

# 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/](https://www.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.

Small things can make a big difference.

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