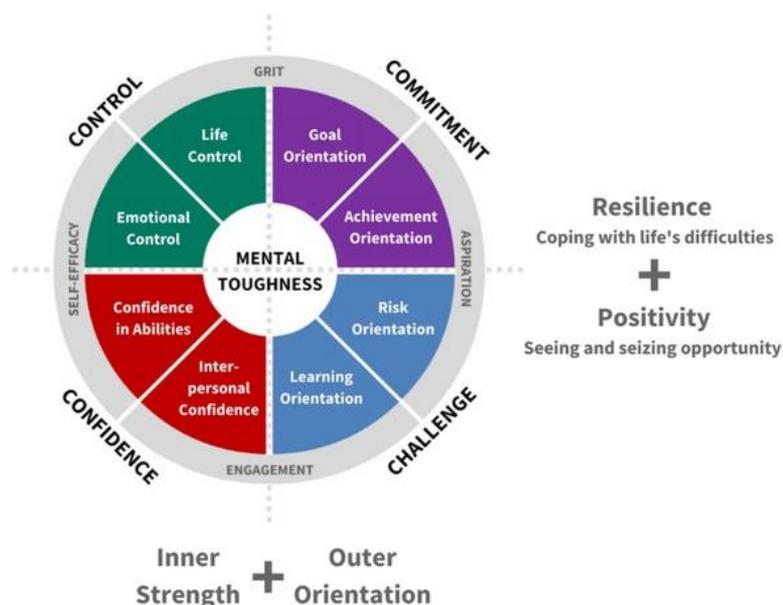


Managing menopause in the workplace with mental toughness



One of my favourite positive psychology models is Clough, P. J., et al. (2002), 4C Model of Mental Toughness. 💎

It informs us that together with a positive mindset, we can apply the model to move from resilience where we survive a challenge, to mental toughness where we thrive. 🌈

The 4C Model (Control, Commitment, Challenge, and Confidence) provides a useful framework for supporting those of you who are **navigating menopause in the workplace**. It helps you manage symptoms, maintain performance, and fosters a supportive work environment.

Here's a few examples for you to consider. How might each component apply to you and be supported in your organisation?

1 Control (Emotional & Life Control)

- ◆ **Application to Menopause:** Menopause can bring unpredictability including hot flushes, brain fog, mood swings. This can lead to lesser emotional and life control. Mental toughness helps you regulate emotions, adapt to changes, and maintain composure.

- ◆ **Workplace Support:** Flexible work arrangements, open conversations, and a psychologically safe culture allows you to feel more in control of your many commitments, and can help reduce associated anxiety.

2 Commitment (Goal Orientation & Achievement)

- ◆ **Application to Menopause:** Symptoms including fatigue and brain fog may impact concentration and motivation. Maintaining focus and setting realistic goals helps you stay engaged.

- ◆ **Workplace Support:** Clear expectations, workload adjustments, and performance coaching can help you maintain productivity and stay committed to your roles.

3 Challenge (Seeing Change as Opportunity)

- ◆ **Application to Menopause:** Rather than seeing menopause as a decline, a mentally tough mindset reframes it as a transition and opportunity for your growth.

- ◆ **Workplace Support:** Organisations can provide menopause education, normalise discussions, and offer career development opportunities to keep you engaged and valued.

4 Confidence (Abilities & Interpersonal Confidence)

- ◆ **Application to Menopause:** Menopause can shake your self-confidence, especially if symptoms affect performance. Mental toughness helps you trust your abilities and advocate for support.

- ◆ **Workplace Support:** Training for leaders to understand menopause-related challenges, and leading with kindness, can help you feel confident and valued.

By integrating the 4C Model, organisations create a culture where employees feel empowered, supported, and able to thrive despite the challenges which menopause may bring. 🤝

Karen Stein is a Menopause Champion, Executive & Group Coach, Keynote Speaker and international award-winning Author of *Be your own leadership coach (self-coaching strategies to lead your way)*.

She is on a mission to support organisations to be “M.A.D” about Menopause™ (making a difference) at work, and aids with raising the understanding, awareness and support of the workforce.

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