

# Leveraging Neuroscience to Reframe Menopause in the Workplace

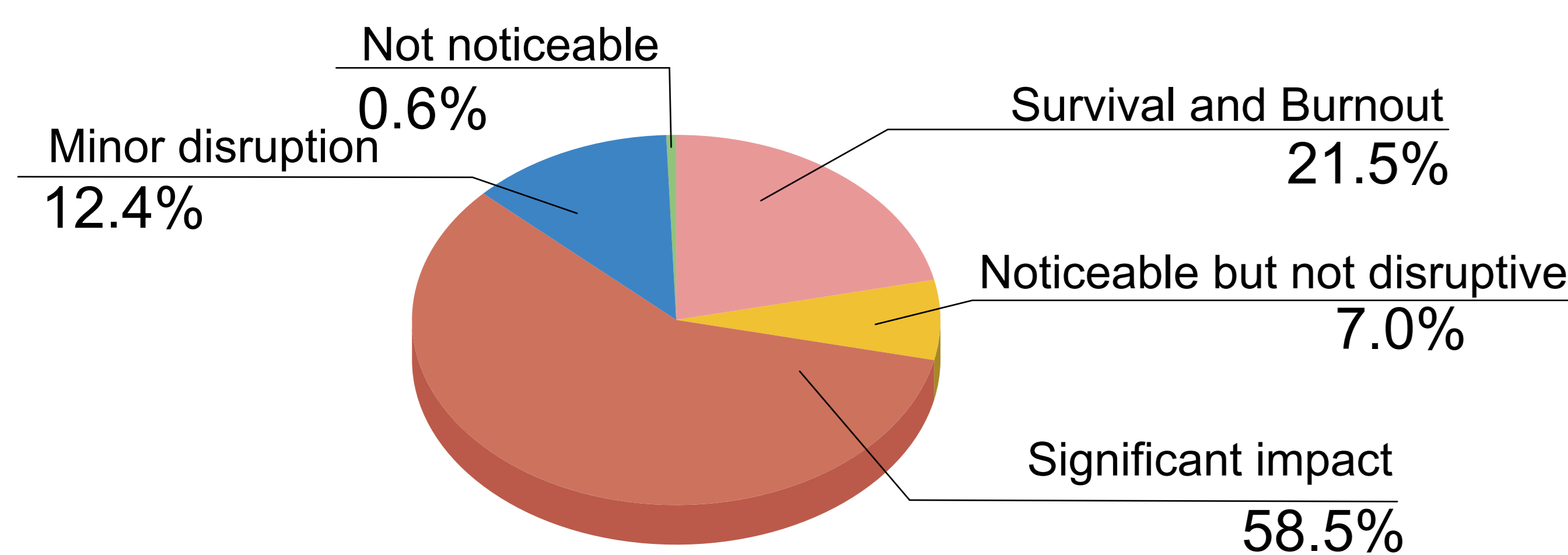
Menopause contributes to the second biggest talent leak in organisations (after maternity leave), creating fractured careers, and contributing to fewer females in the leadership pipeline.

Are organisations doing enough to support menopausal women? What if organisations reframed menopause as an opportunity to retain and nurture leaders?

What if this lost talent segment were to intentionally invest in the right medical and coaching support to better navigate the disruption? We ran a survey to explore these questions.

**Method** - a multi question, multiple choice survey link with a comments section was shared via LinkedIn, women's networks, menopause forums, and colleagues. Responses were kept anonymous. At the time of publication more than 300 women across all working segments and ages had responded to the survey.

**80%** reported that the disruption caused by menopause was in the 'survival/burnout zone' and 'significant' categories.

