



# MANCHESTER STRESS INSTITUTE

## Train The Trainer **MENOPAUSE CHAMPIONS**

Workplace Wellbeing Experts

Resilience - Mental Health - Performance

[www.manchesterstress.com](http://www.manchesterstress.com)  
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Call us on 0161312 8382



Nutritional Biochemist  
Sports Scientist CISSN

The Drop Zone Diet - Penguin Books

@McrStress

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## **Agenda**

- Science, hormones, and biology of the menopause.
- Signs and symptoms and raising awareness of their impact on performance.
- Best practice work solutions to support women of all ages going through menopause.
- Menopause nutrition – foods to boost memory, focus, sleep, and mood.
- Menopause mental health – strategies to reduce anxiety and balance mood.
- Menopause cafes – setting up, conversation topics, healthy snacks.

# MENOPAUSE

in numbers

**13**  
million

women in the UK  
are going through  
or in menopause



that's one in every  
three women

*3 in 4*

say their  
menopause  
symptoms affect  
their quality of life



the risk of cardiovascular  
disease doubles with  
early menopause



the number of women  
and girls under 40 in  
menopause is rising



of women still have  
problematic  
symptoms after 15  
years

**50%**

menopause doubles a  
woman's risk of  
osteoporotic fracture

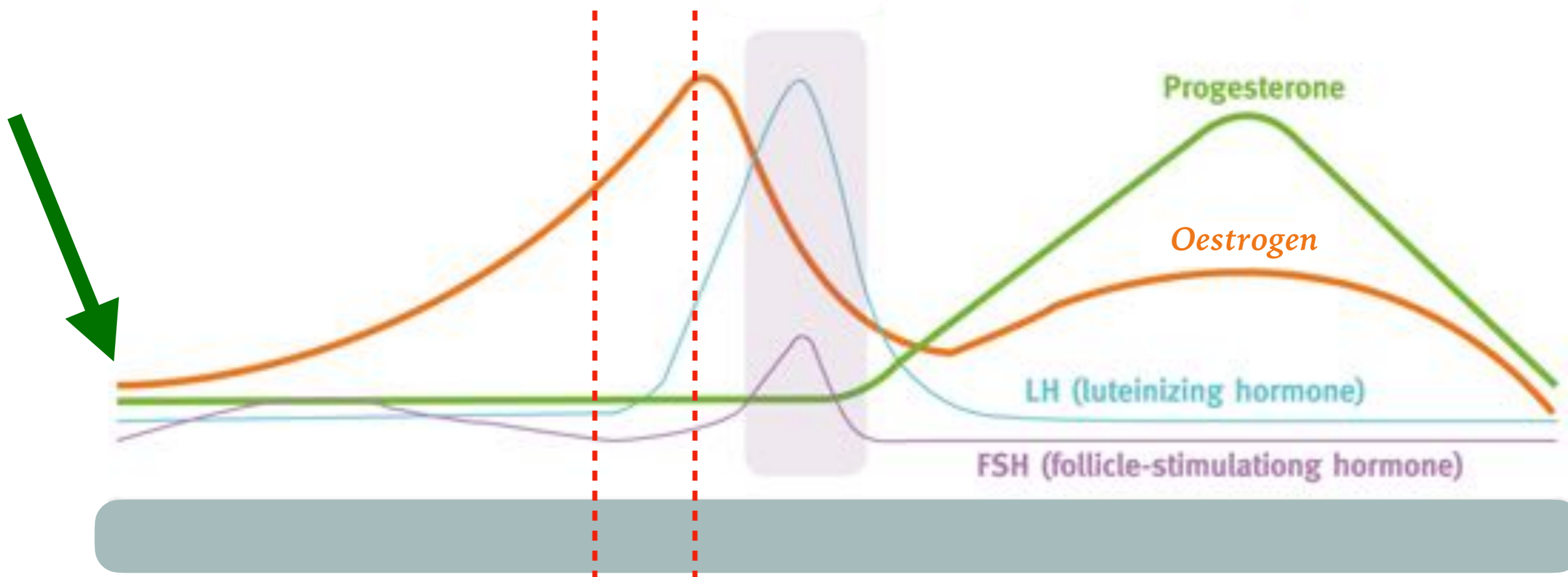


women say they  
don't know enough  
about HRT to make  
an informed choice

**WE NEED TO  
CHANGE THE  
CHANGE**

# Science of Hormones





-  *Oestrogen*
-  *Progesterone*
-  *Luteinising hormone*
-  *Follicle stimulating hormone*

# Signs & Symptoms





# Menopause Symptoms

- Vasomotor Symptoms
- Vaginal Symptoms
- Urinary Symptoms
- Physical Symptoms
- Psychological Symptoms



# Symptoms of Menopause

## *Systemic*

- Weight gain
- Heavy night sweats

## Headache

## *Psychological*

- Dizziness
- Interrupted sleeping patterns
- Anxiety
- Poor memory
- Inability to concentrate
- Depressive mood
- Irritability
- Mood swings
- Less interest in sexual activity

