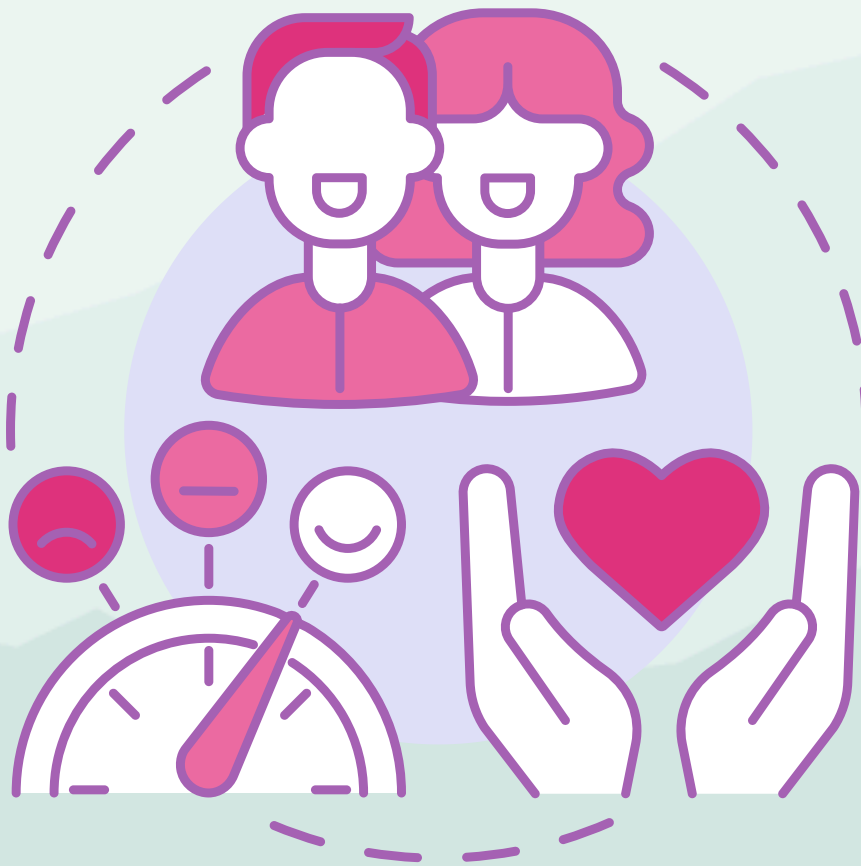


# MENOPAUSE

## CONVERSATION TIPS



# Hello and... **WELCOME!**

Hello and welcome to our guide "Menopause Conversations Tips".

I'm Ali Grady, co-founder and Director of Coaching and Development at The Thrive Team. This guide is designed for managers, HR professionals, and employees who want to create a more supportive and understanding workplace when it comes to menopause.



At The Thrive Team, we believe that open, empathetic conversations about menopause are crucial for creating an inclusive and thriving work environment. Through our years of experience in executive search, coaching, and training, we've seen how addressing menopause openly and supportively can significantly improve workplace wellbeing and productivity.

In this guide, you'll find practical tips for having constructive conversations about menopause, as well as information about our services and resources available to support you and your colleagues. Whether you're a manager looking to better support your team, or an individual seeking guidance, this guide offers valuable insights and strategies.

Are you ready to contribute to a more inclusive, understanding workplace where everyone can thrive, regardless of their stage in life? Let's dive in and explore how we can make menopause conversations more comfortable and productive

*Ali*

**Ali Grady, FCIPD**  
**Co-Founder and Director of Coaching & Development**  
**The Thrive Team**

# MENOPAUSE CONVERSATION TIPS

**Normalising conversations about the menopause enables people to ask for help when they need it.**

## Don't make assumptions

In the UK the average age that people go through the menopause is 51 but people may also be going through premature or early menopause. The menopause doesn't only affect women but may also affect people who are transgender, non-binary or intersex.

Remember, everyone's menopause experience is different so don't make assumptions about what someone's experiencing.

## Check In

Use open questions to check in and start the conversation:

How are you feeling?

I've noticed you haven't been yourself lately, is there anything you'd like to talk about?

How can I support you?

I'm here to listen if you want to talk.

