



# Menopause and Neurodivergence - Creating Workplaces Where Neurodivergent People Can Thrive

## Practical Guidance for Colleagues & Managers

Menopause can amplify challenges many neurodivergent individuals already navigate daily. Sensory changes, executive functioning shifts, emotional regulation, memory, and sleep can all be impacted. The right approach at work makes a real difference.

### 1. Prioritise Predictability

Give advance notice of meetings, deadlines, and changes where possible.

Share agendas early and outline exactly what's needed.

Reduce unnecessary last-minute tasks.

### 2. Make Communication Clear & Steady

Keep instructions simple, direct, and written down.

Avoid vague language like "ASAP" or "when you get a moment."

Encourage the person to ask clarifying questions without judgement.

### 3. Create a Low-Sensory Environment

Menopause heightens sensory sensitivity for many neurodivergent women.

Helpful adjustments:

Offer quieter, low-light spaces or hybrid/home working options.

Reduce interruptions; use messaging instead of drop-ins.

Allow noise-cancelling headphones.



#### **4. Support Memory & Focus Changes**

Hormonal shifts can impact recall and executive functioning.

Practical tools:

Provide checklists, written summaries, or step-by-step processes.

Break tasks down with priorities clearly marked.

Use shared documents so information isn't lost in conversation.

#### **5. Flexible Working Helps**

Flexibility around start/finish times, especially during poor-sleep phases.

Hybrid options or quiet days with no meetings.

Adjust workload temporarily during symptom spikes.

#### **6. Temperature & Comfort Matter**

Hot flushes and sensory discomfort can be overwhelming.

Small adjustments go a long way:

Easy access to cooling fans or good ventilation.

Permission to remove layers or wear more comfortable clothing.

A nearby space to decompress if symptoms peak.

#### **7. Normalise Breaks**

Short, regular breaks support emotional regulation and cognitive function.

Encourage stepping away after intensive tasks or meetings.

Promote a culture where breaks aren't "earned" but seen as productive.

#### **8. Prioritise Psychological Safety**

Make it safe to say "I'm struggling today" without stigma.

Focus on outcomes, not presenteeism.

Avoid assumptions or commentary about symptoms, mood, or age.

#### **9. Review Adjustments Regularly**

Needs may change month to month.

Check in gently and privately: "What would help right now?"

Adapt without fuss or delay.



## **10. Respect Privacy**

Some individuals won't want to disclose ND or menopause at all.

Keep all conversations confidential.

Never share personal details or symptoms with others.