

dcm

Member Webinar

Menopause | Facts, Myths &
Workplace Solutions





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DCM Trainer

About Me

Qualifications

- BA Hons
- Diploma in Nutrition & Health Coaching
- ILM Level 5 Effective Coaching & Mentoring
- OCN Level 3 in Sleep Coaching
- Insomnia Practitioner
- Menopause Coach
- Anxiety Management
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MENOPAUSE



MENOPAUSE
SYMPTOMS

WHAT ARE THE SYMPTOMS OF MENOPAUSE?

HOT
FLASHES
AHEAD





Lesser Known Symptoms

- Hair Loss
- Dry eyes
- Tinnitus
- Burning Mouth/ Dysgeusia
- Palpitations
- UTI's recurring
- Skin changes
- Fatigue
- Joint Pain
- Weight Gain



Perimenopause

- Start of symptoms
- Fluctuation of Hormones
- Changes
- Stopping and Starting
- Mood Symptoms
- Onset of Anxiety
- Sleep Disturbances



○

Perimenopause



Do you speak to your GP?





FACTS

- **77%** find at least one menopause symptom very difficult
- **84%** have trouble sleeping
- **73%** experience brain fog
-



FACTS

- **69%** of women experience difficulties with anxiety and depression due to menopause
- **44%** of women experienced three or more severe symptoms
- **45%** of women haven't spoken to their GP surgery about their symptoms.
-

78% of women do not recognise the symptoms

A decorative graphic consisting of two large, overlapping curved shapes. The shape on the left is red and curves upwards from the bottom left towards the center. The shape on the right is blue and curves downwards from the top right towards the center. The background is white.

ANXIETY



H

ESTROGEN

R

M

PROGESTERONE

N

TESTOSTERONE



HRT

Hormone Replacement Therapy



Replacing decline in hormones



Treats the symptoms



14% of women in Ireland and the UK

HRT

Hormone Replacement Therapy



Benefits & Risks



**Fear associated
with taking HRT**



**Individualised
plan**





Health Risk Factors



HEART HEALTH

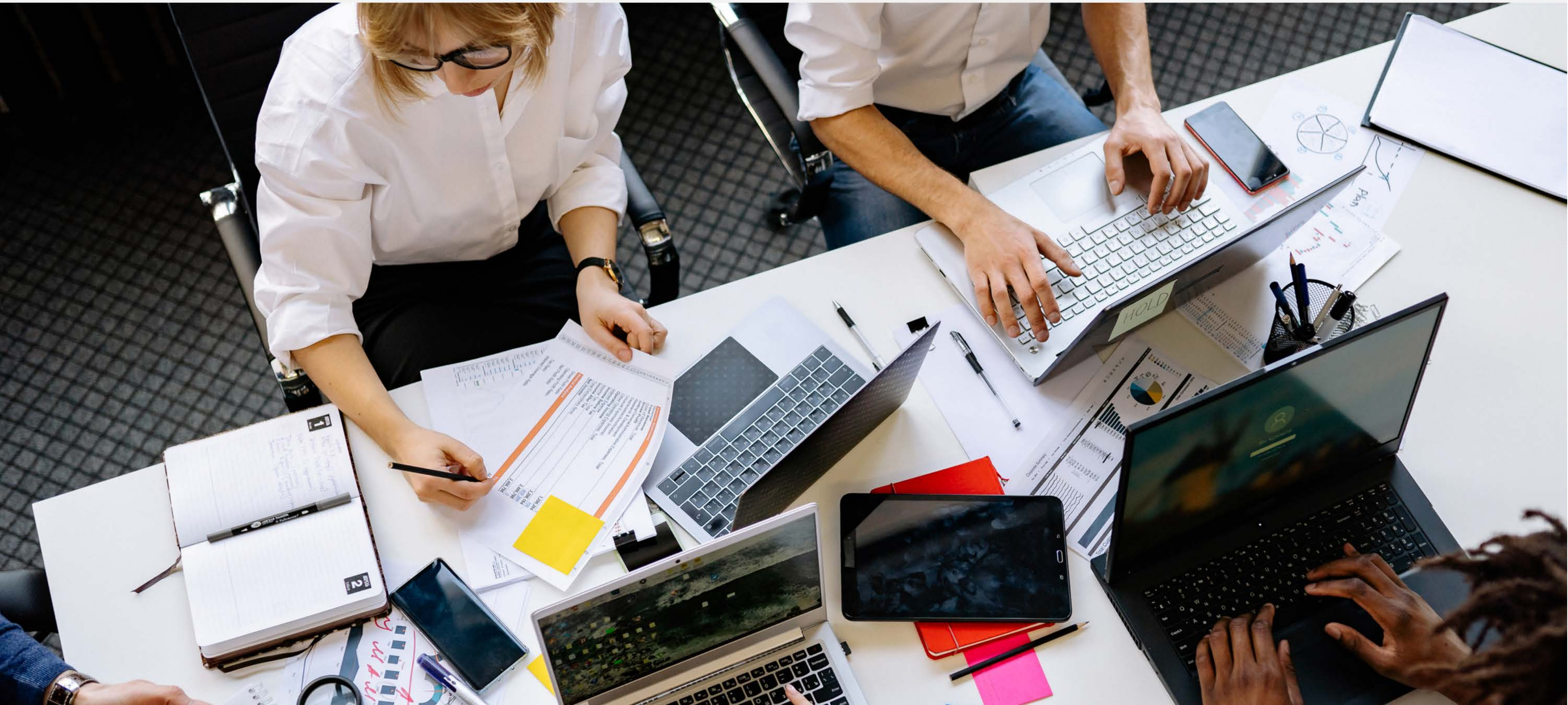


BRAIN HEALTH



BONE HEALTH

Menopause & The Workplace



The Size of the Problem

- **59%** women taken time of work
- **18%** off more than 8 weeks
- **50%** took early retirement
- **12%** resigned
- **19%** reduce their hours
- **21%** are not going for promo
-



Meet Nicola

- Career in banking
- Poor sleep
- Anxiety
- Low mood
- Loss of confidence
- Poor concentration
- Memory challenged
- No motivation
-



Suffer in Silence

- 37% not sought help
- 1 in 6 ringing in sick
- 1/3 negative impact on their job
- 86% mental health
- 80% not speaking about it
- 77% no prior issues
-



An Image Problem



Better Education



Remove Stigma



Feel Supported



Your Company Policy

- Do you have one?
- Does everyone have access
- Committed to fostering a supportive, inclusive, and comfortable
- Feel valued & understood
- Demonstrate commitment
- Adjustments / additional support.





THE WORKPLACE

POLICIES,
PROCEDURES
& CULTURAL
CHANGE



GUIDE FOR PEOPLE MANAGERS



01

Be confident about your role in managing and supporting colleagues with menopausal symptoms

02

Understand and reduce barriers that could potentially prevent a colleague going through the menopause from performing and/or developing to their full potential

03

Foster an inclusive working environment in which everyone is treated fairly.











Menopause/Peri Menopause Support Group Ireland



Menopause Support Group NI

balance

by Newson Health

balance

the menopause support app

B+



balance

by Newson Health

Menopause | Symptoms, Treatment & Help | Balance by Dr Louise Newson

By making menopause support inclusive and accessible to all, we can change the narrative by educating and empowering people across the world! Discover more.

[balance menopause /](#)




Dr Louise Newson and 'The Truth About the Menopause...



Share



To actually write "menopausal symptoms" on a sick note isn't good and it can cause lots of problems with the employers because lots of people

Watch on  YouTube



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QUESTIONS & ANSWERS?

Ask Away.

