



Demystifying Menopause

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Objectives



Talk about biopsychosocial factors & implications of menopause



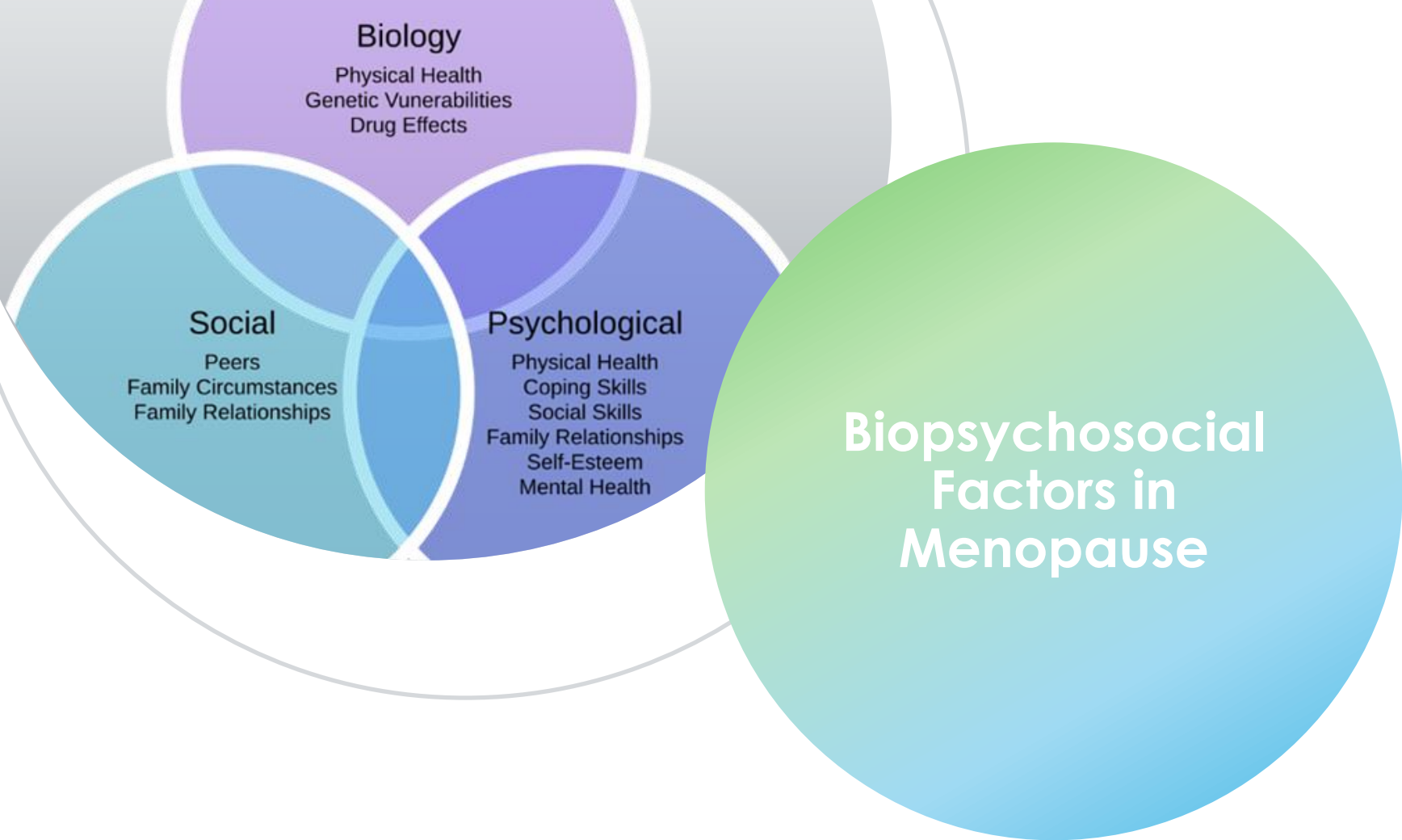
Discuss physiological changes impacted by aging, signs & symptoms