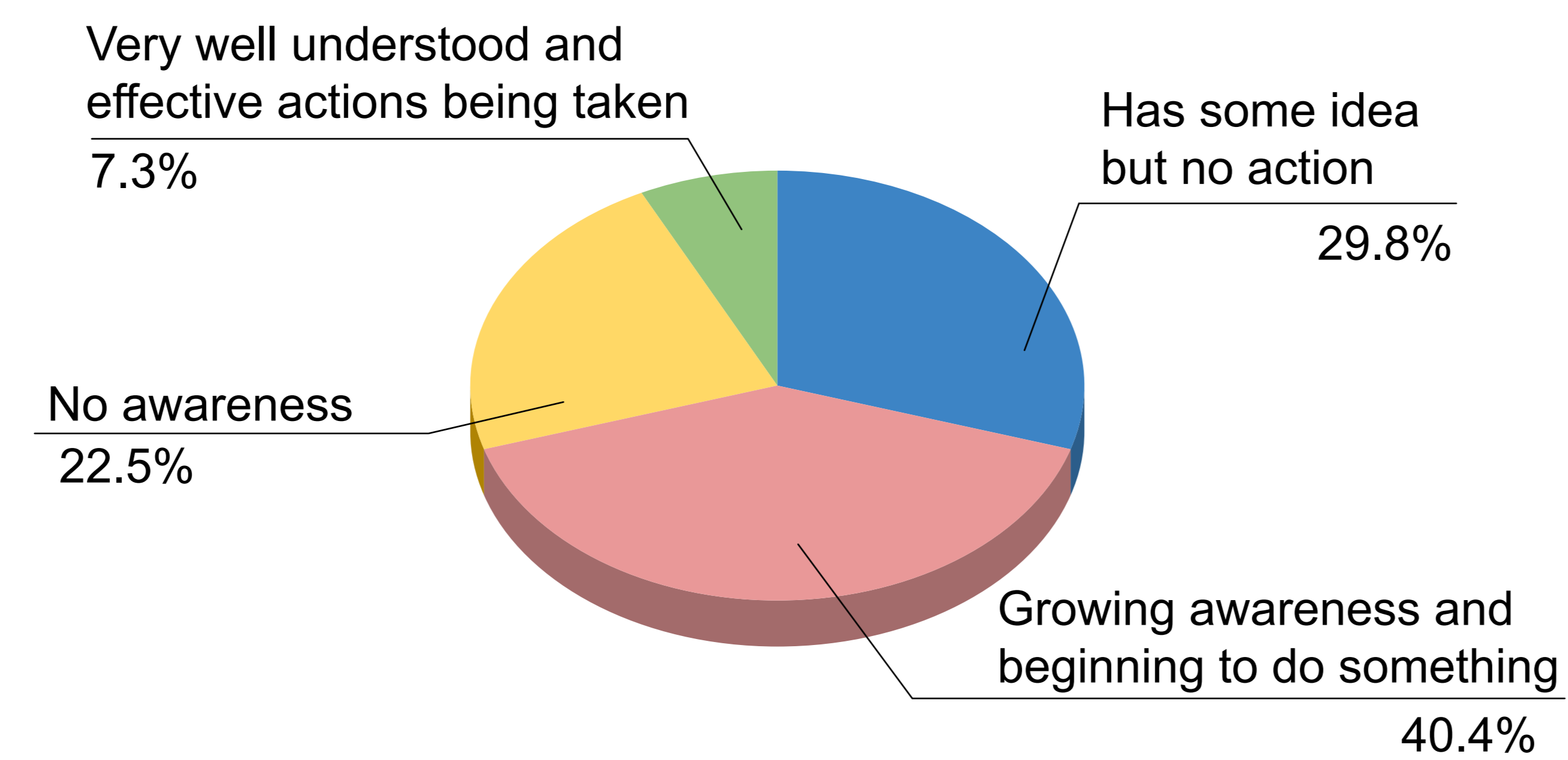


*Menopause can be so debilitating and misunderstood. Stress is higher due to unstable hormones. Businesses need clarification and guidelines to regulate and structure how they deal with it - Anonymous survey respondent*

