



HENPICKED

Menopause in the Workplace

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
 0 = NO PROBLEM | 1 = MILD SYMPTOMS | 2 = SEVERE SYMPTOMS
 3 = EXTREMELY SEVERE SYMPTOMS

	0	1	2	3
PHYSICAL SYMPTOMS				
Hot flushes/night sweats	●	●	●	●
Sleep problems	●	●	●	●
Skin (dryness, itching or acne)	●	●	●	●
Aching joints	●	●	●	●
Weight gain or bloating	●	●	●	●
Fatigue	●	●	●	●
Heart palpitations	●	●	●	●
Changes in periods	●	●	●	●
Breast tenderness	●	●	●	●
UTL urinary frequency & leakage	●	●	●	●
PSYCHOLOGICAL SYMPTOMS				
Worry or anxiety	●	●	●	●
Lower self confidence	●	●	●	●
Mood swings	●	●	●	●
Memory problems	●	●	●	●
Low mood or depression	●	●	●	●
Panic attacks	●	●	●	●
Easily tearful	●	●	●	●
Decreased ability to concentrate	●	●	●	●
Brain fog	●	●	●	●
Inability to multi task	●	●	●	●

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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.

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COLLEAGUE SUPPORT PACK
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?
 - Who are you going to talk to? And by when?
 - Who can help you (at work, at home)?

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PHYSICAL SYMPTOMS	0	1	2	3
Hot flushes/Night sweats	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sleep problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skin (dryness, itching or acne)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aching joints	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Weight gain or bloating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fatigue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Heart palpitations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changes in periods	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Breast tenderness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UTI, urinary frequency & leakage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
PSYCHOLOGICAL SYMPTOMS				
Worry or anxiety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower self confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Inability to multi task	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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- Establish who can help you at home and at work.



A photograph showing several hands of different people working together to assemble white puzzle pieces on a wooden table. The puzzle pieces are scattered, and some are being held or moved by the hands.

MANAGING MENOPAUSE

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)?

A large, empty white rectangular box with a thin grey border, intended for the user to write their answers to the questions listed above.



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