

Menopause

Talking to Your People Leader



You may find it difficult to talk with your People Leader about how menopause is affecting you at work. However, your People Leader is here to support your success at work.

Prepare for your meeting

S&P Global offers menopause education through [MenopauseIQ](#), offered by FertilityIQ, (confirmation code: Wellness). Take note of your menopause symptoms and how they're affecting you. You may use the [Symptom Tracker](#) to help organize your thoughts. Think about what practical, reasonable adjustments might help – being flexible and ideally coming up with some different options. These may be for a short period of time while you work with your medical professional to alleviate your symptoms.

Meet with your People Leader privately to explain your situation

Talk about how menopause is affecting you at work, what you are doing to manage your menopause symptoms and any suggestions you may have. Your People Leader may need time to think about how to best support you. Remember, this may have been on your mind for a long time, but it may be the first time they have heard about it. Allow them time to digest the information and seek advice if necessary.

Follow up

At the end of the meeting set up a time to meet again, whether that's to agree on a way forward, to monitor progress or update. Menopause symptoms can change over time so adjustments may need to change.

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

Menopause can be isolating if you don't talk to someone but remember, menopause can have an impact on everyone, so you most certainly are not alone.

Meet with your People Leader to discuss adjustments that may help alleviate your symptoms at work.