

# How to open up about menopause at work

Having hot flashes? Your career shouldn't take the heat. Here are ways you can ask for the menopause support you need in the workplace.

- Brain fog makes it difficult to concentrate, remember details, and make decisions
- Difficulty sleeping leads to fatigue and trouble focusing
- Hot flashes make it challenging to focus and keep cool

## How to have the conversation

It's up to you how much to share. If you are close with your manager, you can describe how you're feeling and how they can support you. If you aren't comfortable speaking to your manager, consider reaching out to HR instead. You could say:

- "I'd like to share what has been happening with my health. I've been experiencing some menopause symptoms and I think it would be helpful for you to understand how it's affecting me and my work."
- "I'm dealing with some health changes. I'm going to keep things private and not get into it, but I just want you to be aware of it."

## Asking for what you need

Here are some suggestions you could make to your employer that can help you and others experiencing symptoms of menopause.

- Flexible work schedule and/or working from home when needed
- More frequent breaks throughout the day
- A fan or portable AC at your workspace