Cover strategies to combat challenges



Learn how open discussion and destigmatizing menopause can lead to a healthier workplace and healthier you

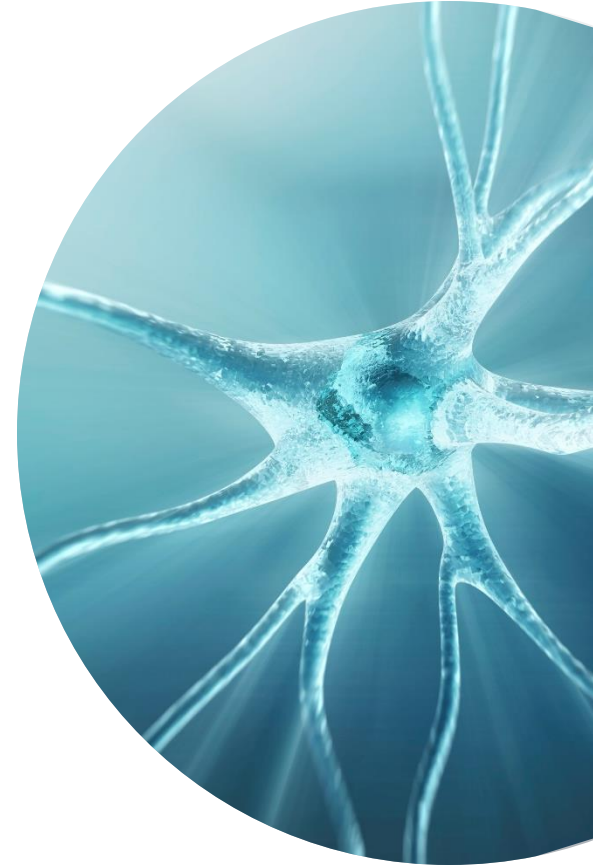


Aspect #1: Biological

Our genetics and overall physical functioning.

Our health, and how the brain and nervous system relate to thinking, feeling and learning. We may have a genetic predisposition to something like a disability, but mental health has genetic roots as well.

Physical health conditions can impact mental health during menopause.



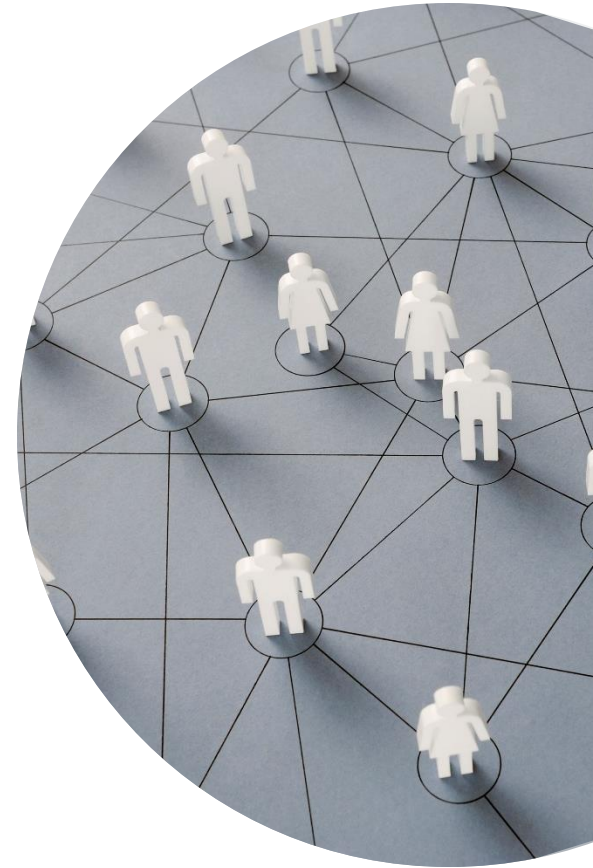
Aspect #2: Social

The environmental factor on health, relating to society, companionship, and community.

Changes in social circumstances can have an impact on mental health, both positively and negatively. Social circles may change in mid-adulthood and conversations often center on health and the symptoms at this time.