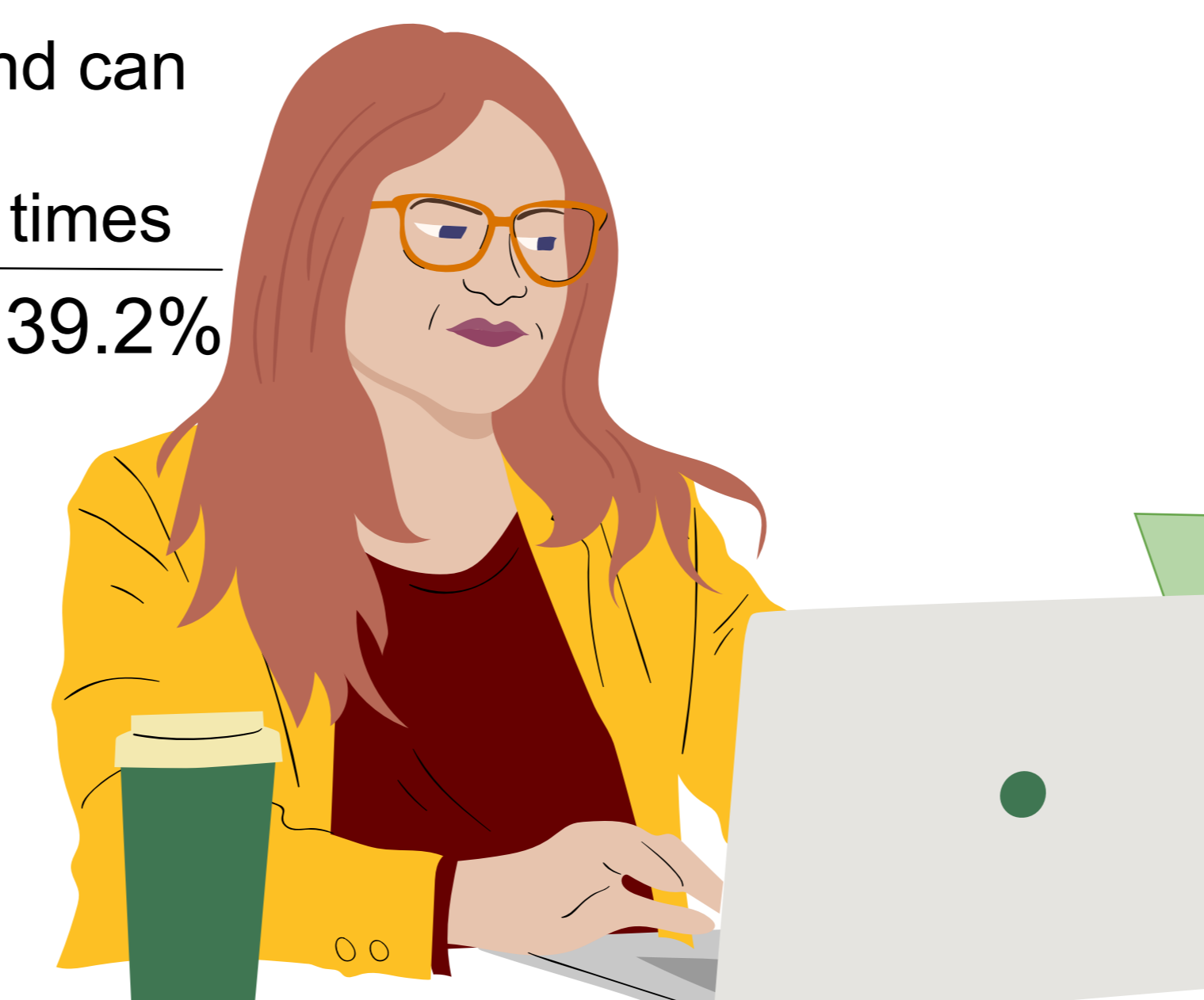
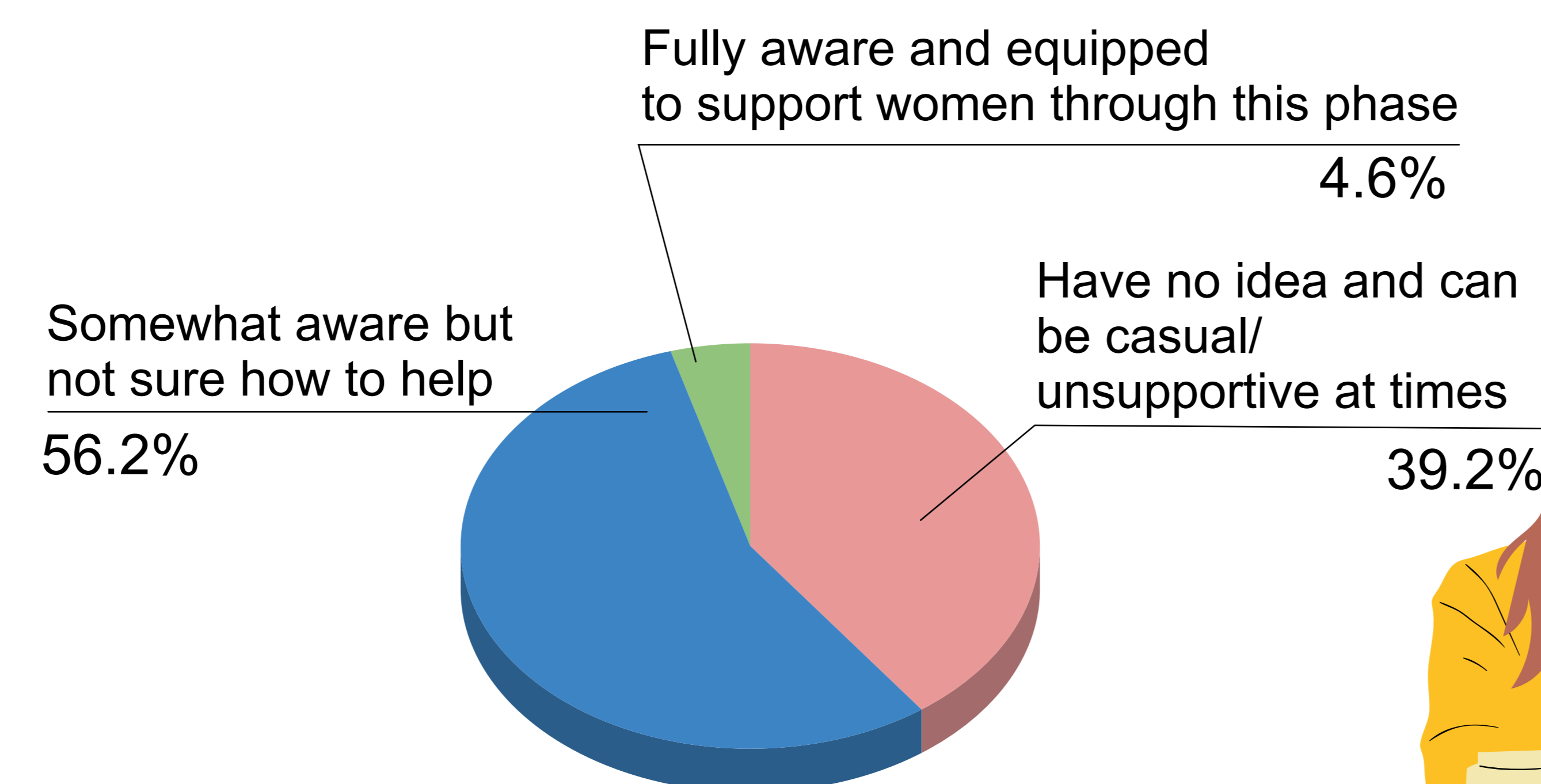
*I am not a depressing woman I was the life of the party. I am a happy go lucky person, but I am utterly exhausted with the struggle and no help for me and at times I have thought about killing myself as no one is interested in a nagging, aching and tired woman - Anonymous survey respondent*



