



Menopause

Natalee Goodman - Lead Counsellor

Q1

How can menopause impact mental health and emotional wellbeing?

Hormonal changes in menopause not only affect physical health, it can also have an impact on emotional and mental wellness. Feelings of anxiety, low mood, and difficulty concentrating are all very common symptoms of menopause. Although less visible, these symptoms can be as debilitating as any physical symptom and shouldn't be dismissed.

Poor or disturbed sleep is a very common symptom of menopause, with some studies indicating up to 63% of women are affected. It can make emotional and cognitive symptoms feel even worse if left untreated. Frustratingly, there are many reasons for sleep disturbance, both hormonal and nonhormonal, and it can take time to identify causes and treatments for this.

Menopause is a significant time in a woman's life and it's important to take time to adjust to both physical and emotional changes. Give yourself the space you need to understand and accept the changes you're experiencing – however long that takes. Every woman's journey and adjustment will be different.

Q2

What are common mental health challenges women face during menopause?

Common mental health challenges would be:

- Low mood
- Low self-esteem
- Anxiety
- Problems with memory or concentration – sometimes referred to as 'brain fog'

Q3

How can I support my employees who are experiencing menopause-related mental health issues?

There are around 4.9 million women aged 50 and over in employment in the U.K and it is the fastest growing demographic. Studies have shown that menopause symptoms can have a significant impact on attendance and performance in the workplace.

The 2016 Wellbeing of Women survey revealed that 25% of women going through the menopause had considered leaving work because of their experiences. Two thirds of women going through the menopause say they have no support in place at work.

Quite simply menopause awareness and support in the workplace is a win-win situation for both employers and employees. Menopause education, information and support can be game changers for staff satisfaction and retention and creating a supportive and informed menopause culture within your organisation.



Q4

What resources can I access as a manager to support my employees better?

You could:

- Find information about menopause. You could visit The Menopause Charity's website or the NHS's web pages on menopause. Learning about Menopause yourself will help you feel confident when approached by an employee.
- Read, watch and listen to other people's menopause stories. This could be through TV, news articles, podcasts, videos, books or social media.

Q5

Is it possible to experience depression in menopause?

You might experience mood changes as a result of menopause, but this should not be confused with depression. Depression is a more serious condition, where very low mood is more constant for longer periods of time.

Menopause can cause an increased risk of depression. If you think you or someone close to you might be suffering from depression, you should speak to your GP.





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