

Neurodiversity In The Workplace

Neurodiversity and the Menopause: Understanding Unique Challenges and Building Awareness



**Support and solutions
for you and your employees**



Aims and Objectives

- Provide delegates with information to increase in understanding of **neurodiversity** and **menopause**, and why it is important.
- Exploring the **interplay** of neurodiversity and menopause for greater understanding, both individually and within the workplace.
- Discuss strategies to support neurodivergent individuals during menopause.
- Organisational / line manager responsibilities and support links.

What is Neurodiversity?

We can think of it in a similar way as biodiversity. The Earth supports many different life forms, which all thrive in many different environments. Neurodiversity is like this but with our brains. There are lots of different brains and environments which suit these brains. While no two people are identical, most people have brains and minds that are similar enough that they can relate easily to each other. But for others, their brains work markedly differently. The way they think, communicate, experience, and interact with the world is all different, and these people are known as neurodivergent. It's important to understand this isn't an illness – simply part of who they are.

Dr Rachel Moseley / Ms Eunhee Kim October 2024



15-20% of the population are thought to be Neurodivergent

What is Menopause?

The National Institute for Health and Care Excellence (2017), defines menopause as:

"A biological stage in a woman's life when menstruation stops permanently due to the loss of ovarian follicular activity. It occurs with the final menstrual period and is usually diagnosed clinically after 12 months of amenorrhoea."



**Support and solutions
for you and your employees**



Premenopausal	Perimenopause	Menopause	Postmenopause
Age: puberty to mid 40's	Age: mid 40s to menopause	Age: average age is 51	Age: menopause onwards
Symptoms: none	Symptoms: can be intense	Symptoms: can be mild to intense	Symptoms: some women may have none others, mild symptoms.
Fertility: at its highest (some women may experience fertility issues, and this area of women's health needs further support and discussion)	Fertility: declines rapidly	Fertility: officially ends	Fertility: has ended
Stages of Menopause SheCares [Accessed 7.2.25]			

Oestrogen	Progesterone	Testosterone
Changes in the pattern of periods	Changes in the pattern of periods	Changes in the pattern of periods
Hot flushes/night sweats / itchy skin	Palpitations	Hot flushes/night sweats
Sleep disturbance/ Fatigue	Anxiety	Sleep disturbance/ Fatigue
Memory lapses / poor concentration	Low self-esteem	Memory lapses / poor concentration
Loss of confidence / Depression	Headaches/migraines	Loss of confidence / Heightened fears
Weight gain / changed body shape	Reduced libido	Anxiety / low self-esteem
Digestive changes / Incontinence	Muscle tension	Muscle aches / joint pain
Electric shocks/ Tingling extremities / brittle nails	New allergies	Loss of motivation/self-esteem
Reduced libido/dizziness/incontinence	Dry, itchy skin	Mood impacts /Irritable/snappy
Muscle tension / cyclical breast pain		Weight gain / changed body shape
Frequent urinary tract infections		Tearfulness / Intrusive thoughts
Vaginal dryness and pain		Reduced libido
Burning tongue/gum problems		Hair loss / dry itchy skin

Menopause in the Workplace

- There are currently around 4.5 million women aged 50-64 in employment, that's around 23% of all women in employment according to a House of Commons report in 2022.
- On average, menopausal symptoms cause women to have 3.27 days each year off work.
- 3 in 5 women say their menopause symptoms have negatively impacted their work
- There is currently no legal requirement for workplaces to have a menopause policy, however, there are two main areas of relevant law.

House of Commons 2022 / CIPD 2019

Neurodiversity in the Workplace

- Workplaces can be filled with stereotypes and misconceptions about neurodiversity.
- Neurodiversity can impact on ability to find work, with interview processes themselves often a massive first hurdle
- Around 3 in 10 neurodivergent employees haven't told their line manager or HR about their neurodivergence with around a third (34%) saying they feel there's too much stigma. 29% said they are concerned about the possible impact on their career.
- A fifth of neurodivergent employees surveyed reported that they have experienced harassment or discrimination at work because of their neurodivergence.

(CIPD/ Uptimize survey for Neuroinclusion at work report 2024 / DWP)

A woman with dark hair, wearing a black top and a patterned skirt, is standing on a stage and speaking into a microphone. She is gesturing with her hands. Behind her is a large screen displaying the title of her presentation.

THE BRAIN ANATOMY OF MEN

"I believe it was menopause that led me to my ASD (Autistic Spectrum Disorder) diagnosis, as my ASD traits become so much more exaggerated during menopause.

I would say that I found out that I am autistic because I'm perimenopausal because I've stopped being able to cope with my life, the life I was able to cope with before."

British Journal of Health Psychology

[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)