**40%** reported that there is a growing awareness in organisations about this topic, with some supportive action. 7% felt there was a high degree of awareness and support.

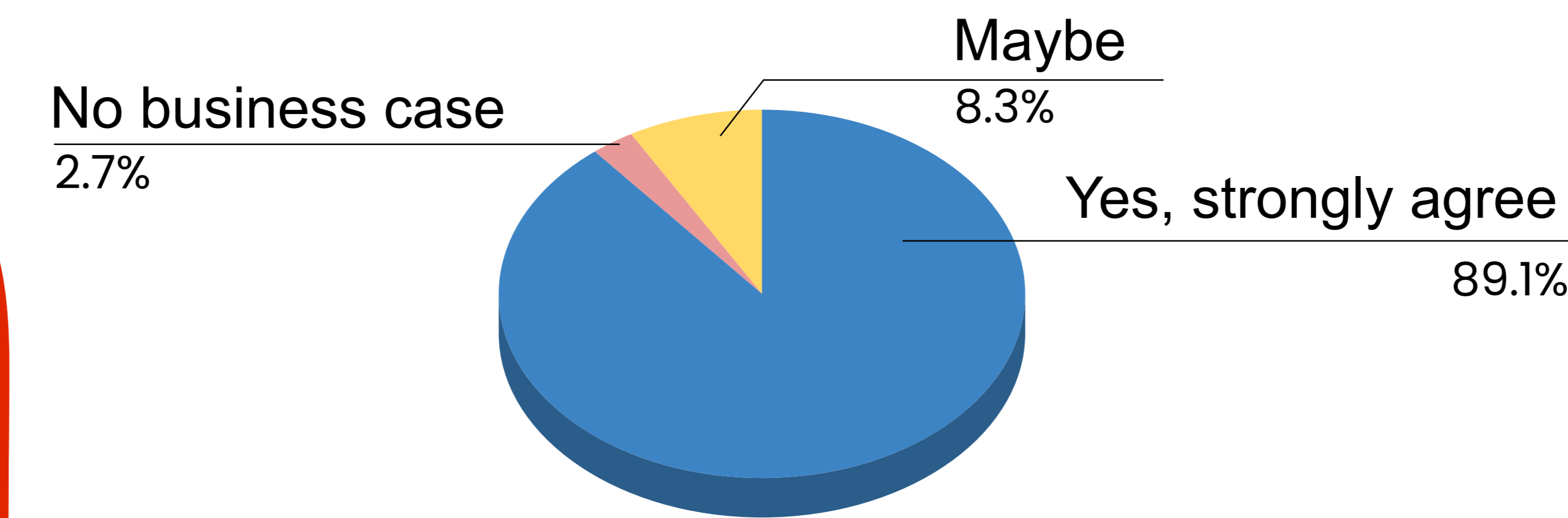


Only **4%** said line managers were fully trained and equipped to support women in menopause.

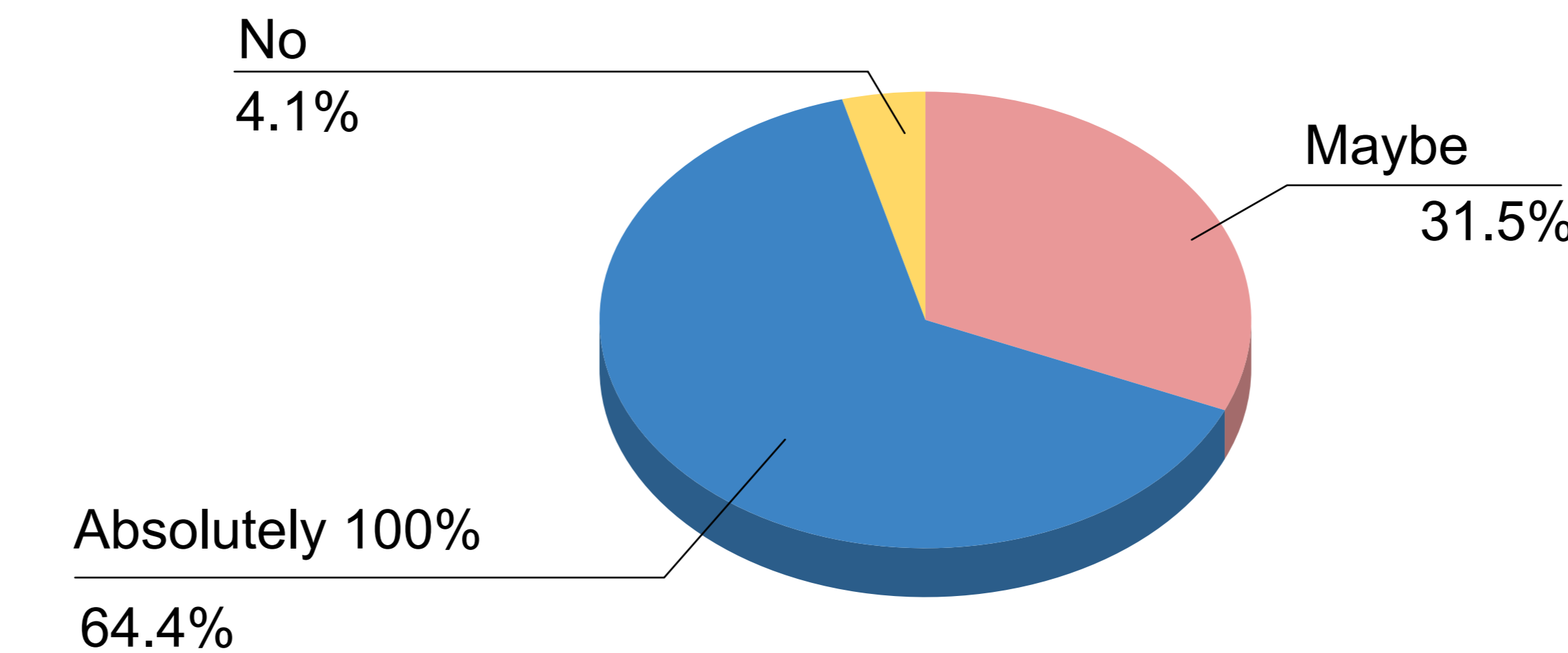


*I personally could not cope with working full-time due to the detrimental affect menopause has had on my mental and physical health. Even with HRT, I and many women have a daily struggle - Anonymous survey respondent*

