

Understanding Menopause



Remember



Menopause is a natural stage of life.



Every experience is unique.



One Helpful Thought



Curiosity is more helpful than assumptions.



The Six Dimensions



Physical



Cognitive



Emotional



Social



Work



Environment



Conversation Reminder

You don't need to know someone's diagnosis to show kindness.



Understanding people. Creating kinder workplaces.

humansense

My Humansense Companion



The Physical Dimension

How menopause may affect the body and energy levels.



Remember

Physical symptoms are often invisible.



Helpful Behaviours

- Notice changes with curiosity
- Avoid assumptions
- Respect privacy
- Offer support without pressure



Conversation Starter

"I've noticed you don't seem quite yourself today. How are you doing?"



Reflection

Understanding doesn't require certainty.



Humansense

Whole person. Connected. Supported. Empowered.

The Cognitive Dimension



Remember

Brain fog affects thinking, not intelligence.



Helpful Behaviours



- Allow thinking time.
- Listen without interrupting.
- Avoid drawing attention to mistakes.
- Encourage confidence.



Conversation Starter

“

“Take your time—
we’re listening.”

”



Reflection



Everyone has
moments when
they need
patience.



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Emma's Journal

The Emotional Dimension

“

*It's strange how one small
pause in a meeting
can stay with me all day.*

*Nobody said anything unkind,
but I keep replaying
it in my head.*

*I miss feeling
more like myself.*

”



One Helpful Thought

*It's okay to feel tender.
Not every feeling needs fixing.*



The Social Dimension



1. Remember



Social confidence can change from day to day.

Wanting quiet does not mean not wanting connection.



2. Helpful Behaviours



Keep invitations open



Offer choice without pressure



Respect quiet time



Continue including people kindly



3. Conversation Starter

“We’re grabbing a coffee if you’d like to join us — no pressure.”



4. One Helpful Thought



Belonging means knowing you’re welcome, even when you need space.



The Work Dimension



Remember

People can need understanding at work without losing their professionalism or capability.



Helpful Behaviours

- ✓ Offer flexibility where possible
- ✓ Recognise effort and contribution
- ✓ Check in without making assumptions
- ✓ Focus on support, not judgement



Conversation Starter

How can I help you do your best work today?



Helpful Thought

Support at work is about helping people succeed, not rescuing them.



The Environment Dimension



Remember

The environment around someone can either increase pressure or reduce it.



Helpful Behaviours

- ✓ Be approachable.
- ✓ Listen well.
- ✓ Respect privacy.
- ✓ Create opportunities for conversation.
- ✓ Encourage flexibility where appropriate.



Questions to Ask Yourself

- Would someone feel safe talking to me?
- Do I make assumptions?
- Do my words help people feel respected?



Avoid

- Waiting until someone reaches crisis point.
- Treating requests for support as inconvenience.
- Assuming silence means everything is fine.