**Support and solutions
for you and your employees**



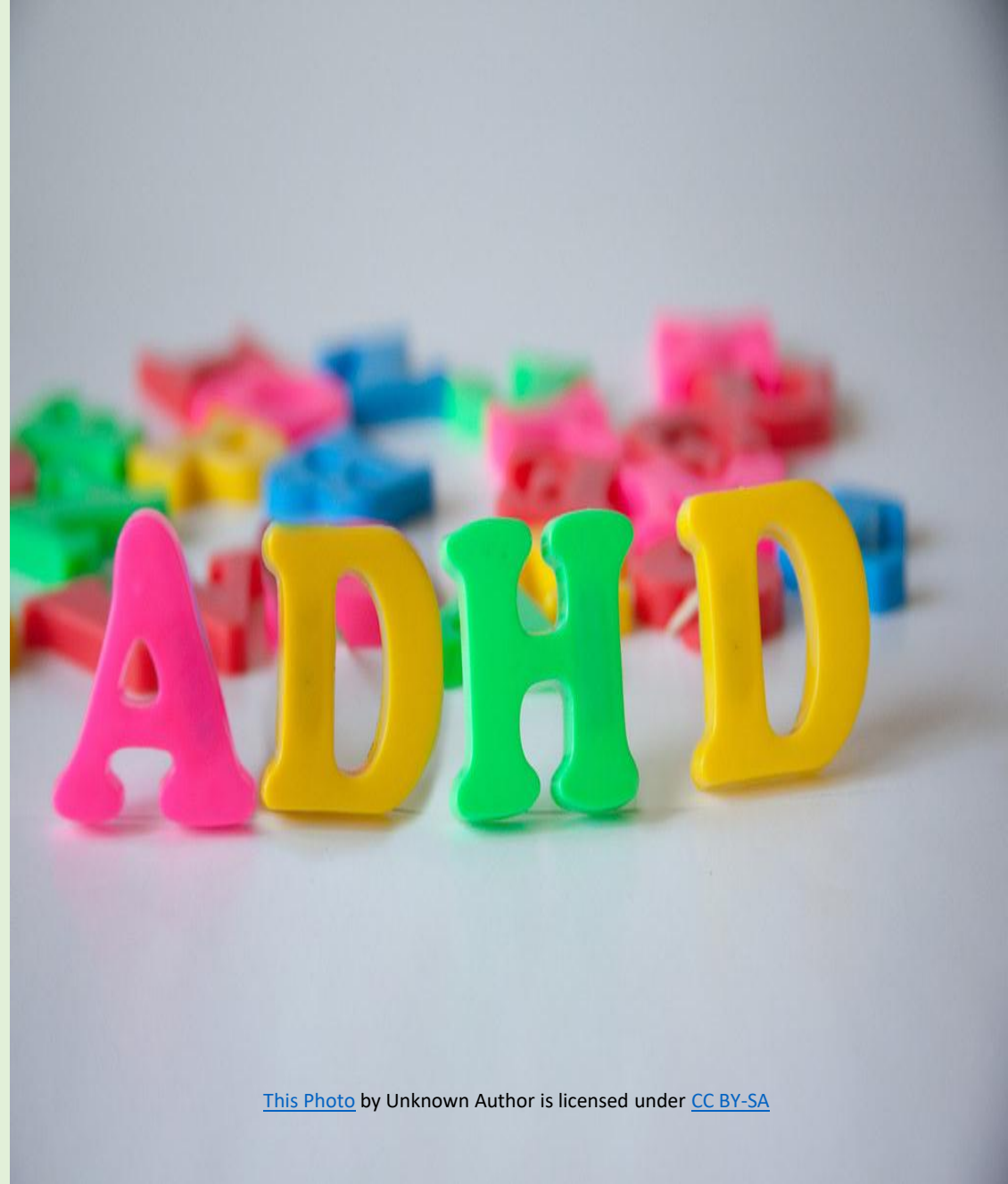
[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

**Support and solutions
for you and your employees**

“Brain fog became unmanageable,” reported one 45-year-old mother of two, who entered perimenopause at age 41.

“Distractibility increased, and my inability to complete work tasks in an appropriate amount of time decreased. I began spending all night working just to keep up. Things that I used to have unconscious strategies to deal with were no longer manageable.”

Attitude April 2024



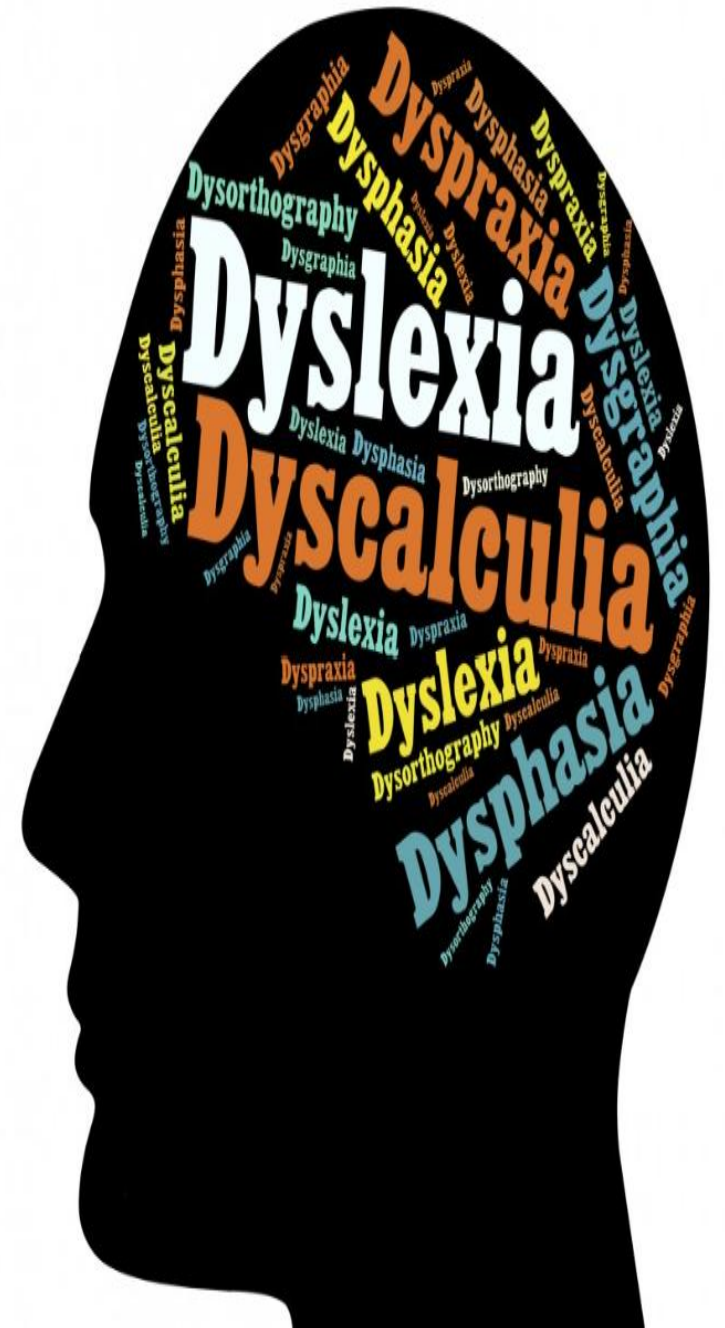
[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

