Let’s talk menopause

Join the conversation #MenopauseAtWork

Did you know

Two in three
Menopausal women say their symptoms have had a negative impact on their work.

Top two impacts at work

- Less able to concentrate
- Increased amount of stress

Small things can make a big difference

- Flexible working
- A desk fan
- More breaks when needed

Find out how at cipd.org/en/topics/menopause/
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Do

• Do your homework: make sure you know the facts.
• Do talk about the menopause – it can help reduce symptoms.
• Do review our top tips on how to approach a sensitive conversation.
• Do ask your employer for a risk assessment.
• Do make adjustments to the work environment or patterns.
• Do keep an open mind and be flexible.

Don’t

• Don’t make assumptions.
• Don’t shy away from talking about the menopause.
• Don’t focus on the problem, focus on solutions instead.
• Don’t share any personal information without consent.
• Don’t address poor performance without first addressing any health issues.
• Don’t offer medical advice but do suggest relevant support.

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