

Teap.

Everyone deserves a little couch-time.



Monthly Wellness Seminar

Navigating Menopause: In the Workplace

Presented By:

Rosalinda Rodriguez LPC-A

(Supervised By: Dr. Kirleen Neely, PH.D, LPC-S)

& Jennifer Felix, LMSW, SAP

ABOUT THE PRESENTERS

Jennifer Felix, LMSW, SAP

- 20+ years of behavioral health and substance abuse experience.
- Provided crisis support to families of fallen or injured soldiers.
- Certified Substance Abuse Professional (SAP).

Rosalinda Rodriguez, LCP-A

Supervised By: Dr. Kirleen Neely, Ph.D., LPC-S

- Licensed Professional Counselor-Associate, supervised by Dr. Kirleen Neely, Ph-D, LPC-S.
- Six years working in the Mental & Emotional Health field.
- Experienced in treating Anxiety, Depression, Mood Disorders, Life Changes, and more.



Why It Matters

According to a survey from Catalyst, a global nonprofit...

- 84% of survey respondents called for more menopause support in the workplace.
- More than one-third said that their symptoms negatively impacted their work.
- Stigma persists; 72% have hidden their menopause symptoms at work.



➤ Why are we here?

- Gain an overall understanding of what menopause is.
- Learn how to support women in the workplace going through the stages of menopause.
- Engage in self-reflection and discussion.
- Re-author harmful narratives regarding menopause in the workplace.





Poll #1

How does menopause impact a person?

- Physically (hot flashes, sleep disruption, fatigue)
- Emotionally (anxiety, mood swings, depression)
- Cognitively (brain fog, memory lapses, difficulty concentrating)
- Relationally (withdrawal, irritability, reduced confidence)

➤ Case Study

Diana is a 40-year-old marketing director who has always prided herself on being sharp, organized, and dependable. Lately, something feels different.

- *She's been waking up at 3am drenched in sweat,*
- *Struggling to fall back asleep and dragging herself into work exhausted.*
- *In meetings she once led with confidence, she loses her train of thought mid-sentence.*
- *She's snapped at two colleagues this week and cried on the drive home.*

Her doctor recently told her she's in perimenopause, but no one at work knows yet and Diana isn't sure she wants them to...

***What stories do you think are being told here?
Stories about Sandra from coworkers and from herself.***





What is Menopause?

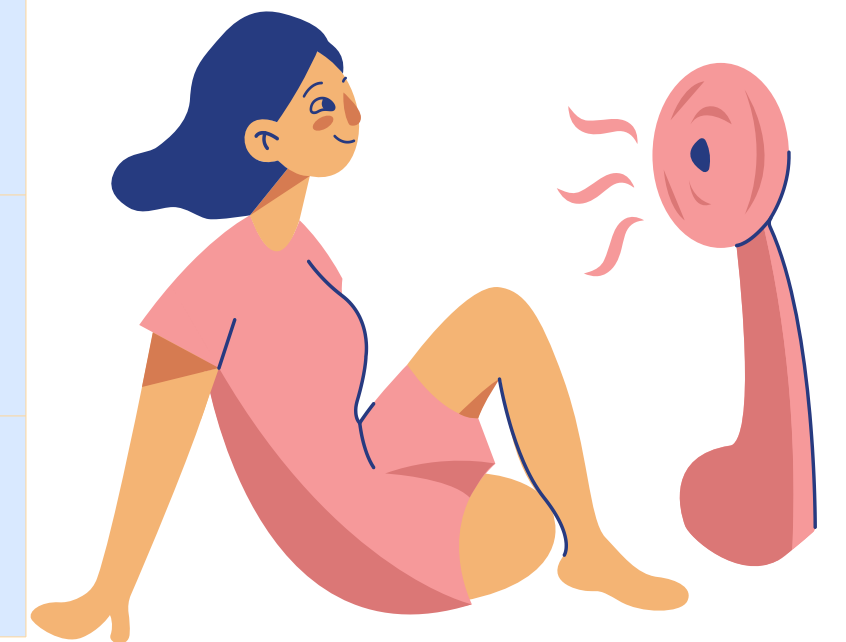
Menopause is when periods stop permanently, confirmed after 12 consecutive months without bleeding.

Perimenopause	Menopause	Postmenopause
<p>This is the heart of the story—and the proper term for what people are talking about when they talk about menopause.</p>	<p>A woman has officially reached menopause when she has not had her period for 12 consecutive months.</p>	<p>The time after one reaches menopause. For most women, symptoms generally subside.</p>
<p>Perimenopause is triggered when estrogen and progesterone levels begin to fluctuate erratically. It typically starts in one's 40s, but some may enter earlier or later.</p>	<p>If menstruation stops for several months and then restarts, the countdown to menopause begins again.</p>	<p>It's important to be aware of the <u>long-term health risks</u>, especially cardiovascular disease, bone loss, and vaginal/sexual/urinary symptoms.</p>
<p>Perimenopause can last 4-10+ years. This is the phase when a woman experiences the majority of <u>symptoms</u>, especially as she gets closer to menopause.</p>	<p>The average age of menopause is 51. On average, Black and Latina women enter menopause two years earlier than white and Asian women.</p>	<p>Most women live an average of 30 years after reaching menopause, with many reporting it to be the happiest time in their lives.</p>



Common Symptoms

Physical	Cognitive	Mood
Low Libido	Brain Fog	Anxiety
Hair Loss	Forgetfulness	Difficulty Concentrating
Hot Flashes	Impaired Short-Term Memory	Impatience
Joint Pain	Inability to Focus	Irritability
Sleep Issues	Inattentiveness	Low Motivation or Energy
Weight Gain	Poor Word Retrieval	Tearfulness



➤ Case Study

What no one sees is the narrative running on a loop in Diana's mind from the moment she wakes up:

"I used to be so on top of everything, what is wrong with me? Everyone noticed I forgot that client's name. They think I'm losing it. I'm too young to be going through this. This isn't supposed to be happening yet. I can't tell my manager, he'll think I'm falling apart. Maybe I'm just not cut out for this level anymore. I used to be the person people came to. Now I can barely hold it together."