Symptom	ADHD	Menopause
impulsivity	✓	
hyperfocus	✓	
disorganisation	✓	
sharp fluctuations in neurotransmitters (chemical brain messengers)	✓	✓
trouble with focusing	✓	✓
negative self-image	✓	✓
fatigue	✓	✓
forgetfulness	✓	✓
anxiety	✓	✓
mood changes	✓	✓
sleep issues	✓	✓
libido changes	✓	✓
depression		✓
genital and urinary changes		✓
changes to skin, hair, bone strength, weight management		✓
hot flashes		✓

Table – The ADHD Foundation

Some may experience cognitive challenges affecting their working memory - slower information processing, diminished verbal memory, and brain rewiring, often exacerbated by 'brain fog, a common menopausal symptom for many women, which can be exacerbated with neurodivergent conditions.

[Picture by; about-dyslexia.co.uk](http://about-dyslexia.co.uk)



**Support and solutions
for you and your employees**

Why Does Neurodiversity Matter in the Context of Menopause?

[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)



Support and solutions
for you and your employees

Neurodiversity and Menopause



What does research say?



What does this mean for neurodiversity in Menopause?



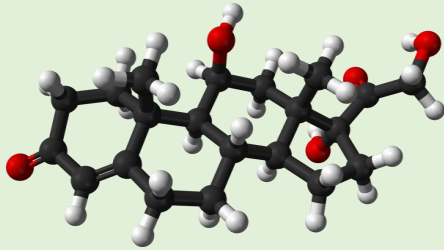
Diagnosis.

**Support and solutions
for you and your employees**

Neurodiversity and Menopause



Influence neural pathways



Oestrogen – modulates neurotransmitter systems

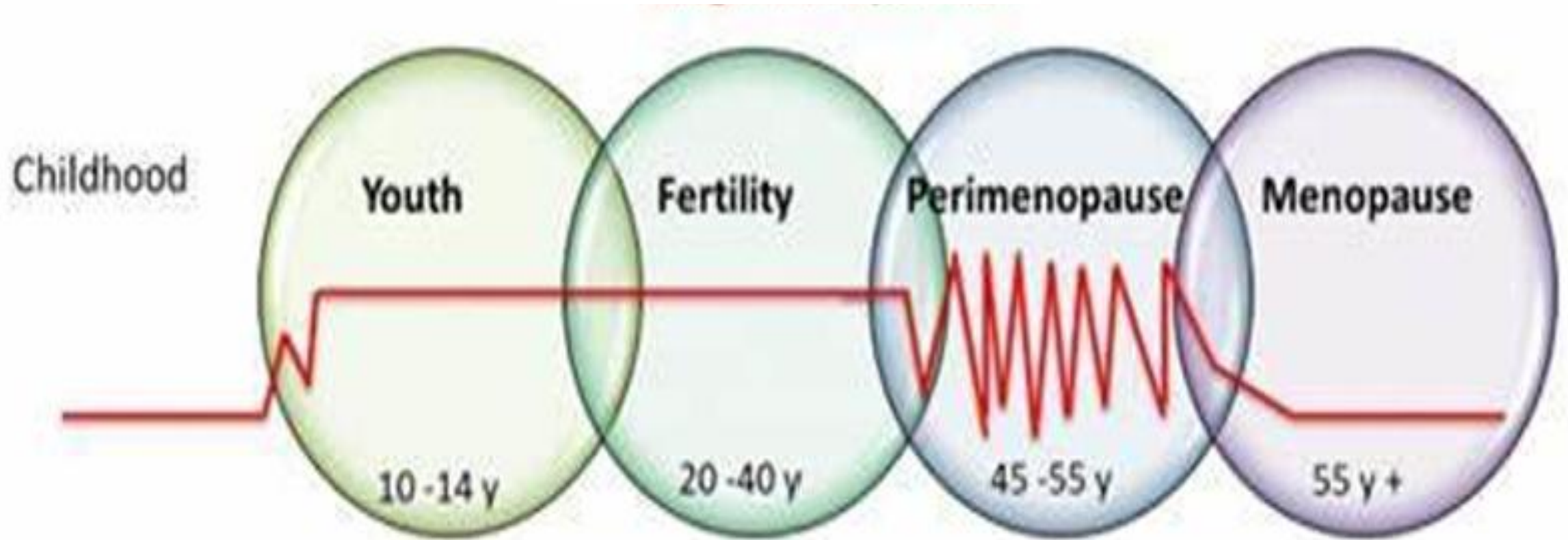
[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)



