



AVIXA Women's Council webinar on: *Creating a Menopause Friendly Workplace* – 18 October 2023

Questions and comments from the chat box. (Please note: The original content has been edited for privacy reasons):

Q: What are the signs and symptoms that you have experienced?

Brain fog and anxiety when they start are frightening because we don't know it's peri-menopause and doctors will say it's depression and dish out anti-depressants

When peri-menopause starts the anxiety and depression is frightening, particularly when it's completely random and not usual personality type

Separating the anxiety from what is real is difficult - paranoia sets in

Q: What does your workplace currently do?

Flexibility in work day, has helped me

My wife's company offers HRT cost support

We now have a Menopause Policy at work

We have a menopause support group - round table discussions and support. All managers have joined sessions on awareness

My employer has recently embraced the new way - policy, celebrating with events, community for talking, managers being more flexible

We have menopause guides for managers

Q: What can you do? What does this mean for your teams?

From personal experience, I will talk about my own experiences and symptoms and 'normalise' them first, before I ask a question. Create the safe space that I'm open to a conversation. I will also do this with male colleagues if I'm not 'on par' because of what might be kicking off hormonally :-)

Stop feeling guilty that these symptoms are happening to me. Start practicing better self-care.

Continue to seek out information that helps me understand the changes that are happening.

We no longer have a stigma about "baby brain" although I don't like the term, so let's break the stigma that "menopause brain" isn't chemically real as well

I agree I think it's about leaving the line of communication open. However - it can be difficult for us to admit this to ourselves, let alone to someone else that we are struggling. I guess for many it's the fear of being considered "less able" that prevents us opening up.

Don't feel guilty or try to over-compensate. We are not less able, we are dealing with something that has a huge physical, mental and emotional impact. We know we are going to be delivering even more to "compensate" let's be kind(er) to ourselves

There are lots of books now about menopause and food, nutrition, vitamins, supplements etc that can help

I watched the Davina McCall program - contacted my GP and got HRT - was very lucky . Getting the balance right has been a challenge took about 12 months

HRT isn't for everyone, so the more we can learn and understand what else can help, the better we can manage the symptoms

HRT. Has been great however there is an argument for Testosterone also to help with energy

CBT is helpful if not wishing to do HRT

I took natural supplements which really helped me with symptoms. Exercise saved me.

CBT is great not just for menopause but other life things ... 100%

Reflexology helps as does acupuncture

I sometimes forget I'm not on my own going through this!

Great topic. Can you imagine seeing a session like this 10 years ago!

Let's break down those stigmas!

<https://mh.novaassociates.co.uk/menopauseblueprint?ref=qrcode>