prepare:

- Track your symptoms, note how they're showing up.
- Think through practical solutions. What changes could help you do your best work?
- Be specific and clear.

What to say in the meeting:

- How perimenopause and menopause is affecting your day-to-day work.
- What you're already doing to manage symptoms.
- What kind of support or adjustments would help.

 **Tip:** Your manager may not have much experience with menopause. Give them space to take in what you're sharing and suggest a follow-up conversation.

Know Your Options

- Schedule a private, dedicated time to talk to your manager.
- Make your preferences about privacy clear.
- If you're not ready to talk with your manager, try HR, an employee resource group, or a workplace wellness contact.