Resurgence/worsening of symptoms

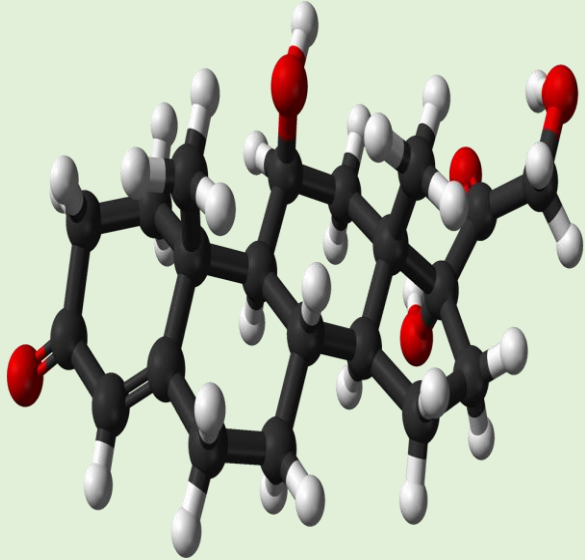
[This Photo](#) by Unknown Author is licensed under [CC BY](#)

Support and solutions
for you and your employees



Adapted from "Healthy Aging" by Dr. Susan M. Miller, MD, PhD, 2017

Oestrogen modulates the functioning of many psychologically important neurotransmitters including;



Dopamine – which has a central role in ADHD and for executive functioning, low levels cause deficits

Acetylcholine –has a central role in short-term memory and learning

Serotonin – is central to the regulation of mood and fear (depression and anxiety)

[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

Support and solutions
for you and your employees

Neurodiversity and Menopause:

- Increased sensitivity to physical symptoms.
- Common challenges: both Menopause and Neurodiversity
- Overwhelm, due to sensory changes.
- Misdiagnosis or under-recognition of menopause symptoms in neurodivergent individuals
- Greater difficulty with emotional regulation and other common neurodivergent symptoms..



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

**Support and solutions
for you and your employees**

Menopause and Neurodiversity: Potential Considerations for support.

Pharmacological

- Oestrogen replacement
- Stimulants
- Selective serotonin reuptake inhibitors (SSRIs)

Non- Pharmacological

- Psychotherapy / Cognitive Behavioural Therapy
- Psychoeducation
- Mindfulness
- Lifestyle
- Phytoestrogens

Always consult a medical practitioner

How can WE support neurodiversity and menopause in our workplaces?

Creating a supportive environment for neurodivergent individuals undergoing menopause requires widespread education and destigmatisation. Increased awareness among ourselves, healthcare providers, support networks, and the broader community can pave the way for better understanding and more inclusive care.

Adjustments

- Identification – not knowing which adjustments may be helpful
- Implementation Challenges
- Consequences – impacts on wellbeing and policy

What adjustments are available?	What support is needed?	What are the intended outcomes of the adjustments?
• Physical environment and equipment. • Job role and management processes • Social and cultural practice	• Physical mobility and access • Social • Mental health and wellbeing • Cognitive • Sensory • Skill / experience	• Remove barriers to access • Minimise discomfort / distraction • Enhance comfort / focus / performance • Facilitate transitions (into work, through work and across work-life balance)

Flexible working hours

Creating quiet, sensory-sensitive environments

Supporting access to mental health resources

Regular check-ins looking at support required, any adjustments, and the effectiveness of that support.

Ongoing conversations around support for organising workload and supporting resources to assist with difficult areas for the individual i.e. memory retention, increased sensitivities, hot flushes.

Consideration of working patterns or locations

Workplace lived experience champions can help identify what may be helpful, supporting policy review, practical solutions and signposting.

**Reasonable
adjustments and
support may
include.....**

How Can Workplaces Support Menopause and Neurodiversity?

Recognise that there can be an interplay between neurodiversity and menopause, within your menopause policy.

Empower voices and seek to create champions, for individuals and managers seeking information and support

Supporting mental health and wellbeing. Does your workplace provider have mental health professionals trained to support neurodiversity and menopause specifically, and importantly, do your staff know how they can ask for this?

Ensure managers and staff are trained in both subject areas.

Does your menopause policy set have a neurodiverse lens?

All staff within our organisations are an asset – recognising how we can best support them to be their best self at work creates positive cultures, engagement, loyalty, and retention.

In the chat, please provide your thoughts to the following two questions, all answers/information will be anonymised, and summarised back to SYBICB for cascade to participating organisations. A chance for your voice to be heard, and shape future workplace considerations around neurodiversity and menopause.

What barriers do you feel neurodivergent individuals face during menopause?

What changes would you like to see in your workplaces or healthcare systems to provide better support?

Resources: Menopause and Neurodiversity

Free guide to hormones and ADHD in women - [Hormones and Symptoms of ADHD in Women: From Puberty to Menopause](#)

CIPD (2021). Neurodiversity in the Workplace: Employer Insights.

[Neurodiversity and Menopause | Positive Pause](#)

[Neurodiversity and Menopause:: South Yorkshire I.C.S.](#)

[Menopause \(National Autistic Society\)](#)

[Berkshire Healthcare; ADHD and the Menopause](#)

Lisa Mosconi, https://www.youtube.com/watch?v=JJZ8z_nTCZQ



Women, Hormones, and ADHD

Estrogen is the hormone responsible for the sexual and reproductive development of girls and women. It also manages important neurotransmitters, including dopamine, which is central to executive functioning; serotonin, which regulates mood; and acetylcholine, which aids memory. Fluctuations in estrogen affect all women but are often felt more acutely in women with ADHD, who are more likely to experience debilitating premenstrual syndrome (PMS) and premenstrual dysphoric disorder (PMDD).

