

∞ MAVEN

The manager's guide for supporting employees on their menopause journey

This guide was created to help managers understand what menopause entails, its complexities in the workplace, and how to offer support to employees going through this phase of life.



Menopause is often an overlooked, unsupported, and misunderstood phase of life. Discussing menopause in the workplace can feel like a taboo topic but ignoring it leaves many of your employees suffering alone in silence. The status quo is not working, and it's impacting your organization.

Employees are struggling to bring their best selves to work which affects productivity and career satisfaction. And with 20% of the workforce impacted by menopause annually, attracting and retaining senior-level talent is becoming increasingly difficult.

84%

of menopausal people say symptoms interfere with their lives

45%

of menopausal people take sick days due to menopausal symptoms

What is menopause?

The CDC defines menopause as going a full year without a menstrual period. It occurs when the ovaries stop producing the hormones estrogen and progesterone.

Menopause is a complex journey with many phases, and the experience, symptoms, and duration of these phases differ for everyone.



What does menopause entail?

LATE 30s - EARLY 40s

Premature & Early Menopause

Premature: Before age 40
<1% of women

Early: Before age 45
<5% of women

Potentially caused by a hysterectomy, chromosomal abnormalities, or side effects from radiation therapy

EARLY 40s

Perimenopause

This is the **transition into menopause** where estrogen levels drop and gradually stop releasing eggs

This stage usually starts **between ages 40-45**, and lasts 4 years on average.

MID - LATE 40s

Menopause

Officially started after **12 months without a period.**

At this point, ovaries have stopped releasing eggs.

Pregnancy is no longer possible without fertility treatments and frozen or donor eggs.

EARLY 50s - LATE 60s

Postmenopause

Menopause is now over, however **symptoms may continue on for approximately 10 years**

Increased risk of severe health conditions including osteoporosis and heart disease

Menopause is unique to every individual

COMMON MENOPAUSE SYMPTOMS INCLUDE:

- Trouble sleeping
- Heart palpitations
- Changes in blood pressure
- Brain fog
- Mood swings
- Hot flashes

MENOPAUSE INCREASES THE RISK OF:

- Depression
- Osteoporosis
- Heart disease
- Alzheimer's disease
- Heart attacks
- Heart failure

How can menopause affect your employees at work?

- Brain fog can make it hard to concentrate, remember important details, or plan ahead
- Mood swings and other mental health changes can make it difficult to manage work stress or work with others
- Difficulty sleeping can make it hard to wake up in the mornings and focus at work
- If your workplace requires a strict uniform or dress code, it can be difficult for employees to keep cool or not sweat through with hot flashes



Manager support and considerations

As a manager, it's important to foster an environment where your employees feel safe to discuss these changes with you without fear of stigma or judgment.



Be aware of any workplace policies your organization may have in place so you can support your employees and educate them on the benefits available to them; does your organization have policies around additional time off for medical leave, what is your organization's flexibility policy, or do they offer an Employee Assistance Program (EAP)?

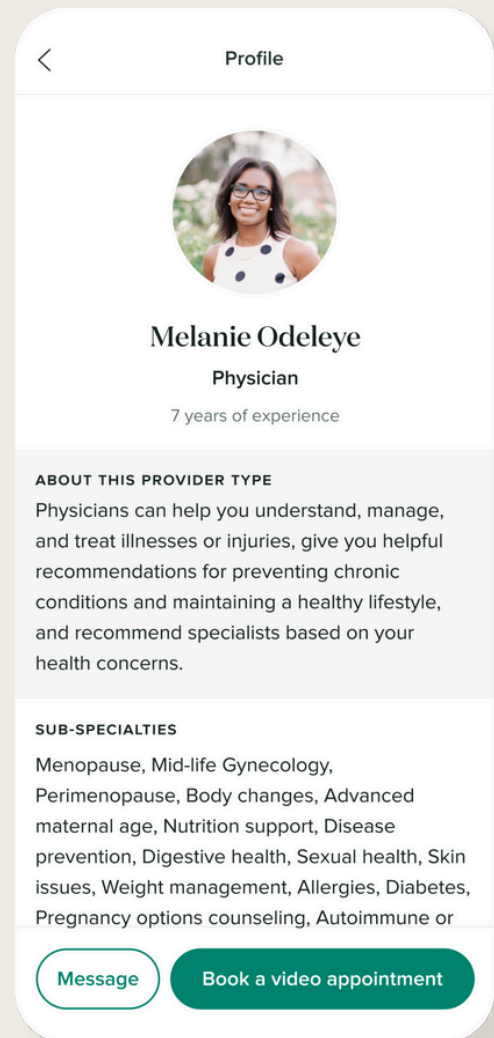
Be as accommodating as possible. Some great ways to support your employees going through menopause include:

- Allowing flexible work schedules
- Working from home
- More frequent breaks through the day
- Providing a fan or portable AC at their desk
- Relocating desk to be closer to a window that opens
- Extra time to prepare for meetings and presentations
- Allow easy access to drinking water, ice, and restrooms
- If your report has been open with you directly about their menopause journey (some may not feel comfortable discussing this with their manager), check in to see how they're feeling physically and mentally and if there are specific ways that you can support them at work. Sometimes helping to redistribute their work (without sharing their circumstances with other team members) can help to lighten their load

How Maven provides support during menopause

The menopause journey is closely linked to the other aspects of emotional and physical health—that's why Maven provides inclusive, holistic, and specialized support focused on treating the whole person, not just symptoms.

Maven is a digital health platform for reproductive and family health, offering 24/7 access to dedicated Care Advocates and virtual providers who actually specialize in menopause plus clinically-sound education and provider-moderated drop-in groups to help support members through this complex journey and connect them with others going through this traditionally unsupported phase of life.



- Early identification of menopausal symptoms and treatment guidance for chronic conditions
- 24/7 virtual access to providers specializing in menopause for coaching and second opinions
- Dedicated Care Advocates providing hands on support and navigation on and off of Maven
- 1:1 mental health support throughout your experience with menopause
- Guided education & provider-moderated drop-in groups to connect with others on a similar journey

EXAMPLE OF A MEMBER'S MENOPAUSE
JOURNEY WITH SUPPORT FROM MAVEN

Meet Dawn

Dawn is experiencing perimenopausal symptoms including trouble sleeping and experiencing extreme mood swings. These symptoms have started impacting her day-to-day activities, most recently leading her to take sick days from work. She thinks the symptoms are related to menopause but she has never discussed menopause with her PCP or any other doctors and is unfamiliar with her treatment options. Dawn enrolls in Maven's Menopause program to find support.



Dawn better understands her symptoms and options after:

- Indicating her symptoms during the onboarding process and receiving a personalized Maven care team, including an OB-GYN and career coach.
- Connecting with her dedicated Care Advocate who guides Dawn throughout the process and encourages her to meet with a Maven OB-GYN as a first step.
- Meeting with her Maven OB-GYN who confirms that she is showing signs of menopause and assures her there are ways to address her symptoms. Dawn and her OB-GYN discuss other common symptoms to look out for, and what to expect in terms of treatment options.

Dawn gets holistic support for her symptoms by:

- Scheduling regular check-ins with her mental health provider who arms her with the tools she needs to recognize her mood swings and cope with them successfully.
- Developing a plan for managing work while menopausal with her career coach, including how to talk to her manager about her symptoms.
- Learning tactics from her wellness coach that she can practice every night to relax before sleep.

Learn how you can offer these benefits to employees - [contact Maven today.](#)