Diana isn't losing her edge. She's navigating a major hormonal transition with no support, no language for what she's experiencing, and a growing belief that she is the problem.





Poll #2

How does menopause impact work performance?

- Difficulty focusing during meetings or complex tasks
- Increased absenteeism due to unmanaged symptoms
- Pulling back from leadership roles or high-visibility projects
- Reduced confidence leading to disengagement or quiet quitting

➤ Workplace Impact

1. Increase in sick days
2. Perceived drop in productivity
3. Loss of long-term employees
4. Reduce Work Engagement
5. Lower confidence & self-efficacy
6. Gender Imbalance



➤ Reflection

- Think about your own workplace. Are there policies or conversations that address menopause?
- What barriers might prevent someone from disclosing their symptoms at work?

Share in chat!



Strategies & Support

💡-Note: The best resources for information and support are...

1. Your OBGYN (Obstetrician-Gynecologists)
2. Your PCP or GP (Primary Care Physician/General Practitioner)
3. Health Clinic Spas (Staffed by OB/GYNs, nurse practitioners, and specialized aestheticians focused on providing comprehensive care)

Remember the more proactive the more prepared you can be!

Physical Health

Hormone therapy or medicine for hot flashes

Track triggers & use fans or cool drinks

Exercise regularly

Eat foods rich in phytoestrogens (flaxseed, soy, legumes)

Prioritize sleep hygiene

Emotional Health

Acknowledge and embrace your emotions

Lean into community and support networks

Approach this transition with self-compassion

Limit alcohol and manage stress

Talk to a professional about anxiety or depression

Identity & Mindset

Reframe menopause as a transition, not a loss

Engage in mentally stimulating activities

Connect with nature or creative pursuits

Maintain a sense of purpose

Join a support group or community

➤ The Narrative

- Our identity is socially and culturally constructed through stories.
- Some are helpful narratives, others often are damaging.
- How do you think someone's identity shifts once they begin entering menopause?





Poll #3

What are ways you can support someone you know who is going through menopause?

- Listen without judgment and create space for open conversation
- Educate yourself so you can show up with empathy and awareness
- Advocate for workplace flexibility and accommodations
- Check in consistently; support is ongoing, not a one-time conversation

Final Reflection

Menopause is inevitable, suffering in silence at work is not.

Tools to try:

- Learn to recognize symptoms in yourself and others.
- Ask, don't assume. Create space for open dialogue.
- Advocate for policy that supports all stages of life.





Thanks For Joining



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Access Your NEAP Benefits

☐ Online:

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☐ Use your company code from
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EAP Benefit Spotlight

Employee Assistance Program

MENOPAUSE SUPPORT IN THE WORKPLACE

Empowering employees through knowledge, support, and understanding

Menopause is a natural phase of life, yet the physical and emotional changes can impact energy, confidence, and well-being, including at work. Your EAP offers compassionate, confidential resources to help you navigate this transition with confidence.

Whether you're experiencing perimenopause, menopause, post-menopause, or simply planning ahead, you're not alone, support is available.



AVAILABLE RESOURCES:

- Articles and tip sheets on hormonal health, sleep, mood, and symptom management.
- Guidance for handling hot flashes, brain fog, anxiety, and fatigue at work and at home.
- Nutrition and lifestyle strategies to support hormonal balance.
- Referrals to menopause-trained healthcare providers and specialists.
- Support groups, virtual and in person.
- Webinars and workshops on women's mid-life wellness.
- Coaching for fitness, sleep, mindfulness, and emotional well-being.
- Tools for communicating needs with partners, family members, and medical providers.
- Work-friendly strategies: cooling techniques, ergonomic options, pacing and breaks.

TOLL-FREE: 866-212-6096

WEBSITE: <https://neelyeap.helpwhereyouare.com>

COMPANY CODE: XXXX



NAVIGATING MENOPAUSE IN THE WORKPLACE AND AT HOME

SYMPTOMS & STAGES



Perimenopause: “The Transition Stage”

Perimenopause is the phase leading up to menopause when hormone levels, especially estrogen and progesterone, begin to fluctuate. This stage can begin in a woman’s late 30s or 40s and may last several years. Many women first notice symptoms during this phase but may not immediately recognize them as hormone-related.



Menopause: “The Official Transition”

Menopause is officially reached after 12 consecutive months without a menstrual period. Hormone production declines significantly during this time. Symptoms are often most noticeable during this stage because hormone fluctuations and declines are at their peak.



Postmenopause: “The Adjustment Stage”

Postmenopause begins after menopause and continues for the rest of life. Hormone levels stabilize at a lower level, and some symptoms may improve over time. Many women report feeling more emotionally balanced once they understand what their bodies are experiencing and receive proper support.

SOME TIPS & TRICKS TO...



Support Yourself

- Prioritize sleep and recovery
- Stay physically active
- Manage stress proactively
- Practice self-compassion
- Seek medical or mental health support when needed

Support Others

- Listen without judgment
- Create space for open conversation
- Avoid assumptions or dismissive comments
- Encourage workplace flexibility and understanding

“Redefining our identity doesn’t have to be a negative thing. Change is inevitable but we can choose how we address it.”

– **Jennifer Felix, LMSW, CCJA, SAP**