Some women find comfort in banding together to face this, while others feel embarrassed in discussing with others (including the opposite sex).

Social isolation may also come into play.



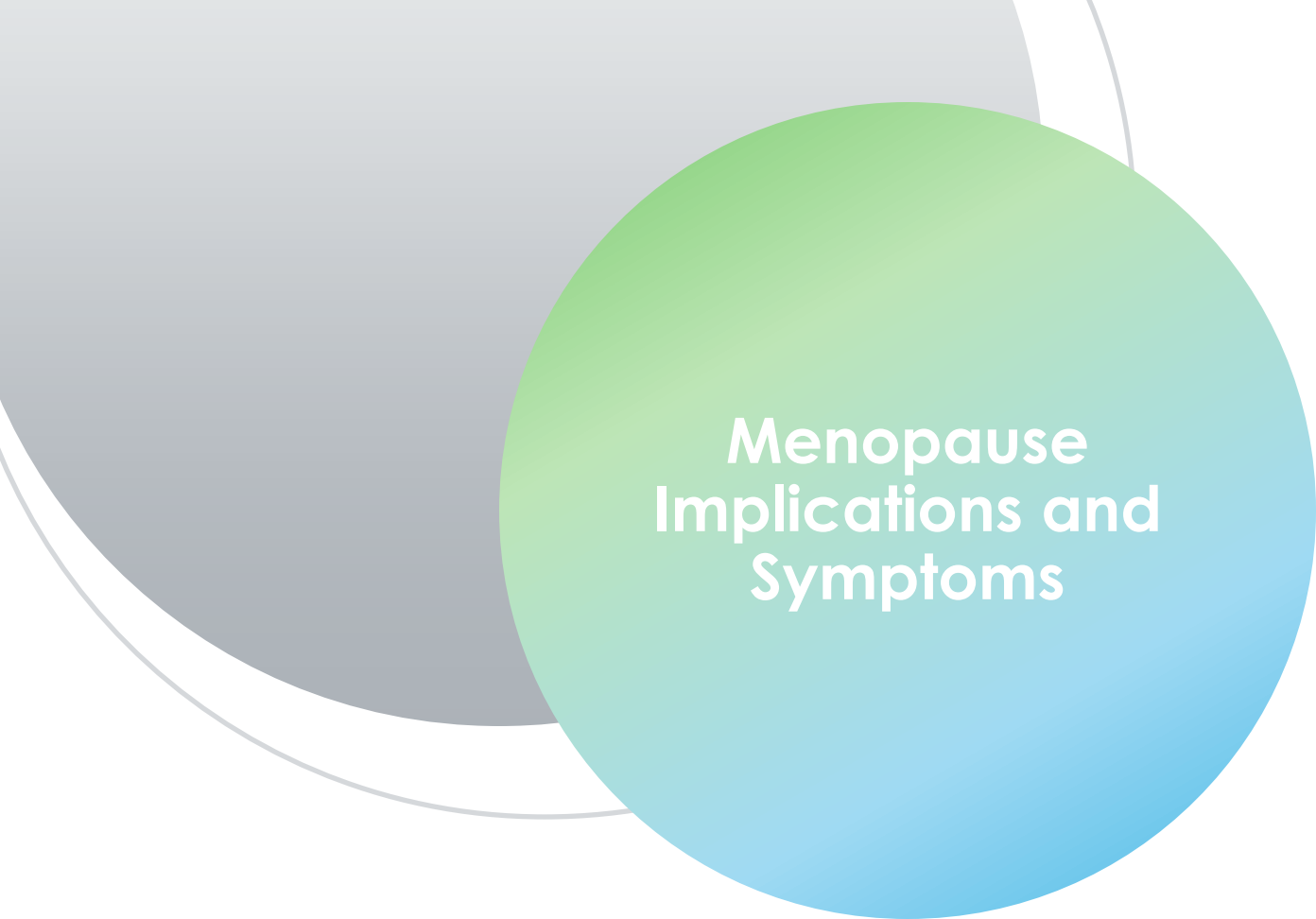
Aspect #3: Psychological

Our mental/emotional state. Our mental health.

