

MAP

MENOPAUSE

ACTION

PLAN

RESEARCHED + COMPILED + CREATED BY

INSIDEHER.

Table of Contents

01	A NOTE FROM CHELSEA	3
	Why this plan exists and how women are leading the change.	
02	YOUR MENOPAUSE ACTION MAP: START HERE	5
	How to use this plan to turn awareness into action, for yourself, your workplace, and your community.	
03	TAKE CHARGE & ADVOCATE FOR YOURSELF	7
	What to say when your doctor isn't listening, based on Menopause.	
04	BRING MENOPAUSE INTO THE WORKPLACE	10
	Why it matters, what to push for, and how to speak up based on Menopause	

A Note from Chelsea

WELCOME TO THE **INSIDEHER** MENOPAUSE MOVEMENT

If you're holding this guide, chances are you've felt it too... that quiet frustration. That moment in the doctor's office when you tried to explain what you were feeling, only to be dismissed. That ache of not knowing what's happening in your own body. That fire that comes when you realize how many women are walking this same road with no map.

I know that feeling. It's why I have devoted my career to helping women just like you achieve their best health. Because this isn't just a phase. It's not something to whisper about or push through. It's a public health crisis. And it's also an opportunity. An opening to demand better for ourselves and for every woman who comes after us.

This guide was born out of that urgency. Out of the thousands of messages I've received from women who feel invisible. Out of the interviews I've done with doctors, researchers, and policy makers who admit the system has failed us. Out of the belief that change won't come from the top down, it'll come from us.

You don't need to be a politician or a professional advocate. You don't need a platform or a microphone. What you need is your story, your voice, and the courage to use them.

Whether you're walking into your doctor's office, talking to your HR department, or starting a conversation in your community, I hope this guide gives you the tools, the language, and most of all, the confidence to speak up.

Because here's what I know for sure: When one woman speaks up, it's powerful. When millions of us do? That's a movement.

I'm proud to be in it with you.

XO,
Chelsea

START HERE:

Your Menopause Action Plan MAP

YOUR GUIDE TO TURNING AWARENESS INTO CHANGE

MENOPAUSE. What do you do now?

Not just to feel better, but to fix the system. At work. At the doctor's office.
In your community.

The Menopause Action Plan (MAP) was built to answer that question.

This isn't just another resource. It's a strategy.

ONE DESIGNED TO HELP YOU:

- **Mobilize:** understand what's happening in your body and speak up
- **Advocate:** bring menopause out of the shadows and into real conversations
- **Push forward:** drive policy, workplace change, and cultural visibility

Whether you're navigating a frustrating doctor's appointment or meeting with your HR team, this menopause MAP gives you the exact tools, scripts, and templates to take action without starting from scratch.

You don't need to be an expert.
You don't have to do everything at once.
You just have to **start.**

USE THIS PLAN IN THE WAY THAT WORKS BEST FOR YOU:

- Skim it now and come back when you need it
- Pick one section that speaks to you and take one action
- Share it with someone else who needs a roadmap too

This isn't about doing it all.
It's about **not doing it alone.**

Advocate for Yourself

WHAT TO SAY WHEN YOUR DOCTOR ISN'T LISTENING

ADVICE FROM THE MENOPAUSE DOCTORS -

Advocating for yourself during perimenopause and menopause isn't optional.

It's essential. Yet far too many women are dismissed, misdiagnosed, or handed a prescription without a real conversation. Your symptoms aren't "just stress," and this isn't something you should have to power through in silence.

You deserve care that reflects current science, not outdated assumptions. You deserve a doctor who listens, explains your options, and treats you like a partner in your health, not a problem to be managed. These scripts are here to help you speak up with clarity and confidence when something feels off. You don't need to be an expert to be taken seriously.

YOU JUST NEED THE RIGHT WORDS AND THE REMINDER THAT YOUR EXPERIENCE MATTERS.

IF YOUR DOCTOR SAYS:

"You're too young for menopause."

YOU CAN SAY:

"I've learned that perimenopause can begin well before 50, actually, it can begin in late 30's. My symptoms match several perimenopause symptoms I've read about, like irregular cycles, brain fog, and sleep disturbances. Can we walk through this together?"

IF YOUR DOCTOR SAYS:

"Let's wait and see."

YOU CAN SAY:

"I've already waited. I came in today because this is affecting my daily life. My sleep, my energy, my ability to focus. I'd like to talk through the next steps now, not put this off again."

IF YOUR DOCTOR SAYS:

"Your labs look normal."

YOU CAN SAY:

"I understand that hormone levels can fluctuate day to day. I'm asking that we look at my full symptom picture, not just the lab results, to guide our next steps."

IF YOUR DOCTOR SAYS:

"It's just stress."

