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brilliance and
resilience.

 **MENOPOWER**

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MenoPower **Eliminating Gender Bias in the Workplace**

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1st Story Title:

Rediscovering Myself During Menopause

Background Information

Age range: 50-55

Country/region: Lithuania

Employment sector or life context: Education (Secondary School Teacher)

Stage of menopause: Menopause

Personal story

I began experiencing menopausal symptoms at 51, just as my career as a secondary school teacher was reaching a new high. Hot flashes, night sweats, and brain fog crept into my daily routine, making it difficult to concentrate during lessons and meetings. My patience with students wore thin, and I started to doubt my abilities. The unpredictability of my symptoms left me feeling embarrassed and isolated, especially during staff meetings when I'd suddenly flush or forget a colleague's name.

Initially, I received little support at work. My line manager, a younger man, seemed uncomfortable whenever I tried to explain my struggles. I felt invisible and reluctant to ask for accommodations, fearing it would be seen as a sign of weakness. My coping mechanisms included layering my clothing, keeping a fan at my desk, and using humor to deflect attention from my lapses in memory.

The turning point came when our school's HR department organized a menopause awareness session. For the first time, I heard other women sharing similar experiences. This sense of community was empowering. I realized I wasn't alone and that my struggles were valid. Encouraged by the session, I approached HR to discuss flexible scheduling and was granted permission to take short breaks when needed.

Looking back, I wish I had spoken up sooner. The lack of open dialogue around menopause in the workplace made me feel isolated, but once I found support, my confidence returned. I now advocate for menopause awareness among my colleagues and encourage others to seek help without shame.

Key takeaways

- Open conversations about menopause at work can reduce stigma and isolation.
- Simple accommodations (like - flexible breaks) can make a big difference.
- Peer support is invaluable - sharing experiences helps normalize menopause.
- Employers should provide menopause training for all staff, including managers.

Reflections/Message to others:

Quote: "You are not alone - don't be afraid to ask for the support you deserve. Menopause is a natural phase, not a weakness."



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