



MENOPAUSE TRANSITION COACHING

Managing menopause at work can be tricky. While some people may not feel the impacts of this natural transition, others find it derailing to their lives, careers, and physical and mental health.

IN 2022

44%

of women experiencing menopause reported impacted ability to work, with **10% leaving work due to menopause symptoms.**¹

MENOPAUSE AND WORK STUDY, 2022

Research has shown that menopause symptoms can significantly impact attendance and performance in the workplace.¹

In Australia in 2017, just under 80% of women aged 45-55 years were in paid employment. However, many talented and knowledgeable women experiencing menopause will leave the workforce due to difficulties.¹

Further, a recent Australian study found that while 83% of women will experience some effects of menopause on their work, **70% would not feel comfortable talking to their manager about their challenges or needs.**²

As the number of employed women transitioning through menopause increases, employers must embrace a more open conversation about menopause, and its effect on their employees' working lives.

WHAT PEOPLE MAY BE FEELING

How can I trust anyone with such a **deeply personal** experience especially if they are younger than me or male?

There are **negative stereotypes** already in the workplace about being older and a woman. How do I know I won't be discriminated against?

I am feeling **unsupported** with my menopause and other life demands that all seem to be happening at once. How can I maintain my role?

What can I do about my **menopause symptoms** in the workplace?

WHO CAN PARTICIPATE IN THE PROGRAM?

As menopause is unique and different for everyone, **Menopause Transition Coaching is tailored to the individual**, wherever you're at in your journey, albeit in peri-menopause, in menopause or post-menopause.

HOW TO GET STARTED

Contact your manager or HR representative to let them know you are interested in the program.

It is important that you feel comfortable with your coach and participate candidly.

To preserve your trust and maximise the results of the coaching, your personal circumstances, records of discussion, health information and other sensitive information will NOT be disclosed to your organisation.

To find out more, please contact:

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HOW IT WORKS

The Menopause Transition Coaching Program is evidence based, designed and facilitated by workplace psychologists.

We tailor five hours of individual coaching around the unique needs of the individual as well as the inclusion of manager sessions as required.



The program provides the tools and resources proven to maximise transition success including the following phases:

Connect

- Complimentary initial chat to ensure coachee/coach alignment.
- Specialist referrals as necessary.

Comprehend

- **Values Inventory:** What drives you as you transition through this change?
- **Transition Assessment:** How do you manage change? What is your self-view, situation, supports and strategies to effect change?

Consider

- Reflect, craft and create your future vision through a personalised transition plan with your dedicated coach.
- Complimentary book of choice.

Cultivate

- Develop new skills and learnings from your coaching and bring them to life between sessions.
- Utilise tailored resources and templates to assist you as you transition.

Consolidate

- Be clear about who you are, what drives you, what you want and how you are going to get there.
- Combine your learnings and strengthen goals as you embed your vision.

Take advantage of the strengths that come with this life-stage.

Menopause brings valuable strengths to the workplace, including enhanced emotional intelligence, resilience, and adaptability. A newfound wealth of experience, coupled with a refreshed focus on priorities, can help to empower personal and professional growth.

¹ Griffiths, A., MacLennan, A.J., & Hassard, J. (2013). Menopause and work: An electronic survey of employees' attitudes in the UK. *Maturitas*, 76(2): 155-159

² Australian Government, National Women's Health Strategy 2020 to 2030, 2020. Retrieved 25/9/2023 from: www.health.gov.au/resources/publications/national-womens-health-strategy-2020-2030

ABOUT TRANSITIONING WELL

Transitioning Well works with forward thinking companies to support their people through life-work transitions.

When managed and supported well, life-work transitions have the power to create higher levels of engagement, improved health and wellbeing, and enriched company cultures. Our team of psychologists bring practical approaches based on extensive research and experience allowing us to support you when you need it the most.

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