



Midday



# MENOPAUSE

Let's start the conversation.

Not everyone is familiar with the impacts of menopause and the support available. Here are a few facts to help start the conversation.

## What is menopause?

Menopause is a natural life stage when a woman's estrogen levels decline, and she will stop having periods. The symptoms associated with this transition can impact many areas of life.

Around

**1 in 3**

women are currently perimenopausal or menopausal.

Around

**8 in 10**

women will experience noticeable symptoms; of these, 45% will find their symptoms hard to deal with.

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**51 yrs**

In the U.S., most women reach menopause between ages 45 and 55 - the average age is 51.

**40 yrs**

Younger women can be affected too. Early menopause can occur from ages 40-45 or premature menopause before age 40.

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**34**

### Symptoms

Hot Flashes and Night Sweats - Sleep Disturbance - Irregular Periods - Mood Swings - Brain Fog - Joint Pain - and more.

**7-9 yrs**

Symptoms last 7-9 years on average and longer for some women. They usually begin in the early 40's but may start earlier for some.

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## REFERENCES

North American Menopause Society

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# 40M

Women age 40+ in the U.S. workforce - 26%. The fastest growing workforce demographic.

# 63%

Women who report that menopause impacts their work.

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# 73%

Do not treat their symptoms.

# >50%

Women who have no or minimal knowledge of menopause.

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## How can you help as a colleague?

- Educate yourself about what changes are common during this life stage and offer understanding and support.
- Not all women want to talk about menopause, but if your colleague does mention it, don't be embarrassed.
- If your workplace offers menopause awareness sessions, go along to help educate yourself.

## How can you help as a family member or friend?

- Some people may not want to talk about their experience with menopause, but if they do, listen and be patient.
- Try to be understanding - it's common for menopause to affect physical and emotional well-being.
- Encourage people to seek help to manage bothersome symptoms.



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