

# How to Support a Colleague Going Through Perimenopause or Menopause

*Because silence shouldn't be part of the experience*



Perimenopause and menopause doesn't happen in isolation. It affects focus, energy, and emotional wellbeing. When people can speak openly about what they're experiencing, they're more likely to feel supported and less alone. That kind of connection builds stronger teams and real belonging at work.



## Supporting a Colleague Through Perimenopause or Menopause

**Encourage Them.** Perimenopause and menopause can affect confidence and focus. A kind word or reminder of their strengths goes a long way. You don't need to fix anything. Just show you care.

**What to Say.** Open questions help, especially if they're dealing with brain fog. *How can I support you right now? What's been hard lately? I'm here when you want to talk.*

**Why It's Hard to Speak Up.** Many hesitate to talk about perimenopause and menopause at work because it feels personal, they fear judgment or impact on their career, and worry about their manager's reaction.

## Our Commitment

At the Menopause Education Center, we believe everyone deserves to feel seen, supported, and respected during every life stage, including perimenopause and menopause. Let's lead with empathy and help build a workplace where no one feels the need to hide what they're going through.

