



Moonsisters

Supporting Men Supporting Women

A practical guide to supporting women at work and at home



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Welcome to your menopause guide

If you're reading this, it probably means one of two things:

A woman you care about is going through menopause and you want to support her better

Or you're noticing changes at work and want to be a more understanding colleague or manager

Either way — this guide is for you.

Menopause is often talked about in whispers, jokes, or medical language that doesn't feel very human. That leaves many men unsure of what's really happening, what helps, and what to say (or not say).

- This guide is here to change that.

You don't need to be an expert.

You don't need to "fix" anything.

You just need understanding, empathy, and a few practical tools.



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What Menopause Actually Is (In Plain English)

Menopause is a natural life stage that usually happens between the ages of 45 and 55. It isn't a single moment — it's a *transition* that can last several years.

The three stages:

Perimenopause – when hormones begin to fluctuate and symptoms start

Menopause – when periods stop for 12 consecutive months

Post-menopause – the years after menopause

Most challenges show up during perimenopause, often when women are at the peak of their careers, managing families, responsibilities and leadership roles.



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It's Not Just Hot Flashes

Hot flashes are the symptom most people know about — but they're only part of the picture.

Many menopause symptoms are invisible, which is why they're often misunderstood.

Common symptoms men are rarely told about:

- Brain fog and difficulty concentrating
- Memory lapses
- Fatigue that rest doesn't fix
- Increased anxiety or low mood
- Loss of confidence
- Emotional overwhelm
- Sleep disruption
- Feeling unlike themselves

From the outside, this can look like:

- Reduced confidence
- Irritability or withdrawal
- Struggling with decisions
- Losing words mid-sentence
- Feeling overwhelmed by tasks that once felt easy
- Heightened emotions - crying, anger, rage

This isn't a lack of ability — it's biology.

Why Menopause Affects Work More Than People Realise

Menopause often arrives at a time when women are:

- Experienced
- Skilled
- In leadership or senior roles
- Carrying a lot of responsibility

When symptoms are misunderstood or unsupported, women may:

- Step back from opportunities
- Reduce hours
- Lose confidence in their abilities
- Leave roles or organisations entirely

Many don't leave because they can't do the job —
they leave because it becomes too hard to cope without support.



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7 Things Men Often Misinterpret (And What's Really Happening)

1. “She’s lost confidence”

Confidence is often shaken by cognitive symptoms and fatigue.

2. “She seems more emotional”

Hormonal changes affect emotional regulation and resilience.

3. “She’s not as sharp as she used to be”

Brain fog and sleep deprivation impact focus, not intelligence.

4 “She’s stressed”

Menopause can amplify stress responses in the body.

5. “She’s disengaged”

Many women are working twice as hard just to stay afloat.

6. “She needs to toughen up”

This is not about resilience — it’s about support.

7. “She’s just having a bad day”

Symptoms can be persistent, unpredictable and exhausting.



How Men Can Support – Starting Today

At Work

- Normalise conversations about menopause (without forcing disclosure)
- Be flexible where possible (temperature, breaks, workload during flare-ups)
- Focus on outcomes, not not hours at a desk
- Create psychological safety — trust matters more than policies
- Remember: support benefits the whole team, not just one person

At Home

- Listen without jumping to solutions
- Ask what helps — and believe the answer
- Be patient with changes in energy and mood
- Share the mental load where possible
- Remember this phase will pass



What to Say : Supportive Language which actually helps

You don't need special words or perfect phrases.
What matters most is tone, timing and genuine care.
The best support sounds ordinary — because it is.

Simple things you can say

- “I’ve noticed things feel a bit harder lately — is there anything that would help right now?”
- “Do you want to talk about it, or would it help more if I just listened?”
- “What does a good day look like for you at the moment?”
- “Is there anything that makes work/home feel easier when things are tough?”
- “Let me know what you need — I’m happy to work around it.”
- “If today’s a low-energy day, we can adjust.”
- “I’m learning more about menopause — I didn’t realise how much it can affect people.”

**These statements don't assume.
They invite, rather than interrogate.**



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Everyday Check-In Questions (That Don't Feel Awkward)

- “How are you really doing today?”
- “Is today one of the harder days or a steadier one?”
- “Would it help to take this one step at a time?”
- “Do you want company, or would you rather some space?”
- “Is there anything you'd like me to handle today?”

Supportive Responses When Someone Opens Up

When a woman shares something about how she's feeling, the most helpful response is often *validation*, not solutions.

- “That sounds exhausting.”
- “I can see why that would feel overwhelming.”
- “Thanks for telling me — I know it's not always easy to talk about.”
- “That makes sense, given what you're dealing with.”

You don't have to agree with everything — you just need to acknowledge the experience.



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When You're Not Sure What to Do

It's OK to say you don't have all the answers.

- "I'm not always sure what helps best, so please tell me if I get it wrong."
- "I want to support you — just guide me."
- "We can figure this out together."
- "If something doesn't help, let me know."

This builds trust far more than pretending confidence.

Language That Often Misses the Mark (Even When Well-Meant)

Try to avoid phrases that unintentionally minimise or dismiss:

- "At least it's not forever."
- "Everyone goes through it."
- "You don't look menopausal."
- "Maybe you're just tired/stressed."
- "Have you tried pushing through it?"

Even when said kindly, these can feel invalidating.



A Final Thought

Menopause can be challenging not just for women, but for the people around them too — especially those closest to them.

At home, changes in mood, energy or confidence can feel confusing or even personal at times. At work, the same woman may be quietly pushing herself to keep going while feeling very different inside. In both spaces, understanding makes a powerful difference.

You don't need to have the right words or all the answers.

What matters most is patience, kindness and a willingness to listen.

Small, everyday support — at home or at work — can ease the load more than you might realise. Feeling believed, supported and not alone helps women move through this stage with far more confidence and resilience.

Sometimes the simplest message is the one that matters most:

**“I’m here,
and I’m on your side.”**



Ready to go further?

This guide is just the beginning.

Supporting someone through menopause can feel uncertain — especially when you care deeply and don't want to get it wrong.

Join me for 2 sessions, designed to remove the awkwardness, build understanding and give you practical tools you can use straight away.

Feel more confident, more supportive and more connected.

Follow me on IF and FB and secure a place on my next:

**Supporting Men to
Support Women Through Menopause
2 x 1-hour practical online sessions**

No awkwardness. No medical overload.
Just clarity, confidence and support.



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About Rachael

Rachael is a certified menopause coach who supports women through midlife transitions with clarity, compassion and grounded expertise.

Her work focuses on helping women feel steady, confident and connected again — without pushing or pretending.