## Palpitations

## *Breasts*

- Enlargement
- Pain

## *Skin*

- Hot flashes
- Dryness
- Itching
- Thinning
- Tingling

## *Joints*

- Soreness
- Stiffness

## Back pain

## *Transitional menstruations*

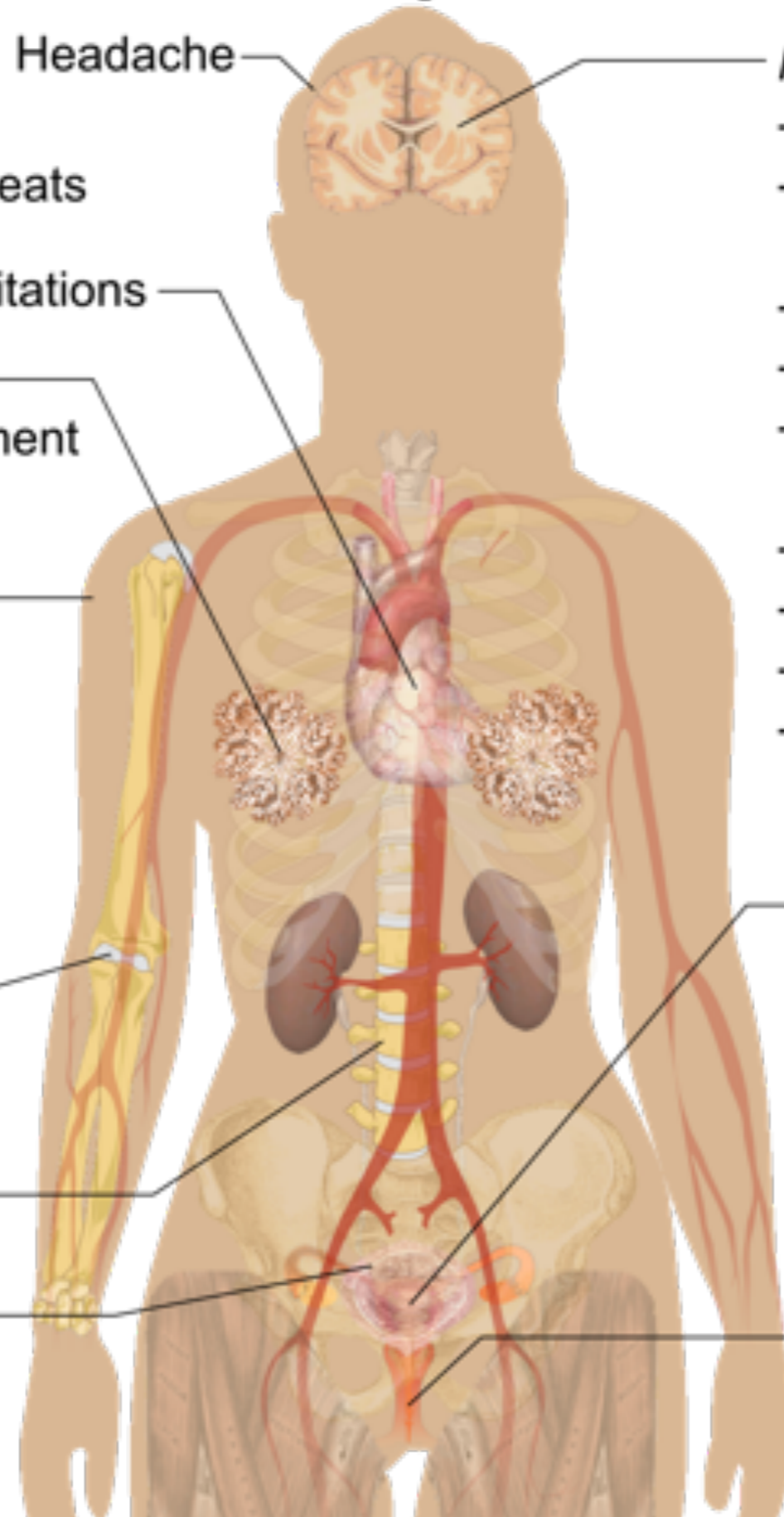
- Shorter or longer cycles
- Bleeding between periods

## *Urinary*

- Incontinence
- Urgency

## *Vaginal*

- Dryness
- Painful intercourse



## Oestrogen - Role in the body

- Regulates the menstrual cycle **Erratic, heavy periods**
- Assists in keeping a healthy libido in women **Low sex drive**
- Helps to maintain healthy levels of cholesterol **Higher levels of damaging LDL fats**
- Keeps the pelvic floor strong and healthy **Vaginal atrophy**
- Supports the health of skin elasticity, hair and bone renewal **Osteoporosis**
- Positively affects the mood and overall brain function **Brain fog, poor memory**

## Progesterone - Role in the body

**Water retention, bloating**

**Low mood, apathy, depression**

**Higher levels of oestrogen have a +ve effect on sex drive**

**Craving for stimulants sugar, alcohol etc...**

**Metabolism issues, low energy**

**Insomnia, MOTN waking, anxiety**

## SYMPTOM - IMPACT

### Physical Symptoms

Food cravings

Water retention

Weight gain

Aches and pains

Tiredness

Lack of sex drive

Changes in sleep pattern

Bloating

Breast discomfort

Palpitations

### Emotional Symptoms

Irritability

Crying spells

Anxiety and tension

Forgetfulness

Easily upset

Low self-esteem

Lack of sex drive

Poor concentration

Depression

Mood swings

Indecisiveness

Fearful

# Pop-up Session One

# MENOPAUSE HORMONES







Osteoporosis  
 Difficulties concentrating Dizziness Allergies  
 Electric shocks Gum problems Hair loss  
 Fatigue **Irregular periods** Joint pain  
 Irritability  
 Burning Tongue **Hot flushes** Vaginal dryness  
 Anxiety  
**Mood swings** Night sweats Breast soreness  
 Bloating Depression Irregular heartbeat  
 Incontinence **Loss of libido** Itchy skin Joint pain  
 Muscle tension Digestive problems Memory lapses  
 Tingling extremities Sleep disorders  
 Changes in odor Weight gain Brittle nails



**DIET**  
 CORTEX

LOWER BACK PAIN HAIR LOSS  
**SLEEP**  
 WEAKENED IMMUNE SYSTEM

IRRITABILITY SLURRED SPEECH LOW SEX DRIVE  
**INSOMNIA**  
 TIRED FOGGY

MINERALCORTICOID POOR CIRCULATION LATE NIGHT ENERGY FIGHT OR FLIGHT  
**EXHAUSTION**  
 SLEEP FOGGY INSOMNIA

LIGHTHEADEDNESS  
 ENERGY LOSS  
 ADRENALINE  
**LOW ENERGY**  
 TIRED

BLOOD SUGAR STRESS-RELATED SALIVA TEST BODY ACHES AUTOIMMUNE DISEASES DISINTEREST  
**CHRONIC STRESS**  
 APATHY HORMONES GLANDS ENERGY LOSS