## Allow colleagues to decide what to share

Where possible, let the colleague lead the conversation, deciding how much information they want to share.

## Give options

Give employees the option to speak to someone other than their manager, for example a mentor or colleague, or HR. Some workplaces have support groups where people can share their experiences and helpful tips.

## Offer support, not medical advice

Show empathy and care – signpost to your organisation's support and resources or trusted recourse outside of the organisation. Medical advice should come from a GP or other qualified person. Referrals to Occupational Health may be sought to provide the manager with advice on how best to support the employee.

# MENOPAUSE CONVERSATION TIPS

## Listen, listen, listen!

SILENT is an anagram of listen. Allow space for your colleague to talk and avoid the urge to fill any gaps or ask more questions.

## Show empathy

Empathy is all about listening and trying to understand the other person's situation, thoughts and feelings. Follow our [wellbeing conversations guide](#), and you'll naturally build empathy.

## Be patient

If someone doesn't want to talk, let them know you are there to listen when they're ready

## Use appropriate language

As a general guide be led by the language your colleague uses. You can download and read a glossary of menopause language:

<https://www.menopauseinfo.org/terminology/>

## Try not to be embarrassed

The menopause is a natural stage of life. Menopause shouldn't be a taboo, and everyone should feel they can have a conversation with their line manager, especially when they need guidance and advice. The more conversations you have about the topic, the more confident you'll feel.

## Signpost to trusted resources within/outside your organisation

A GP is likely to be the most appropriate signposting for concerns on managing symptoms of the menopause. There are details of other trusted resources in this document which may be helpful

# RESOURCES

## For Managers:

**ACAS:** <https://www.acas.org.uk/menopause-at-work/supporting-staff-through-the-menopause>

**CIPD:** <https://www.cipd.org/uk/knowledge/guides/menopause-people-manager-guidance>

## Equality and Human Rights Commission:

<https://www.equalityhumanrights.com/guidance/menopause-workplace-guidance-employers>

**BS 30416:** <https://knowledge.bsigroup.com/articles/bs-30416-menstrual-and-menopausal-health-matters-in-your-workplace>

## General education, information and advice for those experiencing menopause (continued):

**British Menopause Society:** [www.thebms.org.uk](http://www.thebms.org.uk)

**Dr Louise Newson:** <https://www.drlouisenewson.co.uk/>

**Henpicked:** [www.henpicked.net](http://www.henpicked.net)

**Queer / LGBTQIA+ Menopause:** [queermenopause.com](http://queermenopause.com)

**Menopause Matters:** [www.menopausematters.co.uk](http://www.menopausematters.co.uk)

## NICE Guidance:

<https://www.nice.org.uk/guidance/ng23/chapter/Recommendations>

# RESOURCES

## General education, information and advice for those experiencing menopause (continued):

**NHS:** [www.nhs.uk/conditions/menopause](http://www.nhs.uk/conditions/menopause)

**Over The Bloody Moon:** <https://www.overthebloodymoon.com/>

**Rock My Menopause:** <https://rockmymenopause.com/>

**The Daisy Network (Premature Menopause):** [www.daisynetwork.org.uk](http://www.daisynetwork.org.uk)

## Apps:

**Balance app:** A free menopause support app which can be downloaded on the App Store or at Google Play

## Podcasts:

**Dr Louise Newson Podcast**

**The Latte Lounge**

## Books:

**Cracking the Menopause While Keeping Yourself Together** Mariella Frostrup, Alice Smellie

**Menopausal** Davina McCall with Dr Naomi Potter

**The Definitive Guide to the Perimenopause & Menopause**

# Your next steps in Menopause Support

Creating a supportive environment for menopause conversations is an ongoing journey. By implementing the tips in this guide, you're taking important steps towards a more inclusive and productive workplace. Small, consistent changes can lead to significant improvements in wellbeing and performance.

At The Thrive Team, we're here to support you every step of the way. Our coaching services offer personalised guidance to navigate menopause-related challenges, while our training programmes develop key skills for creating a menopause-friendly workplace.

Investing in menopause awareness and support is crucial for your organisation's success. You have the power to shape a work culture where everyone thrives, regardless of their life stage.

If you are ready to take the next step contact us to learn more about our coaching and training services.



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