

MENOPAUSE-SAVVY TIPS FOR MALE MANAGERS



Put them at ease.

If you look awkward or embarrassed the first time a person talks about their menopause, chances are, they will feel the same, preventing them from opening up to you, or asking for support from you in the future. You can offer them to speak to a female manager, however, if they would feel more comfortable.



You don't need to have female sex characteristics to be empathic.

You may not know exactly what it's like to be experiencing menopausal symptoms, but chances are you have your own life experiences that will help you relate. At some time in your life, you may have felt stressed or depressed, had a bout of poor sleep, or not felt yourself. Try to put yourself in their shoes and find common ground.



Don't be dismissive about menopause.

Just because menopause will happen to all people with female sex characteristics, doesn't mean those who are finding it more challenging are making an unnecessary fuss. These are just a few factors that can make menopause more difficult:

- ✧ Experiencing physical, cognitive and psychological symptoms all at once can feel scary.
- ✧ Trauma (past / present) / multiple stressors can make the person feel overwhelmed.
- ✧ Living with a disability can worsen both menopause and disability symptoms.
- ✧ Neurodiversity often reduces resilience, memory, and focus, making them out of control.
- ✧ Not being able to take Hormone Replacement Therapy and not finding alternative treatments to control symptoms, especially if symptoms have been going on for a while, may make them feel hopeless or like they will never get back to feeling themselves.
- ✧ If they lack peers with similar experiences, they may find it hard to talk about menopause, or if they feel unable to talk about it to their partner, family, or community, they may feel isolated and depressed.



Ban the banter.

Making a joke or light of someone's symptoms might be your default communication mode but it is discriminatory in the workplace and can make a person feel embarrassed or worthless.



Listen, don't fix.

Most people sharing how their menopause experiences, just want you to listen. Avoid interrupting and jumping in to give them a solution for what you'd do. Once they've stopped talking, show you've been listening to them by summing up what you've heard and showing you understand how they are feeling. You can then ask them how you can help. Encourage them to consider solutions that might address their problems.



Conduct your own research.

Nowadays, there is so many ways to hear first-hand, people's experiences of menopause. Look at comments on menopause influencer sites on Instagram, watch a documentary, go onto YouTube. Research different communities to see how cultural factors play out.



Suspend judgement.

Don't be critical on why someone is feeling how they are feeling, or if the way they are managing their menopause isn't how you would do it.