ADOLESCENCE	PMS & PMDD
How ADHD is impacted: When puberty begins around age 9 to 11, estrogen and progesterone levels increase. This can cause mood swings, lead to risky behaviors and rebelliousness, and decrease the efficacy of some ADHD medications. What can help: • If medications stop working well, talk to your child's doctor about adjusting the dosage, or the medication. • Healthy nutrition, exercise, and sleep are essential. Teens should get 9 to 10 hours of sleep nightly. • Ask your child to chart the days when ADHD symptoms spike, and plan around that. • Be patient, especially during tough spots in her cycle. De-escalate conflict and keep lines of communication open by remaining non-judgmental in your conversations.	How ADHD is impacted: Estrogen levels rise for the first two weeks of your menstrual cycle, then drop for the last two weeks as progesterone increases. When estrogen is lowest, in the days before your period, symptoms of PMS or PMDD may present and make ADHD symptoms worse. What can help: • Keep a log of your ADHD symptoms for three months, to identify a pattern. If you know when problems may occur, you can develop strategies to anticipate and minimize them. • Talk to your doctor about increasing your ADHD medication slightly a few days before your period to help manage ADHD symptoms. A low-dose antidepressant or anti-anxiety medication may help regulate emotional highs and lows. • Oral contraceptives may improve ADHD symptoms by minimizing hormonal shifts. Three weeks of estrogen followed by one week of progesterone is often ideal.
PREGNANCY & CHILDBIRTH	MENOPAUSE
How ADHD is impacted: Shifting hormone levels in the first months of pregnancy may cause fatigue, mood swings, and anxiety. As estrogen steadily increases, ADHD symptoms may improve during pregnancy. Following childbirth, the sudden drop in hormone levels can lead to mood swings or postpartum depression. What can help: • Stimulant use is complicated during pregnancy and nursing; most doctors advise against it. Some SSRIs may be safe. Talk to your doctor about your medication plan. • Get help during pregnancy and after childbirth from a therapist, a babysitter, and/or a parent group to help ease stress and anxiety. • If lack of sleep is worsening symptoms, ask your partner to take over nighttime feedings. • Intense anger, difficulty bonding with the baby, feelings of inadequacy, and insomnia are all signs of postpartum depression. Reach out to your doctor if you experience any of these.	How ADHD is impacted: In the 10 years prior to menopause (called perimenopause), estrogen and progesterone drop 46%, eventually causing menstruation to stop. Particularly in women with ADHD, this drop in hormones can lead to moodiness, sadness, irritability, fatigue, fuzzy thinking, and memory lapses, in addition to physical symptoms like hot flashes. What can help: • Ask your doctor about estrogen replacement; it may be helpful, especially in the first few years, to lessen symptoms. • If anxiety, depression, and/or mood regulation become a problem, talk to your doctor about SSRIs or SAMs. If memory issues are the primary challenge, ask about ADHDs. • DBT can help you manage unruly emotions and CBT can improve executive functions impacted by menopause. • If you aren't using stimulants, you might consider trying them. Studies show that they can help with cognitive menopausal symptoms even in women without ADHD.

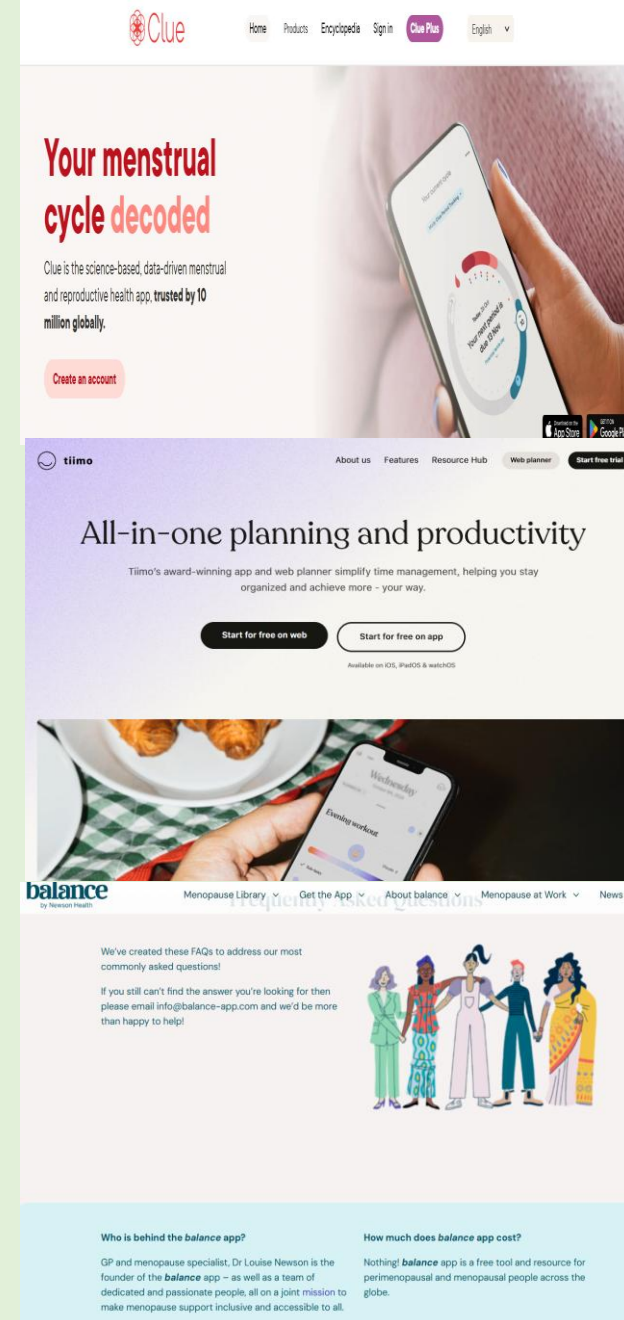
Copyright © 2022 by ADDitude. All rights reserved.