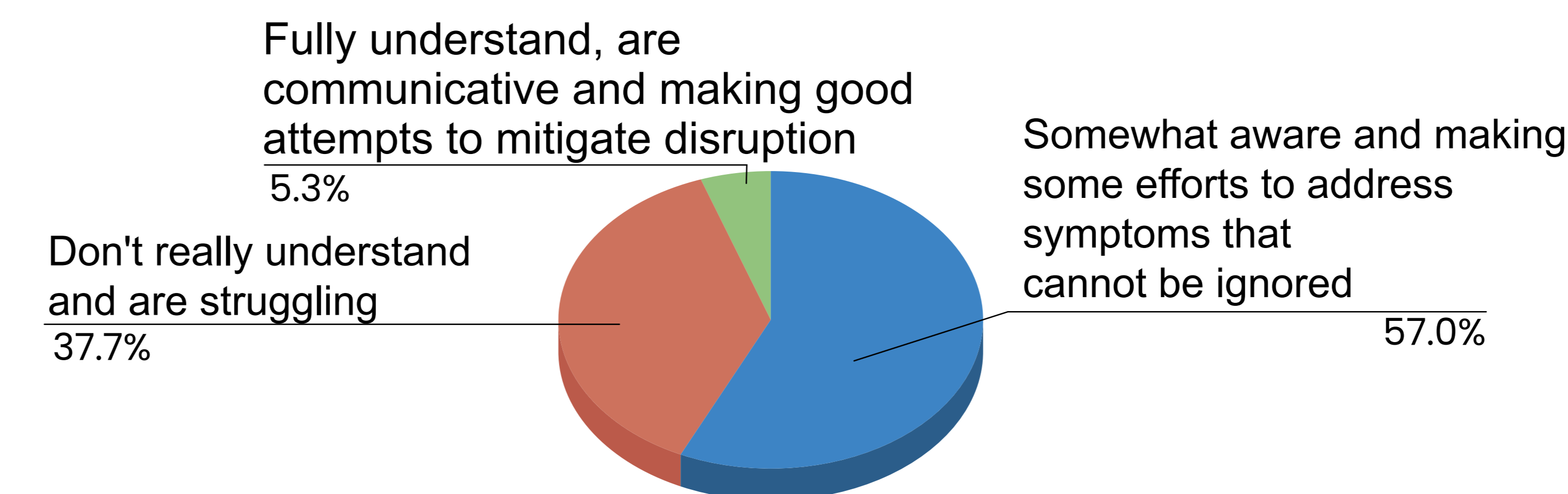
**89%** say organisations should support and empower women in menopause to retain and nurture future leaders



**64%** agreed menopause could be an opportunity for a woman to pivot, reframe femininity, and redefine her life and career goals



Just **5%** felt women fully understood menopause, how to mitigate the disruption it causes and effectively communicate ways to best support and empower her.



*I didn't know the symptoms and only after some education now recognise that I started with symptoms when I was around 44. I wish I knew earlier what was happening so I could have taken action. I've now resigned my job and taking a career break of a year out to focus on my health, wellbeing and caring responsibilities - Anonymous survey respondent*



There is a growing menopause awareness in organisations which is encouraging. In addition, there are clear opportunities for **neuroscience-based coaching for women in menopause to enhance their personal tool kit to adapt, flex in the moment and make powerful choices to minimise disruption.**

Cognitive self-awareness of our limbic (fight-flight-freeze) state of mind, our primary limbic responses and the resulting impact of catabolic energy (adrenalin and cortisol) will offer them the opportunity to reframe and strengthen cognitive and physical health. Offering line managers these insights will equip them to better support individuals in menopause.

Menopause, by its disruptive and challenging nature takes individuals out of their comfort zone. By combining principles from applied neuroscience, leadership development, and the unique challenges faced by individuals going through menopause, we can capitalise on the opportunity. Women in menopause will feel more empowered to pivot and exponentially grow as leaders, and in life.

The Collaborators (UK) Ltd are on a mission to empower women to #reframeMenopause and #changeTheNarrative by leveraging applied neuroscience. We call it The Butterfly Movement.

Participate in the Survey



Explore The Butterfly movement