Psychological well-being has an impact on overall health and can be cyclical.

Hormonal changes can also severely impact the way you feel – and it isn't something that is easy to measure.





Menopause Implications and Symptoms

What is menopause?

- There are medical and anthropological views on menopause, but one is considered reaching menopause when amenorrheic for a full year (typically between age 45 to 55). Ovulation no longer takes place.





According to global research:

- Top-ranked countries for menopause support and women's health: U.S., U.K., Germany ([medicaltourism.com](https://www.medicaltourism.com))
- WHO: More than 1M women experience menopause each year, meaning roughly 6000 per day
 - Range is between 45-55; The average age is 52
 - Black and Hispanic women tend to report early menopause more frequently than white women
- NIH: Supports SWAN (Study of Women's health across the nation); UN: Focus on aging of world population

 - Identifying racial and ethnic differences in aging and menopause
 - Researching the implications of aging vs. menopause (chronological vs. ovarian)
 - Over 1.5 billion over 65 by 2050

Do you wish there
was a menopause
manual?

Perimenopause

Menopause

Postmenopause



Perimenopause

Climbing the rungs of the ladder

- Estrogen & progesterone decrease
- Women & their providers begin to identify changes



Menopause

Reaching the top of the ladder

Follicle production/Ovulation stops

Menses subside



Postmenopause

Recovering from the climb

- Establishing the new normal
- Monitoring health and adapting to aging





Common Symptoms:

These may or may not be experienced, including:

- Exhaustion
- Mental fog; trouble focusing
- Hot flashes
- Longer recovery time from exercise
- Weaker grip strength
- Insomnia; Difficulty waking in the morning
- Feeling unmotivated
- Muscles aches
- Incontinence
- Dryness (skin, mouth, eyes and vaginal dryness)
- Emotional overwhelm; Mood swings
- Cravings

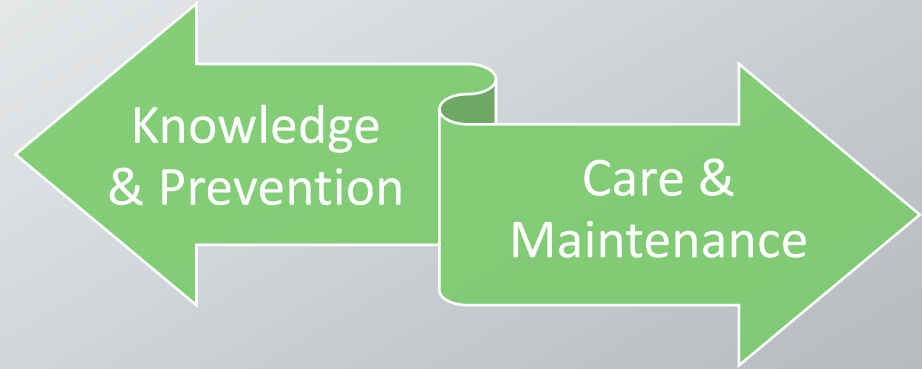


Avenues for Symptom Relief & Overall Health

Physical and biological remedies:

- Diet (i.e., phytoestrogens from legumes, soy, vegetables)
 - Exercise
 - Supplements
 - Topical solutions
 - Sleep
 - Social connection
 - Stress reduction & mindfulness
-

Holistic Approach to Menopause



CHANGE TO WHICH
YOU MUST ADJUST

FUTURE IMPACT



Menopause in the Workplace

Potential impact:

- Increased absenteeism
- Reduced productivity
- Potential early retirement
- Impact on work advancement
- Impact on decision-making

Support systems can include:

- Awareness training
 - Access to healthcare and mental health resources
-



When to refer to professional help

- Escalating mental or physical anxiety
- Extreme mood changes
- Unwillingness to participate in required or necessary daily activities
- Intensifying physical symptoms
- Preventive care & treatment options



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