

# People Leader Guide

## Supportive Conversations About Menopause



*Some people can find it hard to talk to their People Leader about how menopause is affecting them. Your role as their People Leader is to help them be at their best at work. This guide is here to help you prepare for a conversation that will result in a positive outcome for both you and your Team Member.*

### Opening up the conversation

A great way to demonstrate your support for a team member experiencing symptoms is to have an open conversation about the resources and support available at S&P Global.

### Focus on the positive

A positive mindset and approach are central for People Leaders to ensure conversations are supportive experiences. It's okay not to have all the answers. You can offer reassurance that you can work together to find a solution.

### Offer support

We have a robust offering of services to support colleagues experiencing symptoms, including resources through:

- [S&P Global Menopause Support](#)
- [MenopauseIQ](#) (offered by FertilityIQ)  
Confirmation code: Wellness
- [TELUS Health](#)  
Enter the [company code](#) based on your country and use password: *lifeworks*

### Time and location

Have the time and space for a confidential discussion that allows the opportunity to raise concerns, worries and steps forward. End the conversation by agreeing on next steps.

### Develop a working plan

Menopause is a unique experience and each colleague may need different support. You may agree to schedule regular meetings or check ins. Ask your colleague what they feel might improve their symptoms at work, such as purchasing a desk fan, which can be reimbursed through the [Wellbeing Support Program](#).

The effects of menopausal transition can change over time, so support may need to change to accommodate this.

It can be hard when you suspect someone is experiencing menopause symptoms but they haven't talked to you. Wait for your colleague to share what they're experiencing. Bringing it up yourself could be viewed as confrontational or offensive. And, as leaders, we are not here to diagnose but to support.

### Reflect back what you are seeing

If you observe a colleague struggling or not seeming themselves, ask how they are or if there anything you can help with. Knowing you care and want to support can provide great reassurance to all your colleagues.

Above all, it's in both your best interests to find a good solution. All anyone wants is for your team to be fit and well so they can do their job to the best of their ability.