Menopause Myths & Facts

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Myth: Menopause lasts a longs time

*Fact: Menopause occurs 12 months to the day after a woman's last period.
It is a single day in time.
Perimenopause (the transition leading up to it) can last for 4-10 years
and is when most symptoms occur.*

Myth: Menopause only affects older women

*Fact: The average age of menopause is 51 yrs. Perimenopause typically occurs
between 45-54 yrs old. Menopause can arise earlier due to medical conditions, surgery,
or genetics. Premature menopause arises before 40 yrs, and early menopause
is between 40-45yrs. Given the 100 year life, we can reconsider who is old!*

Myth: Menopause only affects women

*Fact: It directly affects women, and some non-binary and transgendered people.
Workplace policies should be flexible and adaptable to different experiences.
While menopause directly impacts those going through it, colleagues, managers,
and the broader workforce may also be indirectly affected.
A lack of understanding can lead to misinterpretation of behaviour changes or
performance dips. Supportive workplaces benefit everyone.*

Myth: Menopause is only about hot flushes

*Fact: While hot flushes are common, menopause symptoms may also include brain
fog, anxiety, mood swings, fatigue, joint pain, heavy periods and sleep disturbances,
all of which can impact work performance and wellbeing.
There are >48 reported symptoms.*

Myth: Menopause doesn't affect productivity

*Fact: Menopausal symptoms of fatigue, cognitive issues, and anxiety may
impact focus and workload management.
Workplace support and flexibility helps to mitigate these challenges.*

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Myth: Menopause means women are past their prime

Fact: This taboo is not reflective of women who have experienced menopause. Forward-thinking organisations recognise the need for menopause-inclusive policies, which allow everyone to be their best selves.

Myth: Menopause is a personal issue, not a workplace concern

Fact: Like any wellbeing issue, menopause may affect productivity and/or performance from time-to-time. Understanding the needs of your colleagues can help determine what support might be helpful to be their best self in the workplace.

Myth: Employees should just 'Push Through'

Fact: Ignoring symptoms can lead to burnout and attrition. Flexible work arrangements and education can provide vital support.

Myth: Talking about Menopause is unprofessional

Fact: Open conversations break stigma, normalise experiences, and create inclusive workplaces.

Myth: Leaders don't need to know about Menopause

Fact: Informed leaders retain talent, foster inclusivity, and improve engagement. They are expected to be understanding of the needs of their team to provide support as required.

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Myth: Menopause causes permanent changes to mood and mental health.

Fact: While hormonal fluctuations during menopause can cause temporary mood swings, anxiety, or depression, these changes are not necessarily permanent.

Myth: All women experience menopause in the same way.

Fact: Every woman's experience with menopause is unique. Symptoms can vary widely in type, severity, and duration. Some women have none or mild symptoms. Others may find them more challenging.

Myth: Hormone replacement therapy (HRT) is the only treatment for menopause symptoms.

Fact: While HRT can be effective for some women, there are various other treatments and lifestyle changes that can help manage symptoms, including diet, exercise, stress management, and non-hormonal medications.

Myth: Menopause is a medical condition that needs to be fixed.

Fact: Menopause is a natural biological transition, not a disease. While some women may need support to manage symptoms, it's a normal phase of life and not something inherently "wrong" that needs fixing.

Myth: Simple workplace adjustments won't help menopausal employees thrive.

Fact: Flexible working hours, access to fans or quiet spaces, and supportive conversations with managers can make a big difference. Small changes often lead to significant improvements in wellbeing and performance.

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