



**Support your workforce during a menopause transition**

# How to support team members going through the menopause

The menopause is a natural part of life, yet many people continue to struggle in silence from their menopause symptoms, especially in the work environment.



## Here are some top tips on how to support your workforce

### 1. Know the signs

Educate yourself around the symptoms that your colleagues might be experiencing. Your awareness will help you feel more confident speaking to colleagues about menopause.

### 2. Send out a survey

One survey showed that 75% of people wouldn't feel comfortable talking to their line manager about menopause. Send a simple, anonymous survey to the people in your business to find out what's really bothering them, and how you can help.

### 3. Stay flexible

Changing someone's experience of menopause at work could be as simple as moving their desk location or agreeing a flexible working schedule. Be open-minded and try to work together to find the best solution.

### 4. Be kind

Try to be kind and considerate towards your colleagues if you know they're going through menopause, or even if you suspect. Let them know that your door is always open to talk.

### 5. Know where to signpost

As a manager, it's important that you understand the support available in your organisation. If you don't feel your workplace is doing enough, speak to your HR, Benefits or Wellbeing team.

### 6. Ask them!

Sometimes, it's as simple as just asking. If you're not sure how to start the conversation, try asking "What can I do to help?" or "How can I make this easier?"

### 7. Don't make fun

It can be tempting to make their hot flushes the butt of a joke. Don't – a lot of people won't see their menopause symptoms as a laughing matter.

### 8. Empower them with knowledge

A lot of people don't know the basics of menopause – even if they're experiencing it first-hand. If your business doesn't already, consider putting on training and awareness events open to all colleagues (yes, that means the men too!).

**If your colleagues need further advice and support around managing menopause symptoms, signpost them to the Peppy app where they can have a confidential one-to-one chat with an expert Peppy practitioner.**



To download, search 'Peppy Health' in your app store or scan the QR code



For non-clinical queries, email [support@peppy.health](mailto:support@peppy.health) or use the 'Contact Us' page in the app  
App users must be 18+