Menopause Myths

Myth: Menopause Lasts a Longs Time

Reality: 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) lasts 4-10 years and is when most symptoms occur.

Myth: Menopause Only Affects Older Women

Reality: 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

Reality: It directly affects women, and some non-binary and transgender 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

Reality: 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.

Myth: Menopause Doesn't Affect Productivity

Reality: 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

Reality: This taboo is not reflective of women who have experieinced 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

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

Myth: Employees Should Just 'Push Through'

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

Myth: Talking About Menopause is Unprofessional

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

Myth: Leaders Don't Need to Know About Menopause

Reality: 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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