**ADRENAL FATIGUE**  
 DIZZINESS INFLAMMATION ANXIETY  
 SHAKING VITAMIN C EXHAUSTION



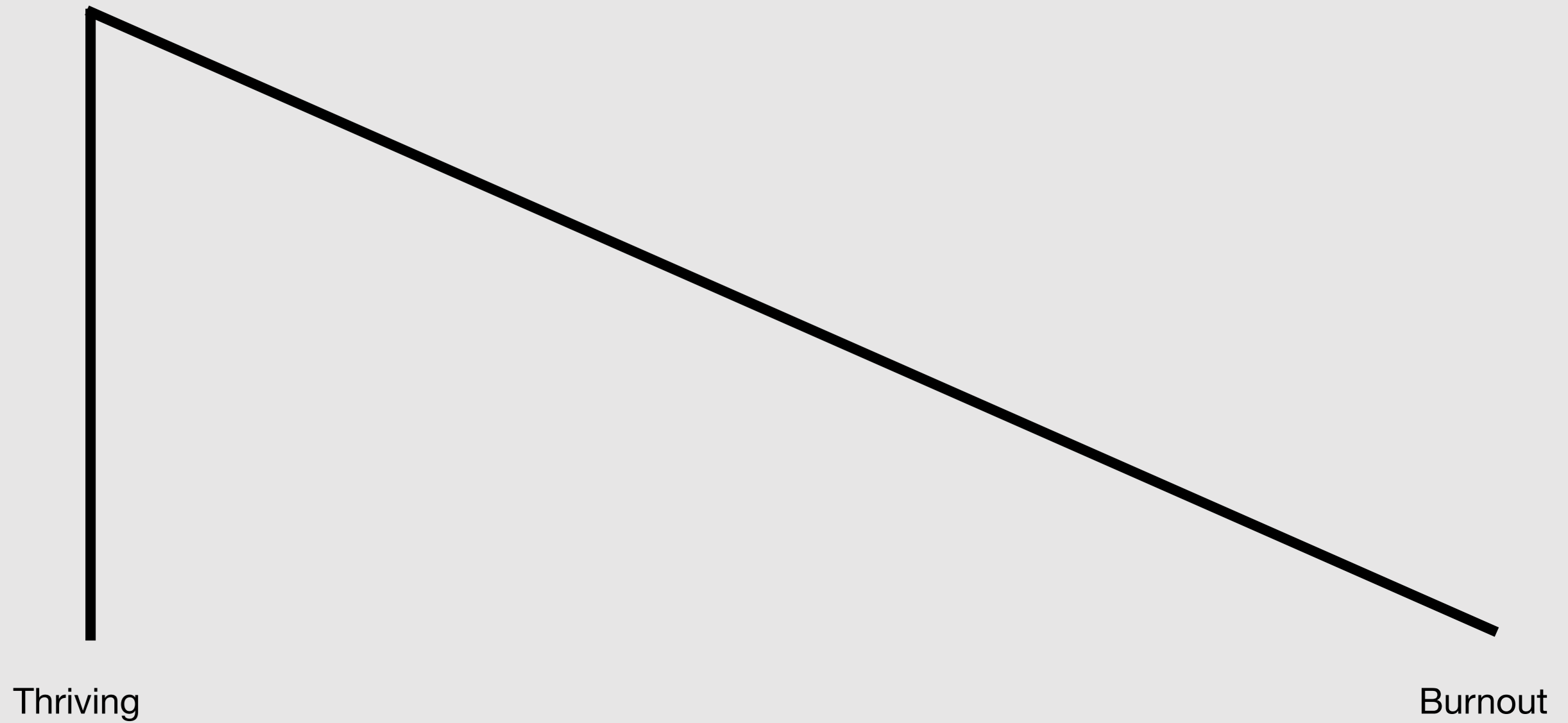
# BURNOUT



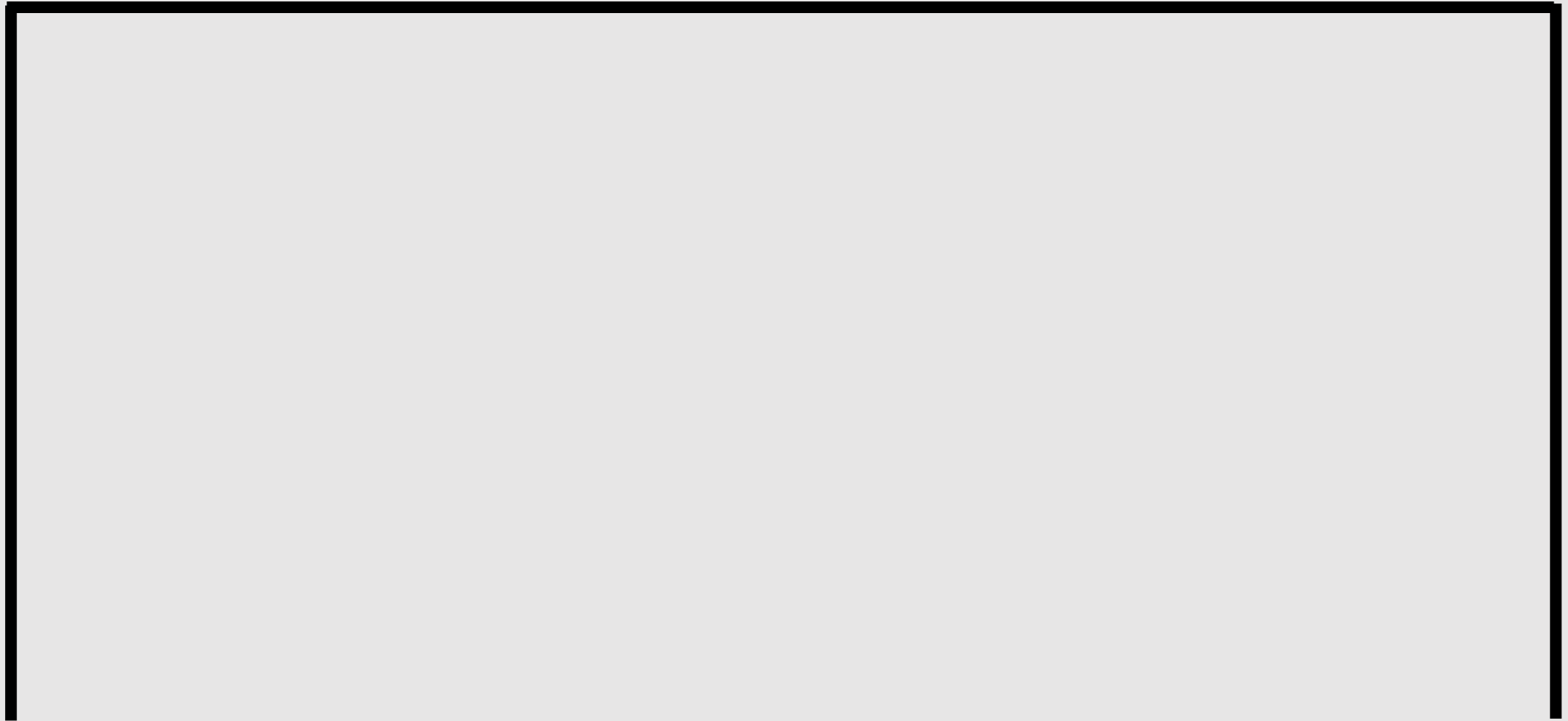
**Symptoms:** Emotional, Physical, and Mental Exhaustion