ADDITUDE www.additudemag.com/download/

Image; ADDitude 2025

Some Tools to Explore Self Care

- **Clue** (Period tracker for women with a natural cycle)
- Clue Period & Ovulation Tracker with Ovulation Calendar for iOS, Android, and watchOS
- **Balance** (Menopause symptom tracker/support App)
- **Tiimo** (Daily planning for ADHD)
- **ADDitude** has a 'Menstrual Cycle Tracking Log' for Women with ADHD.



The image displays three app websites. The top website is for 'Clue', featuring a hand holding a smartphone with the Clue app interface. The text reads 'Your menstrual cycle decoded' and 'Clue is the science-based, data-driven menstrual and reproductive health app, trusted by 10 million globally.' Below this is a 'Create an account' button. The middle website is for 'tiimo', with a purple header and the text 'All-in-one planning and productivity'. It describes Tiimo as an award-winning app and web planner for time management. There are buttons for 'Start for free on web' and 'Start for free on app', and a note 'Available on iOS, iPadOS & watchOS'. The bottom website is for 'balance by Neuron Health', showing a hand holding a smartphone with the app interface. It includes a 'Menopause Library' link and a 'Get the App' button. Below this is a section titled 'Frequently asked questions' with text about FAQs and contact information. At the bottom, there are two columns of text: 'Who is behind the balance app?' and 'How much does balance app cost?'. The 'Who is behind the balance app?' section mentions Dr. Louise Newson, a GP and menopause specialist, and the 'balance' app team. The 'How much does balance app cost?' section states that the app is free and available globally.

Support and solutions
for you and your employees

- Principle 1:** Understand where you are now and commit to a long-term plan of action
- Principle 2:** Focus on creating an open and supportive culture where people feel comfortable talking about neurodiversity
- Principle 3:** Proactively consider neurodiversity in all people management interactions
- Principle 4:** Allow individual employees to be masters of their own journey
- Principle 5:** Embrace flexible working to enable everybody to thrive
- Principle 6:** Practise ongoing attention to wellbeing
- Principle 7:** Empower neurodivergent voices

Support and solutions
for you and your employees



Resources and Support

CIPD / working with Optimize – Neuroinclusion at Work Report 2024 [Neuroinclusion at work report 2024](#)

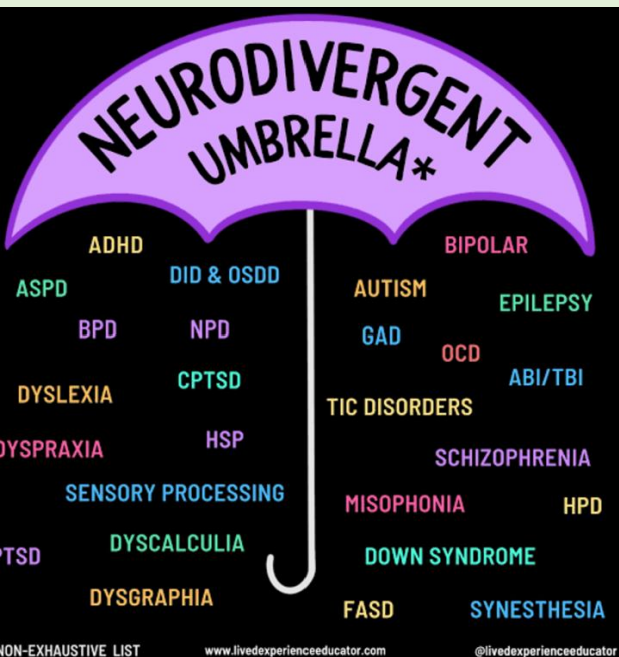
The NDEI® journey: a step-by-step guide for sustainable neurodiversity in the workplace | [Neurodiversity Employers Index](#) | [Autistica](#) | [Autistica The NDEI® journey: a step-by-step guide for sustainable neurodiversity in the workplace](#) | [Neurodiversity Employers Index](#) | [Autistica](#) | [Autistica](#)

DWP Autism and Neurodiversity Toolkit for Staff and Managers [Autism and Neurodiversity Toolkit](#) | [DWP](#)

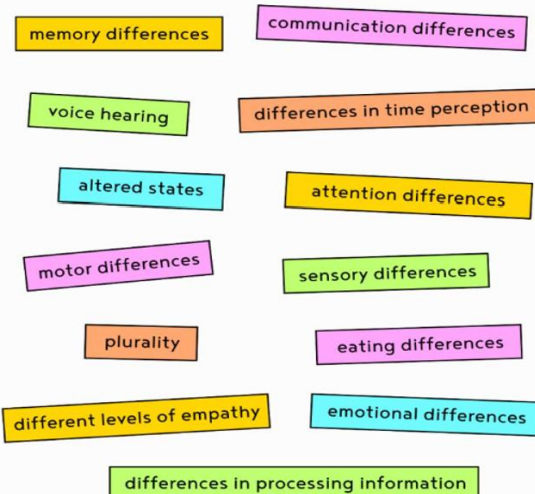
CIPD – Neuroinclusion at work- [Neuroinclusion at work](#) | [CIPD](#)

Sonny Jane Wise – Lived Experience Educator -[About](#) — [Lived Experience Educator](#)

Support and solutions
for you and your employees



SUPPORTING NEURODIVERSITY LOOKS LIKE SUPPORTING:



www.livedexperienceeducator.com

Sonny Jane Wise

The Neurodiversity Employers Index

- Recruitment
- Diversity Metrics
- Workplace Adjustments
- Neurodiversity Awareness.



