MANAGING YOUR MENOPAUSE 3-STAGE PROCESS
MENOPAUSE: THE FACTS

Everyone should have menopause awareness, so they can support colleagues, friends and family.

3 in 4 people experience menopause symptoms at some time

51
is the average age to reach menopause

8 in 10
people of menopausal age are in work

2 in 5
said symptoms were worse than expected

1 in 4 people experience serious symptoms

1%
of people reach menopause before they are 40

The majority of people are unwilling to disclose menopause-related health problems to line managers.
MANAGING MENOPAUSE

SIGNPOSTING OUR 3-STAGE PROCESS

The Managing your menopause: 3-stage process can help those experiencing menopause understand their options and choices for managing symptoms. Everyone’s experience of menopause is different. Everyone experiences different symptoms, has different views or philosophies about how they’d prefer to manage them and different medical histories, too.

The following pages help anyone experiencing menopause symptoms work out what’s right for them, and plan their next steps.

**SYMPTOMS**

- Physiological symptoms
  - Hot flushes
  - Night sweats
  - Sleep problems
  - Skin problems, tingling or acne
  - Aching joints
  - Weight gain or loss
  - Fatigue
  - Heart palpitations
  - Changes in periods
  - Breast tenderness
  - LFT, laboratory frequency & blood tests

**Psychological symptoms**

- Mood swings
- Lower self-confidence
- Mood swings
- Memory problems
- Low mood or depression
- Bone threats
- Sleep problems
- Decreased ability to concentrate
- Brain fog
- Ability to think task

**Stage 1:**
- What are your symptoms?
- How do they affect you at home and at work?
- How are you managing the symptoms?
- How can you adjust your lifestyle to help manage the symptoms?

**Stage 2:**
- How will you respond to these symptoms over the long term?
- How will you manage your symptoms and long-term goals?
- What sort of medical, complementary or lifestyle approach are you considering?
- What will you need to be successful?

**Stage 3:**
- What will you do to achieve your goals?
- What can help you at home and at work?
<table>
<thead>
<tr>
<th>PHYSICAL SYMPTOMS</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hot flushes/Night sweats</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sleep problems</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skin (dryness, itching or acne)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aching joints</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weight gain or bloating</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fatigue</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heart palpitations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Changes in periods</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Breast tenderness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UTI, urinary frequency &amp; leakage</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PSYCHOLOGICAL SYMPTOMS</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worry or anxiety</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lower self confidence</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mood swings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Memory problems</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Low mood or depression</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Panic attacks</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Easily tearful</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Decreased ability to concentrate</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brain fog</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inability to multi task</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

SYMPTOMS
0 = NO PROBLEM | 1 = MILD SYMPTOMS | 2 = SEVERE SYMPTOMS | 3 = EXTREMELY SEVERE SYMPTOMS
Stage 1:
- What are your symptoms?
- Do you experience these symptoms more at certain times?
- Prioritise the top 3 or 4
- How do they affect you at home and at work?

Stage 2:
- What is your personal philosophy to manage symptoms and long-term health?
- Do you prefer the medical, complementary or lifestyle approach, or a combination?
- Decide who you are going to talk to and when.
- Establish who can help you at home and at work.
WHAT NEXT?

Stage 3:

- What do you plan to do to:
  - Learn more about menopause (if you need to)?
  - Manage your symptoms and long-term health?
  - Decide who are you going to talk to? And by when?
  - Understand who can help you (at work, at home)?