**Cause:** Excessive, Prolonged Periods (sustained) of Stress (Relentless)

# WELLBEING - TO THRIVE AT WORK



# WELLBEING - TO THRIVE AT WORK

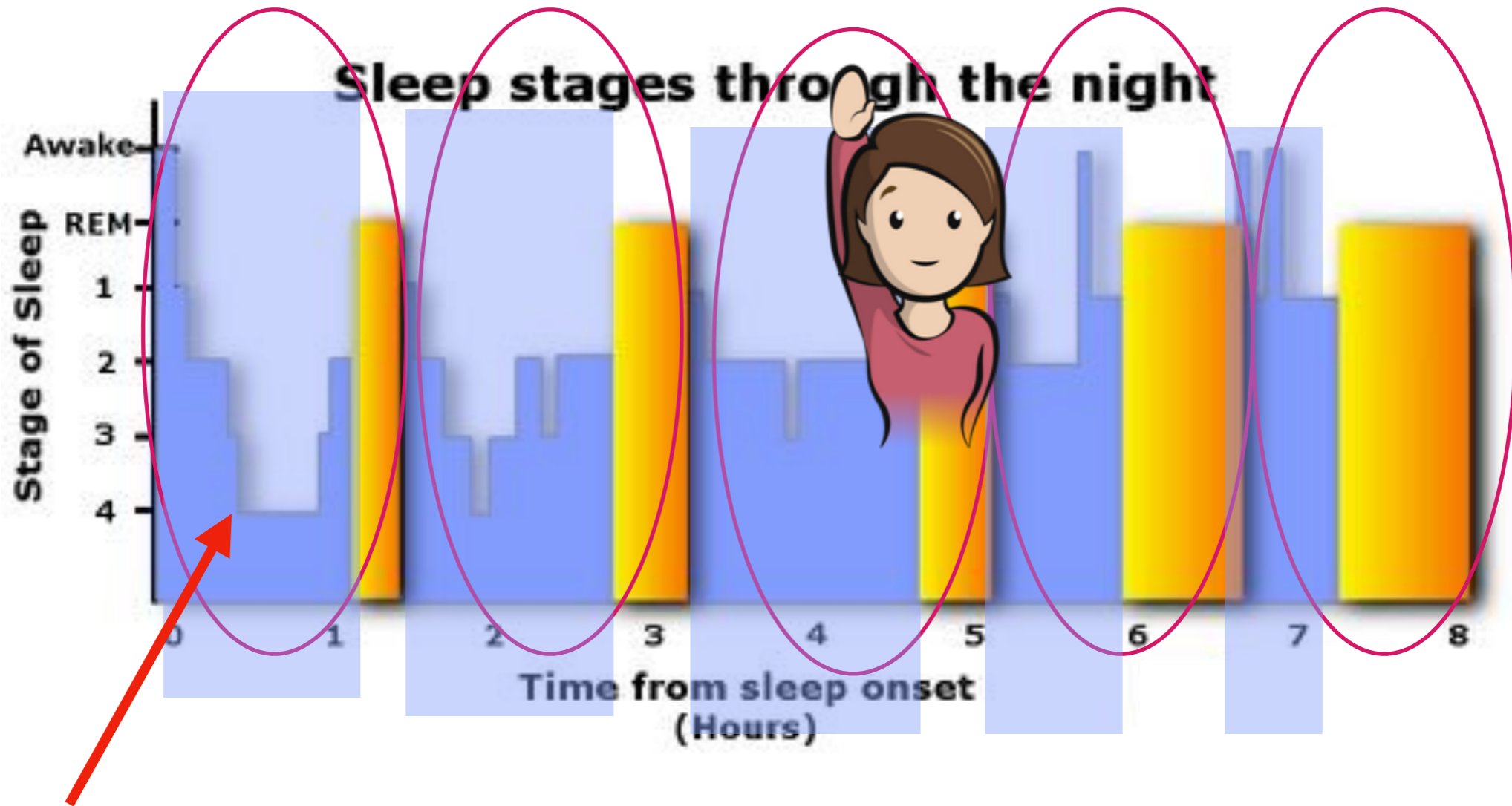


Thriving

Burnout

■ Non REM Sleep - Important for recovery, body repair tissues, to build bone, muscle & immunity

