

How to have a menopause conversation as a manager

The easier you make it for someone to open up to you, the easier it will be to identify the support they need



- 1 Ask simple, open, non-judgemental questions
- 2 Avoid judgemental or patronising responses
- 3 Speak calmly and maintain good eye contact
- 4 Avoid interruptions – switch off phones, ensure colleagues can't walk in and interrupt
- 5 Give the employee ample opportunity to explain the situation in their own words
- 6 Be prepared for some silences and be patient
- 7 Focus on the person, not the problem
- 8 Show empathy and understanding
- 9 Encourage the employee to talk
- 10 Listen actively and carefully

Find out how personalised menopause support could benefit your people and your business

Book a call