

# 5-minute guide - Talking to your manager about your menstrual health

## Why these conversations matter

Menstrual health symptoms can sometimes affect energy levels, concentration or comfort at work. While some months may feel manageable, other times symptoms may have a greater impact.

Many workplaces are becoming more aware of menstrual health and the importance of supporting employees. A simple conversation with your manager can help identify practical adjustments that allow you to continue working comfortably and effectively.

You are not required to share personal medical details if you do not wish to. The aim of the conversation is simply to explore support that might help.

## Preparing for the conversation

Before speaking with your manager, it can help to reflect on a few key questions.

## What symptoms affect your work?

Examples might include:

- severe pain
- fatigue or low energy
- migraines
- heavy bleeding
- difficulty concentrating

## When do these symptoms usually occur?

Some people find symptoms appear at predictable times in their cycle.

## What support might help?

Think about adjustments that would make your workday easier to manage.

## Starting the conversation

People can find it hard to talk to their manager about how their menstrual cycle or how their menstrual health is affecting them. However, your manager is there to help you be at your best at work. To help you both, preparation is important. This will result in a much better conversation and outcome for both you and your employer.

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.

Menstruation issues can be isolating if you don't talk to someone but remember many are experiencing this at work, so you most certainly are not alone.

Think about when and where to have the conversation. Booking a meeting will ensure you have time and privacy to talk and you will be more likely to get your points across.

## Structuring the conversation

We find this structure can help share the key facts you want to cover:

- This is what I'm currently experiencing
- This is how it's affecting me at work
- This is what I'm doing to try and manage symptoms/the condition I have
- This is what would help me

## Exploring support together

Discuss what support you would like and timescales. Just knowing someone understands and is there to listen can help.

They may need time to think about the best support. Remember, this may have been on your mind for a long time, but it may be the first time your manager has heard about it. Allow them time to digest the information and seek advice if necessary.

At the end of the meeting put a time in the diary to meet again, whether that's to agree a way forward, to monitor progress or update. Symptoms can change over time, so you might need to ask for different adjustments or support.