■ REM Sleep - Transfer of memories between the hippocampus and neocortex



# Pop-up Session TWO

# HEALTHY SLEEP ROUTINE

## 10 Tips for *Better Sleep*

1.  MAINTAIN A CONSISTENT **DAILY SCHEDULE**

2.  **REDUCE** CAFFINE INTAKE

3.  **TURN OFF THE** COMPUTER OR TELEVISION

4.  **DONT GO TO** BED ON A **FULL** STOMACH

5.  **DONT GO TO** BED ON AN **EMPTY** STOMACH

6.  **ENGAGE IN** REGULAR EXERCISE

7. **LIMIT BEVERAGE** CONSUMPTION **BEFORE BED**



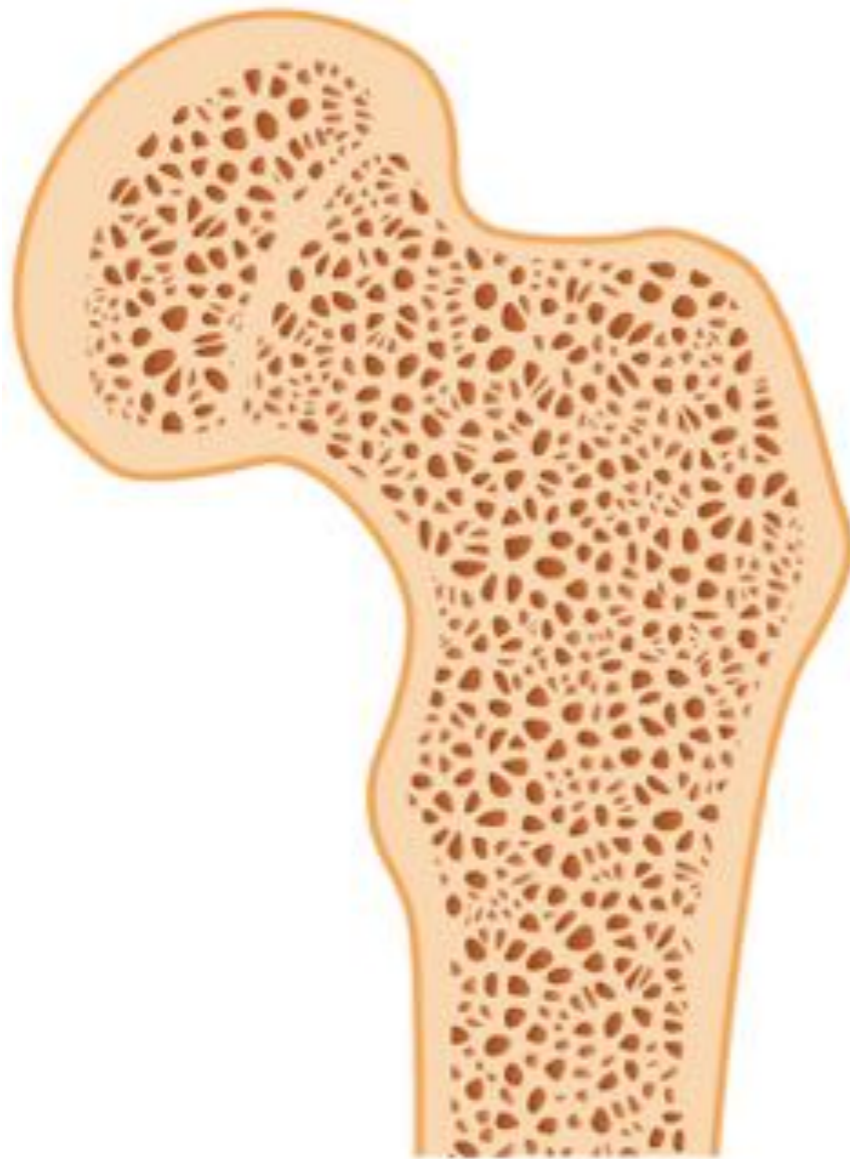
8.  **KEEP YOUR** BEDROOM **DARK & QUIET**