Support and solutions
for you and your employees



Support and solutions
for you and your employees

Menopause – Resources / Websites

- **Henpicked** – free newsletter and lots of information.
- **British Menopause Society**
- **Daisy Network** (premature menopause)
- **Menopause Matters** – symptoms and advice
- **Menopause Support** – support information through menopause workplace focus.
- **The Menopause Charity** – provides facts, advice and support.
- **Women's Health Concern** – factsheets and wellness hub.
- **Queer Menopause** (LGBTQIA+ people) – inclusive information for individuals and practitioners.
- **NHS website** for menopause

BS 30416:2023



BSI Standards Publication

Menstruation, menstrual health and menopause in the workplace – Guide

bsi. [BS 30416:2023 | 31 May 2023 | BSI Knowledge \(bsigroup.com\)](#)

Menopause at work: Guide for people managers

Guidance for managers on how to support employees through the menopause

GUIDE 04 Oct, 2023 ALL LOCATIONS MENOPAUSE LINE MANAGER SUPPORT

Menopause shouldn't be a taboo, and everyone should feel they can have a conversation with their line manager, especially when they need guidance and advice. But how confident do you think a member of your team would feel to talk to you about the menopause? [Research from Bupa](#) has shown that almost a million women have left their job because of menopausal symptoms while [CIPD research](#) shows that around one in six people (17%) have considered leaving work due to a lack of support in relation to their menopause symptoms.

Often a few simple changes to the working environment can make a world of difference – even just talking about the menopause openly can reduce the impact of some symptoms and enable people to continue performing well in their roles. Line managers play a vital role in supporting colleagues with menopausal symptoms and this guide will help you to:

- be confident about your role in managing and supporting colleagues with menopausal symptoms

CIPD Trust

Tackling barriers to work today whilst creating inclusive workplaces of tomorrow.

[Find out more](#) →



A Vision for the Future: Empowerment & Acceptance

Let's create a world where neurodiversity is celebrated. A world where menopause is understood. Empowering individuals to thrive at every stage of life.

Thank you



www.akswellbeing.com



Support and solutions
for you and your employees

References

- ACAS (2022). Menopause at Work: Guidance for Employers.
- ADHD and the perimenopause and menopause [online] <https://www.adhdfoundation.org.uk/wp-content/uploads/2022/08/ADHD-and-the-perimenopause-FINAL.pdf>[Accessed 6.2.25]
- ADHD in females across the lifespan and the role of Oestrogen (published August 2021) [online]<https://guilfordjournals.com/doi/10.1521/adhd.2021.29.5.1> [Accessed 24.01.25]
- Attanasio, A., et al. (2019). "ADHD in Women and Menopause."
- Autism Research Journal, 2020. [Accessed 1.2.25]
- Balance Menopause. (2021). How does Menopause affect Women at Work [with sign language]? [online] Available at <https://www.youtube.com/watch?v=17OI2UGriFg>. [Accessed 23/11/22].
- British Menopause Society | For healthcare professionals and others specializing in post-reproductive health (thebms.org.uk) [Accessed 1.2.25]
- Charity for Women with POI | The Daisy Network [online] Charity for Women with POI | The Daisy Network [Accessed 2.1.25]
- Chartered Institute of Personnel and Development. (2022). The Menopause at Work. [online] Available at https://www.cipd.co.uk/Images/menopause-guide-2022_tcm18-55426.pdf. [Accessed 09/12/2022].
- CIPD (2021). Neurodiversity in the Workplace: Employer Insights.
- Doyle, N. (2020). Neurodiversity at Work: A Biopsychosocial Model.
- Dyslexia image [online] <https://about-dyslexia.co.uk/>[Accessed 6.2.25]
- Epperson, C. N., Pittman, B., Czarkowski, K. A., Bradley, J., Quinlan, D. M., & Brown, T. E. (2011). Impact of atomoxetine on subjective attention and memory difficulties in perimenopausal and postmenopausal women. Menopause (New York, N.Y.), 18(5), 542–548[online]. <https://doi.org/10.1097/gme.0b013e3181fcafd6> [Accessed 1.2.25]
- Fawcett. (2022). Menopause And The Workplace. [online] Available at <https://www.fawcettsociety.org.uk/menopauseandtheworkplace>. [Accessed 09/12/2022].
- Free guide to hormones and ADHD in women [online]www.additudemag.com/download/hormones-symptoms-of-ADHD-in-women/?src=embed_link [Accessed 24.1.25]
- Garlick, D. (2018). What do working menopausal women want? [online] Available at<https://menopauseintheworkplace.co.uk/articles/what-do-working-menopausal-women-want/>. [Accessed 09/12/2022].
- Hardy, C. et al (2017), What do working menopausal women want? A qualitative investigation into women's perspectives on employer and line manager support. [online] Available at <https://pubmed.ncbi.nlm.nih.gov/28539167/>. [Accessed 12/12/2022].
- Hardy, E. & Kovacs, T. (2021). The Impact of Menopause on the Neural Circuitry of Autism Spectrum Disorder. Journal of Neuroendocrinology, 33(4), e12930.[Accessed 25.1.25]
- Henpicked[online] <https://henpicked.net/> [Accessed 29.1.25]

References cont.

