

Let's talk menopause 

Maybe It's **MENOPAUSE** MAYHEM

WOULD YOU SAY THAT?

Words matter. Support makes the difference.



Small conversations make a big difference. 

Read each comment below. How would you rate it?

Tick the box you think best fits, then discuss with your team.



Supportive and helpful

Shows understanding, respect and inclusivity.



Well-meaning but could be improved

Might be kind, but could be more informed or sensitive.



Not appropriate

Could be dismissive, unhelpful or make someone feel uncomfortable.

1

"You don't look old enough to be going through menopause."



Supportive and helpful



Well-meaning but could be improved



Not appropriate

2

"If you need any adjustments or support, let's have a conversation."



Supportive and helpful



Well-meaning but could be improved



Not appropriate

3

"Everyone gets hot sometimes, you'll be fine."



Supportive and helpful



Well-meaning but could be improved



Not appropriate

4

"Thanks for sharing that with me."



Supportive and helpful



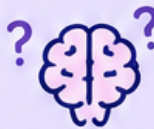
Well-meaning but could be improved



Not appropriate

5

"I didn't realise menopause could affect concentration."



Supportive and helpful



Well-meaning but could be improved



Not appropriate

6

"Maybe you just need to exercise more."



Supportive and helpful



Well-meaning but could be improved



Not appropriate

7

"Menopause is just a natural part of life, so there's nothing to be done."



Supportive and helpful



Well-meaning but could be improved



Not appropriate

8

"How are you doing? Is there anything you need from me or the team?"



Supportive and helpful



Well-meaning but could be improved



Not appropriate



Discussion time!

- Which comments surprised you?
- What could be said differently?
- What can we all do to create a more supportive workplace?

More understanding. Brighter tomorrows. 

Conversations create change. 

SAME TEAM. STRONGER TOGETHER.