9.  **INVEST IN A** COMFORTABLE **MATTRESS, PILLOW & BEDDING**

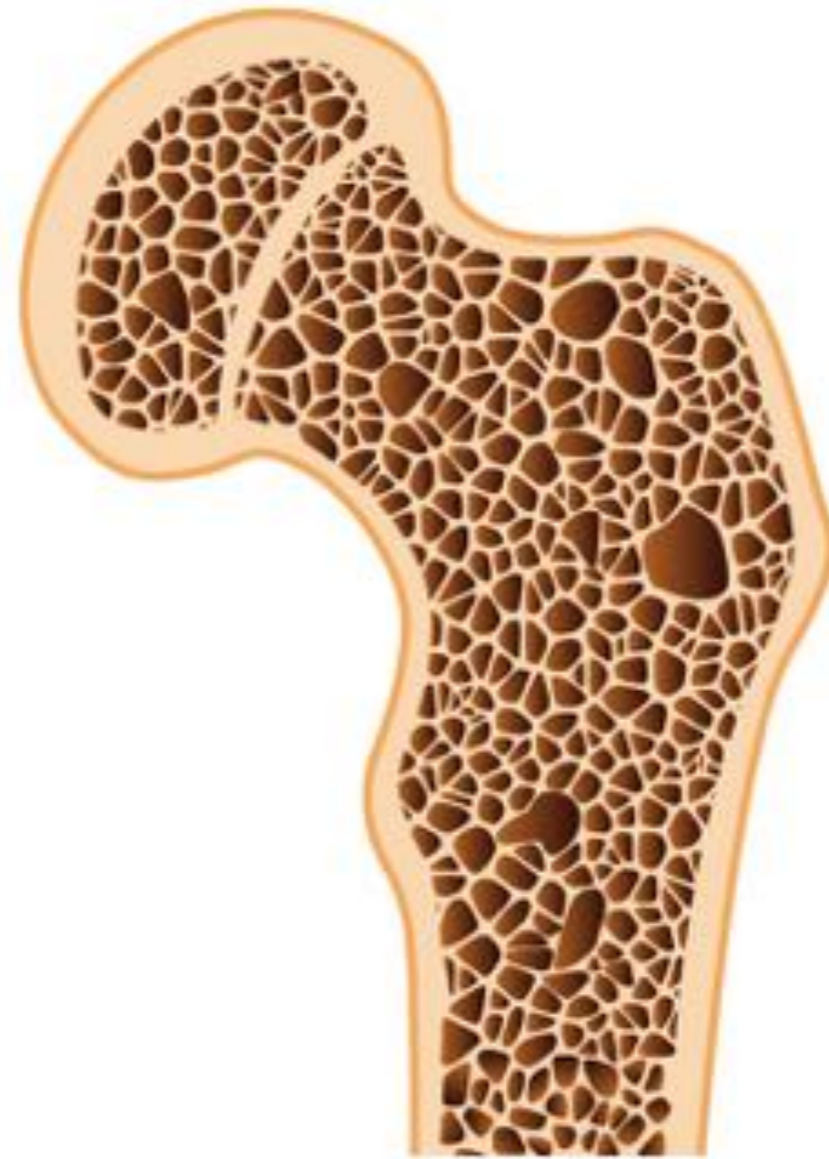
10. **GO TO SLEEP** AND WAKE UP USING **YOUR INTERNAL ALARM CLOCK**



# Bone Density

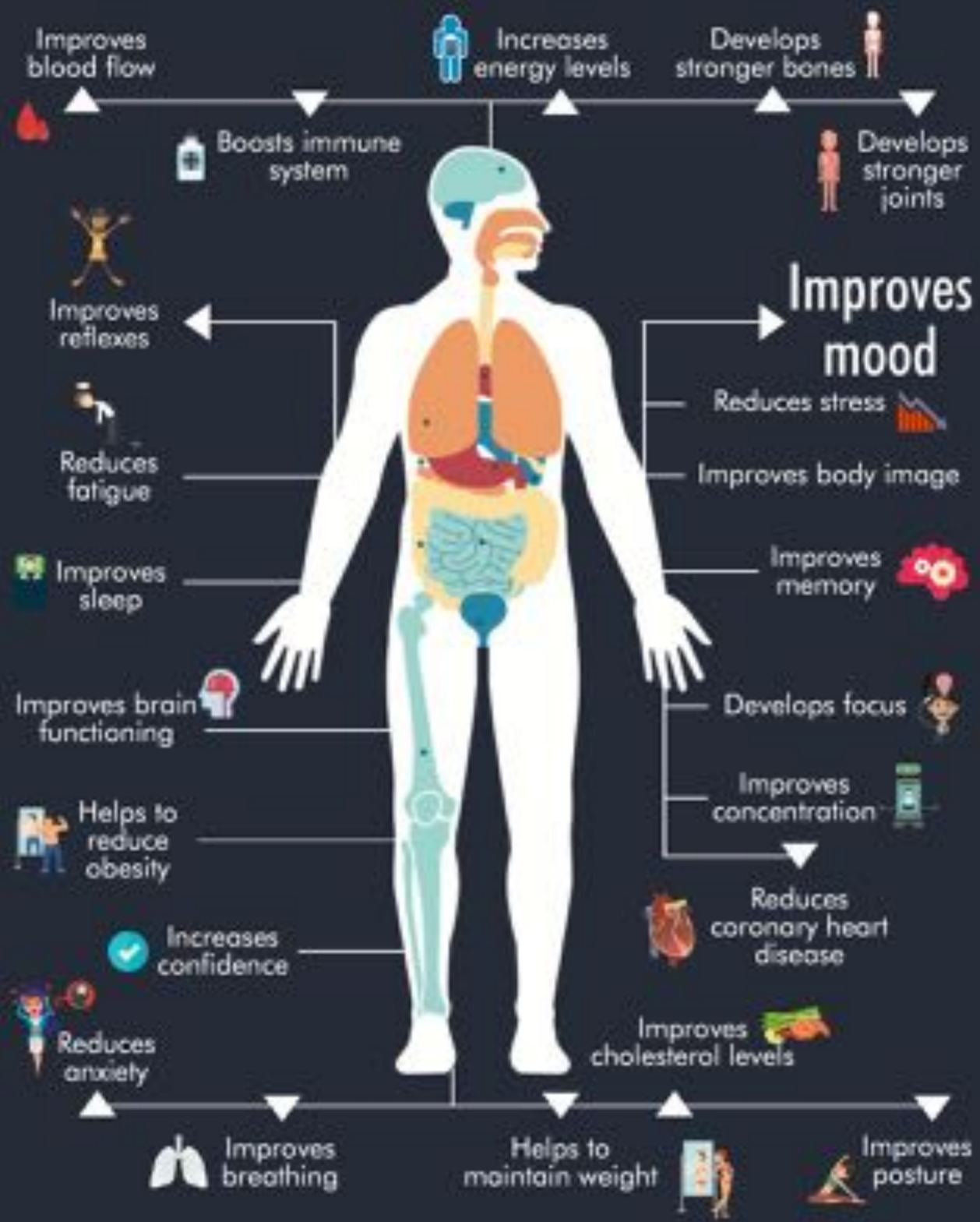


Healthy bone



Osteoporosis

# Why is it important IMPORTANT TO BE ACTIVE EVERY DAY



# Pop-up Session **THREE**

# HEALTHY MOVEMENT

Safe and Good **Exercises for Osteoporosis**  
Keep your bones strong and healthy with these exercises.