Hormones picture [online]<https://www.thebluediamondgallery.com/handwriting/images/hormones.jpg>[Accessed 24.1.25]

House of Commons report 2022[online] <https://publications.parliament.uk/pa/cm5803/cmselect/cmwomeq/g1/report.html>[Accessed 7.2.25]

Keay, N. (2020). Menopause Hormones – What Are They And How Do They Change? [online] Available at <https://www.forthwithlife.co.uk/blog/menopause-hormones/>. [Accessed 08/12/2022].

Kulshrestha, M. & Kukreti, P. (2022). Estrogen and its Effect on Neurodevelopmental Disorders during Menopause. Menopause Review/Przegląd Menopausal, 21(1), 45-52.

Menopause and Me Official Website[online]

Menopause Matters, menopausal symptoms, remedies, advice [online]<https://www.menopausematters.co.uk/>[Accessed 1.2.25]

NHS Menopause [online] <https://www.nhs.uk/conditions/menopause/>[Accessed 2.1.25]

Menopause resources for LGBTQIA+ people[online] — Queer / LGBTQIA+ Menopause (queermenopause.com)[Accessed 25.1.25]

Menopause, hormones, and ADHD: What we know, what research is needed [online] <https://www.additudemag.com/menopause-hormones-adhd-women-research/#footnote18>[Accessed 24.01.25]

Millar, Donna; The intersection of menopause and neurodivergent conditions [online] <https://www.counselling-directory.org.uk/articles/the-intersection-of-menopause-and-neurodivergent-conditions> [Accessed 24.1.25]

National Institute for Health and Care Excellence. (2019). Menopause: What is it? [online] Available at <https://cks.nice.org.uk/topics/menopause/background-information/definition/>. [Accessed 08/12/2022].

Neurodiversity and Menopause :: South Yorkshire I.C.S.[online] Neurodiversity and Menopause :: South Yorkshire I.C.S. [Accessed 2.1.25]

NHS. (2022). Symptoms-Menopause. [online] Available at <https://www.nhs.uk/conditions/menopause/symptoms/>. [Accessed 08/12/2022].

Nichols, H. (2020). Everything you need to know about estrogen. [online] Available at <https://www.medicalnewstoday.com/articles/277177>. [Accessed 08/12/2022].

Oestrogen image [online] <https://osteoporose-infos.blogspot.com/2011/03/osteoporose-durch-corticosteroide.html>[Accessed 24.01.25]

Positive pause [online] <https://www.positivepause.co.uk/menopause-blog/neurodiversity-menopause>[Accessed 6.2.25]

Shanmugan, S., Loughhead, J., Nanga, R. P., Elliott, M., Hariharan, H., Appleby, D., Kim, D., Ruparel, K., Reddy, R., Brown, T. E., & Epperson, C. N. (2017). Lisdexamfetamine Effects on Executive Activation and Neurochemistry in Menopausal Women with Executive Function Difficulties. Neuropsychopharmacology; official publication of the American College of Neuropsychopharmacology, 42(2), 437-445

SheCares. (2021). Stages of Menopause. [online] Available at <https://www.shecares.com/menopause/stages-of-menopause>. [Accessed 08/12/2022].

References cont.

The British Journal of Health psychology [online] <https://bpspsychub.onlinelibrary.wiley.com/doi/10.1111/bjhp.12477> [Accessed 24.1.25]

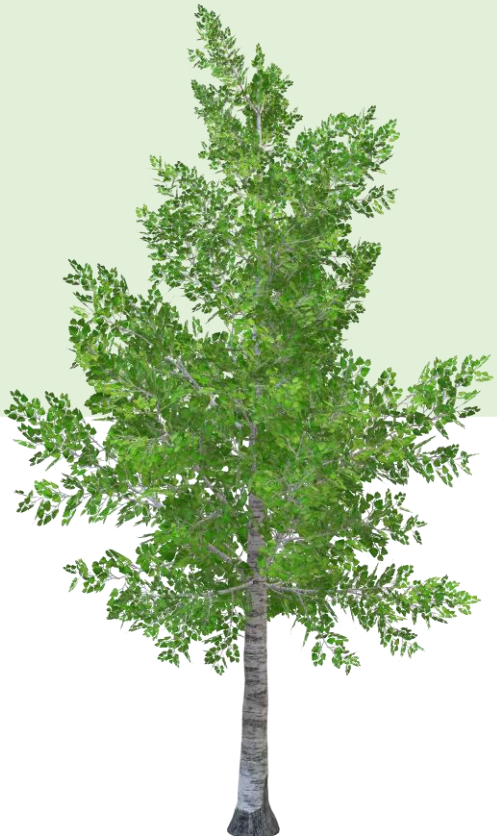
UK Meds. (2019). What are the 34 symptoms of menopause? [online] Available at <https://www.ukmeds.co.uk/blog/what-are-the-34-symptoms-of-menopause>. [Accessed 08/12/2022].

Why menopause may be difficult for neurodivergent people [online] Staffordshire Gov / Bournemouth University [online] <https://www.staffordshire.gov.uk/Advice-support-and-care-for-adults/Information-for-providers/Care-Market-Development-Team/5min-guide-Menopause-and-neurodiversity.pdf> [Accessed 31.1.25]

Women's Health Concern | Confidential Advice, Reassurance and Education ([womens-health-concern.org](https://www.womens-health-concern.org))[online]

Amanda@akswellbeing.com

www.akswellbeing.com



**Support and solutions
for you and your employees**

