



WELLFEMME RESOURCE:

How to **talk about Menopause** in your workplace

Scripts and engagement ideas to empower conversations about menopause support at work — plus where WellFemme can help.

Employee



Script & Talking Points for an Employee
“I’d like to talk about something that’s affecting my wellbeing at work. I’ve been experiencing symptoms related to perimenopause/menopause that are impacting my performance and comfort. I want to be proactive and work with you on reasonable adjustments so I can continue contributing at my best. Can we discuss options like flexible hours, breaks or workspace adjustments?”

Ways to Engage with your workplace

- ✓ Send an email to a manager with educational resources
- ✓ Staff or team meeting check-in
- ✓ Suggestion box for flexible work options
- ✓ One-on-one chat in your annual review
- ✓ Speak with a manager to organise a lunch-and-learn webinar for all staff
- ✓ Elect an office “Menopause Mentor” to share educational material

How WellFemme Can Support You

- ✓ **Educational blogs** explaining symptoms & workplace impact
- ✓ **Free online menopause assessment tool**
- ✓ **Educational webinars** for all staff
- ✓ **Downloadable resources** to share with managers
- ✓ **Menopause Uncensored** licensed menopause content for employees



Manager



Script & Talking Points for a Manager
“I want to check in with you about something important that affects a number of our team members. Menopause and perimenopause can bring symptoms that influence performance, confidence and comfort at work. I want to make sure our culture and practices are supportive and inclusive. Let’s talk about how we can create an environment where team members feel comfortable discussing this and identify any practical adjustments that might help.”

- Ways to Engage with employees**
- ✓ Include menopause awareness in team meetings
 - ✓ Circulate an educational email with resources attached
 - ✓ Suggestion boxes for anonymous concerns
 - ✓ Integrate into annual performance/review conversations
 - ✓ Propose inclusion in strategic HR planning
 - ✓ Elect an office “Menopause Mentor” to share educational material

- How WellFemme Can Support You**
- ✓ **Educational webinars** for managers/all staff
 - ✓ Help to create a **Menopause Awareness Program**
 - ✓ **Policy planning support** (advice on menopause-inclusive policies)



Senior Leadership



Script & Talking Points for a Senior Leader
“I’d like to discuss organisational support for perimenopause and menopause as part of our DEI & WGEA employer of choice strategy. There’s evidence that many employees experience symptoms that impact their work, and that support like education for employees & managers, flexible work options, and inclusive policies, can improve engagement and productivity. Can we explore how this fits into our broader people strategy and next steps for training and policy development?”

Ways to Engage with the leaders

- ✓ Board meeting agenda item
- ✓ Strategic HR planning cycle inclusion
- ✓ Annual wellbeing budget planning
- ✓ Executive leadership briefing pack
- ✓ KPI integration for inclusive practices

How WellFemme Can Support You

- ✓ **Executive briefings** on menopause in the workplace
- ✓ **Support in Strategic menopause policy planning**, including statistical support
- ✓ Help to create a **Menopause Awareness Program**
- ✓ Funded **Clinical assessments** for employees
- ✓ **Next Phase Program** for organisational wellbeing





WELLFEMME

YOUR JOURNEY. YOUR CHOICE.

TALKING ABOUT MENOPAUSE IS A GREAT FIRST STEP, BUT THERE'S SO MUCH MORE YOU CAN DO...



If you'd like support rolling out menopause education in your workplace, including lunchtime webinars, leader sessions or practical resources - **WellFemme can help.**

Our material is evidence-based and delivered by mid-life women's health experts - designed for all levels of an organisation.

Get in touch to explore what would work for your team, we'd love to support you.

CONTACT US

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LEARN MORE

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