**Weight-bearing  
exercise**



**Strength training  
exercise**



**Stability and  
balance exercise**



**Flexibility  
exercise**





Train The Trainer  
**MENOPAUSE CHAMPIONS**  
Click [HERE](#) to download slides

# Brain Function



# Energy Production



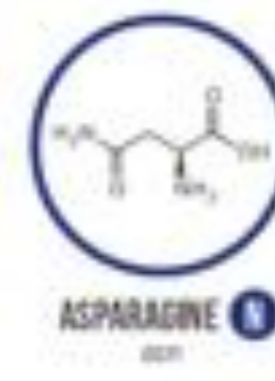
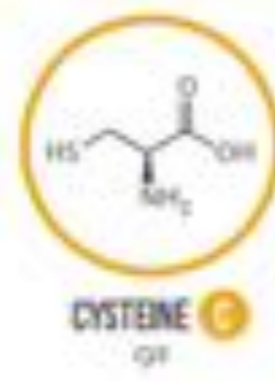
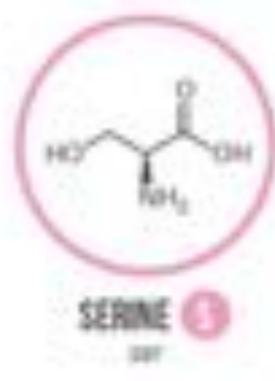
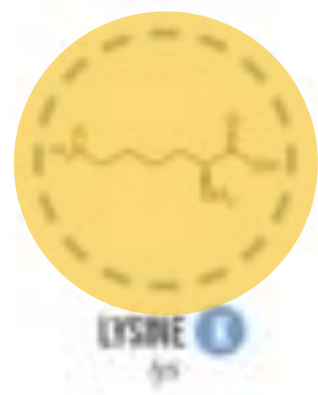
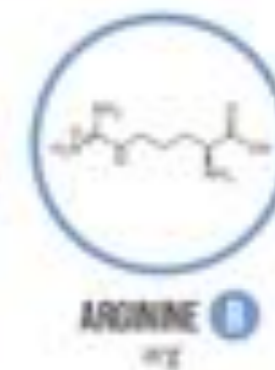
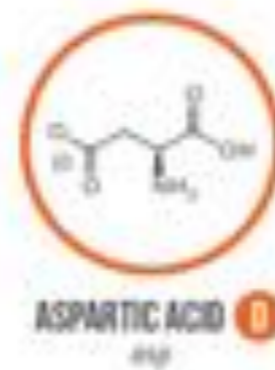
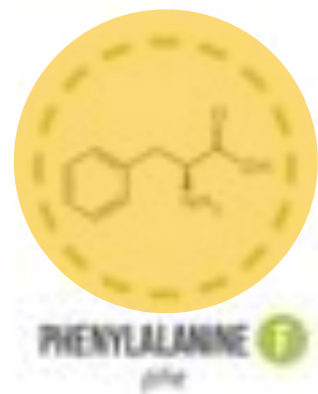
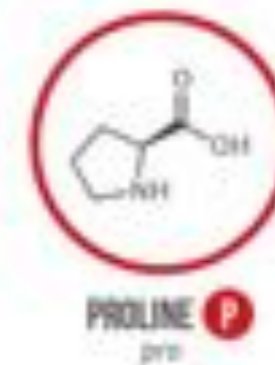
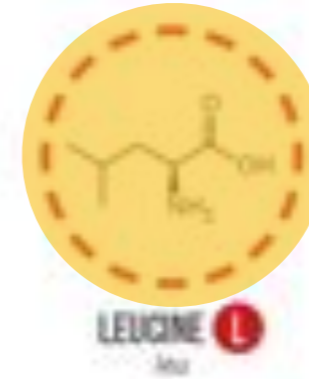
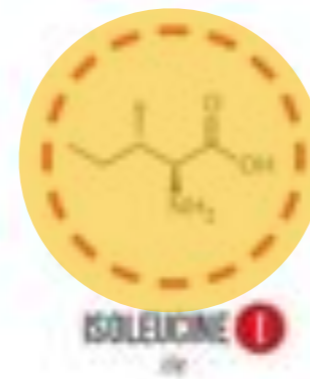
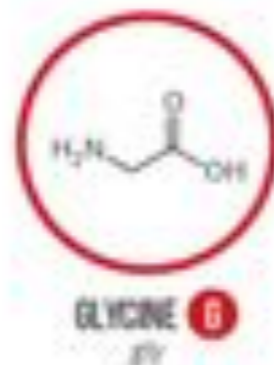
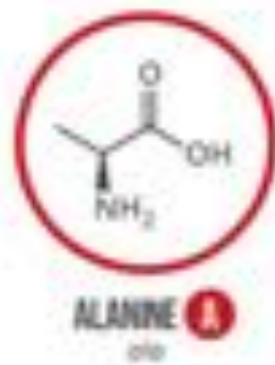
# Prefrontal Cortex



# A GUIDE TO THE TWENTY COMMON AMINO ACIDS

AMINO ACIDS ARE THE BUILDING BLOCKS OF PROTEINS IN LIVING ORGANISMS. THERE ARE OVER 500 AMINO ACIDS FOUND IN NATURE - HOWEVER, THE HUMAN GENETIC CODE ONLY DIRECTLY ENCODES 20. 'ESSENTIAL' AMINO ACIDS MUST BE OBTAINED FROM THE DIET, WHILST NON-ESSENTIAL AMINO ACIDS CAN BE SYNTHESISED IN THE BODY.

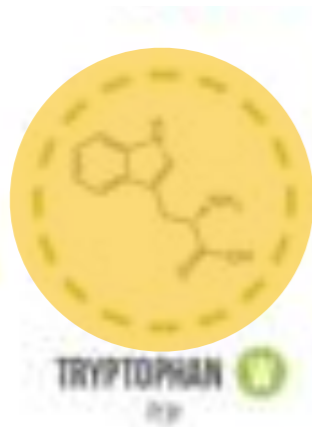
○ NON-ESSENTIAL    ○ ESSENTIAL



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○ NON-ESSENTIAL    ⊙ ESSENTIAL



→ Serotonin (NT)

Important for both mood regulation and regulation of cognitive functions like learning and memory.

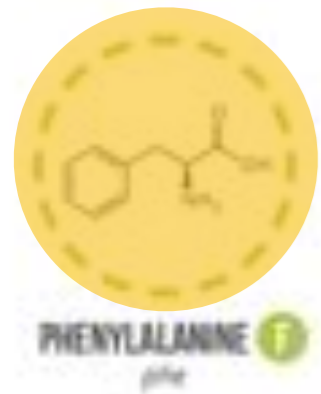
turkey, red meat, pork, tofu, fish, beans, milk, nuts, greens, seeds, oatmeal