YOU CAN SAY:

"I know my body, and I know when something's changed. I'm not here for a quick fix, I'm here for a thorough conversation. Can we explore all possibilities, including perimenopause?"

IF YOUR DOCTOR SAYS:

"It's just part of aging."

YOU CAN SAY:

"Aging doesn't mean I should feel this bad. I'm looking for solutions that help me feel like myself again, not a reminder that I'm supposed to accept feeling unwell."

If you're not sure your doctor is menopause-informed:

YOU CAN SAY:

"Are you a certified menopause practitioner? I know The Menopause Society has a directory, and I want to make sure I'm getting care from someone who really understands this stage of life."

CHECK THE DIRECTORY [HERE](#)

Reminder: You don't have to be confrontational to be clear. You're not being difficult, you're being direct. Bring notes. Bring this page. Bring backup if you need it.

**What you're experiencing is real.
You deserve to be heard.**

MENOPAUSE **IN THE WORKPLACE**

WHY IT MATTERS,
WHAT TO PUSH FOR,
AND HOW TO SPEAK UP

Why This Isn't Just a Health Issue, It's a Workplace One

Research indicates that globally, at least 1 in 10 women working during menopause leave their jobs (or consider leaving) because of their symptoms. Many more women, suffer silently. They're dealing with brain fog, hot flashes, sleep disruption, and anxiety while trying to lead teams, meet deadlines, and stay sharp. But most don't feel comfortable speaking up. They're afraid of being seen as unreliable, unstable, or "too old."

We see this daily. Women whispering the same fears in different languages, afraid to take a break, afraid to ask for support, afraid they'd be seen as less than.

This silence? It's costing all of us.

THE BUSINESS CASE FOR CHANGE

- 20% of the current workforce is navigating menopause
- A 2023 Mayo Clinic study estimated **\$150 billion/year** in lost productivity due to menopause
- **1 in 4** women consider leaving their jobs because of unmanaged symptoms
- **Over 60%** never tell their managers — not out of shame, but fear of consequences

Menopause affects **focus, sleep, energy, and confidence**. This isn't about special treatment. It's about real support for a life stage that **half the population will** go through.

What a Menopause-Inclusive Workplace Can Look Like

You don't need to be in HR or have a leadership title to push for change. Start with a conversation, share your story, and bring solutions to the table.

Here's what that can include:

A MODERN FRAMEWORK FOR MENOPAUSE-FRIENDLY WORKPLACES

1 UPDATE YOUR POLICIES

- Include menopause in wellness and DEI strategies
- Review leave policies and flexible work options
- Cover menopause care in your health plans

2 TRAIN YOUR MANAGERS

- Educate team leads on what menopause is and how it impacts performance
- Teach flexible, empathetic leadership

3 PROVIDE REAL RESOURCES

- Menopause-certified healthcare referrals
- Mental health and sleep support
- Nutrition and movement education

4 DESIGN BETTER ENVIRONMENTS

- Offer quiet, private spaces for rest
- Provide access to fans or cooler spaces
- Stock menstrual products in restrooms for those in perimenopause

5 HELP NORMALIZE THE CONVERSATION

- Educate the people leading teams on what menopause is and how it impacts performance
- Teach flexible, empathetic leadership
- Create a culture where menopause is not a punchline

6 MONITOR AND ADJUST

- Send anonymous feedback surveys
- Track what's working and what needs improvement

Need Help?

Email us at [**menopause@insideher.org**](mailto:menopause@insideher.org)

What To Do If You're Going Through It

Menopause doesn't mean the end of your career, but the system was not built with you in mind. You deserve support, not silence.

Here's how to advocate for yourself at work.

START HERE

1 KNOW YOUR RIGHTS

- Check your company's leave and wellness benefits
- Menopause intersects with health and disability protections, even if not named explicitly

2 DOCUMENT YOUR EXPERIENCE

- Track your symptoms and how they affect your work
- Note any requests or responses from your manager or HR

3 ASK FOR WHAT YOU NEED

- Try: *"I'm managing a health transition that's affecting my energy and focus. Can we talk about flexible options or accommodations?"*

FIND YOUR ALLIES

- Talk to one trusted colleague or mentor
- Ask if there's an existing group or if you can start one
- You are not alone, your voice could help others speak up too

TAKE CARE OF YOURSELF WITHOUT SHAME

- Use your benefits
- Take the walk
- Say no when you need to
- Bring the fan
- Show up for yourself without apology

FINAL WORD

This part of your career can be just as powerful as any other, but not if you're forced to hide what you're going through. You're not the problem. The silence is.

SPEAK UP.

Ask for what you need.
And know that change starts
with women like you.

Your voice helps drive policy forward so future generations of women don't suffer in silence.