

Supporting Perimenopause in the Workplace: What HR Professionals Should Know

Perimenopause is a natural life stage that affects millions of employees often during the most demanding and high impact of their careers, but it has often been overlooked. As part of our commitment to employee well-being, we are focusing on how our workplace can better understand, support, and empower individuals navigating this stage of life.

Understanding Perimenopause:

Perimenopause is defined as the time leading up to menopause, usually lasting 4 to 10 years. Hormonal changes can present symptoms such as hot flashes, sleep disruption, anxiety, mood shifts, and difficulty concentrating. These experiences are common and they can significantly affect daily work life.

Why it Matter’s at Work:

Perimenopause affects employees regardless of their role across the organization. The systems can influence energy, focus, sleep, and stress levels, it is essential for workplaces to understand how this transition may impact day to day and overall wellbeing. This matters because:

- * Productivity & focus may fluctuate.
- * Sleep disruption can affect energy levels.
- * Stress sensitivity may increase.
- * Hesitation to speak up due to stigma

How HR Can Support Employees:

HR’s role is to support employees, provide guidance, and partner with leadership to explore appropriate options. While HR does not independently approve workplace changes, we can assist in ensuring employees have access to information, resources, and pathways for support. HR can contribute by:

- * Partnering with leadership to explore options such as flexible work arrangements when appropriate and approved.
- * Helping employees navigate benefits such as medical care, mental health support, or wellness programs.
- * Promoting psychological safety where employees can feel comfortable discussing their needs without stigma.

Employee Wellbeing Tips:

Employees experiencing perimenopause face many challenges daily due to fluctuating estrogen and progesterone levels. These hormonal shifts affect multiple body systems, which is why symptoms can be wide ranging and persistent. Here are a few tips you may find relief through.

- * Talking with your healthcare provider
- * Making sleep routines a priority
- * Staying Hydrated
- * Practicing stress reduction techniques
- * Utilizing available benefits and wellness programs.

June 5th— World Environment Day

June 14th— Flag Day

June 19th— Juneteenth

June 21st— Father’s Day & Start of Summer

If you have any questions or concerns regarding this article or any other HR issue, please feel free to give us a call or send us an email.

We are here to help.

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