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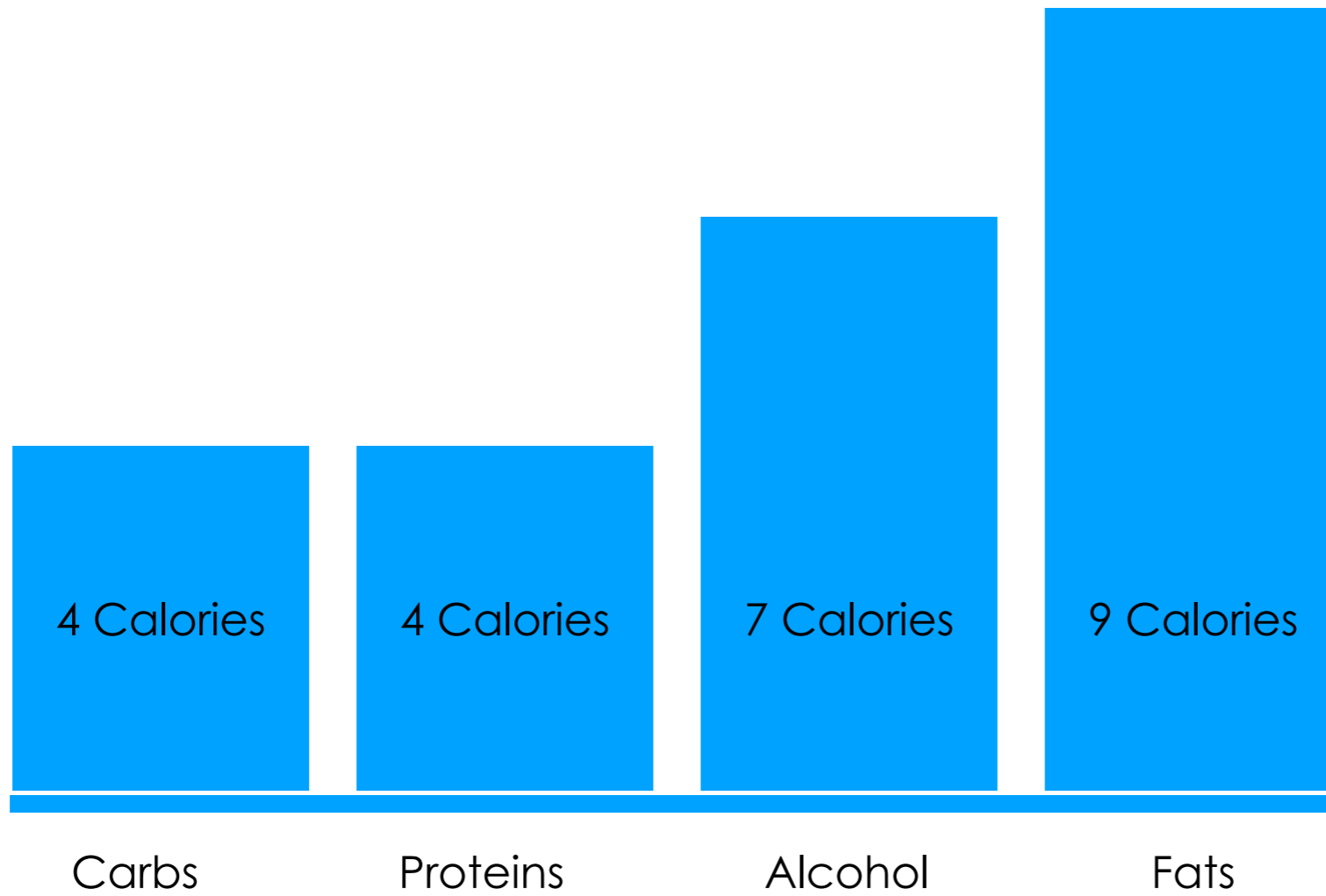
→ Dopamine (NT), Noradrenaline



↓  
Pleasure, and executive cognitive functions such as concentration, memory, focus

↓  
meat, poultry, fish, cottage cheese, lentils, peanuts, walnuts, seeds.

# ENERGY IN FOOD





Supergreen Smoothie Kit



## Supergreen Smoothie Kit

This is an amazing 'multi-vitamin' immune boosting drink. Have all of it as a breakfast (you may want to add 10g protein to it - see link below), or half of it as a drink to accompany the mackerel and tomato salsa for lunch.

Handful of spinach  
1/4 avocado  
1 whole 'round' peeled lime  
1 green apple  
200ml coconut water

Simply pop all ingredients into a Nutribullet (or jug and use a hand blender), whizz and drink slowly over a period of an hour or so.



Pop-up Session  
**FOUR**

**HEALTHY EATING**

LUNCHBOX BINGO

LUNCHBOX PLAN	PROTEINS X 2	GREENS/ VEG	HEALTHY FATS	CARBOHYDRATES	TOPPERS	DRINK
	✓	✓	✓	✓	✓	✓

CONCENTRATION - MEMORY - ENERGY

# High Protein Tuna Super Bean Salad



## Ingredients

- Spinach
- Watercress
- 90g tinned tuna
- 150g mixed beans
- Walnuts
- Sesame seeds
- Fresh lime juice

Mix all the ingredients together and then squeeze the fresh lime juice over the dish.



TOPPERS



FATS



GREENS/ VEG



PROTEIN





53p - 17p



64p - 16p



99p - 75p



£2 - 20p



89p - 7p

High Protein Tuna Super Bean Salad **TOTAL Cost £1.35**

# Triple Protein Super Salad



## Ingredients

- Spinach
- Chicken
- Feta cheese
- Egg
- Avocado oil
- Chia seeds
- Croutons

Mix all the ingredients together and then squeeze the fresh lime juice over the dish.



# Salmon, Puy Lentil & Honey Mustard Salad



## Ingredients

- Mixed salad leaves
- Salmon fillet (precooked)
- 40g puy lentils (Merchant Gourmet range)
- Baked mushrooms
- Walnuts
- Yorkshire Rapeseed Honey Mustard Dressing

Mix all the ingredients together and then squeeze the fresh lime juice over the dish.



# High Protein Minute Steak & Avocado Salad



## Ingredients

- Spinach
- Minute steak
- Blue cheese
- Cherry tomatoes
- Radish
- Avocado

Mix all the ingredients together and then squeeze the fresh lime juice over the dish.





# Sweet Potato, Quinoa & Butter Bean Salad



## Ingredients

- Mixed greens
- Roasted sweet potato chunks
- 25g Butterbeans
- 50g Quinoa
- Radish
- Sunflower seeds
- Tahini



# Protein Foods

- ✓ Beef
- ✓ Pork
- ✓ Chicken
- ✓ Salmon
- ✓ Cod
- ✓ Tuna
- ✓ Eggs
- ✓ Milk
- ✓ Cheese
- ✓ Mackerel
- ✓ Prawns
- ✓ Lamb
- ✓ Kidney beans
- ✓ Rice
- ✓ Cottage cheese
- ✓ Yoghurts

- ✓ Turkey
- ✓ Shrimp
- ✓ Sardines
- ✓ Dover sole
- ✓ Herrings
- ✓ Mussels
- ✓ Trout
- ✓ Scallops
- ✓ Seabass
- ✓ Quinoa
- ✓ Whitebait
- ✓ Tofu
- ✓ Tempeh
- ✓ Pinto beans
- ✓ Adzuki beans
- ✓ Crab

# Low Energy Day



## Breakfast

# High Energy Day



## Lunch



## Evening Meal



# TEN Great Sources of Veggie Protein



Spinach  
49% Protein



Kale  
45% Protein



Broccoli  
45% Protein



Cauliflower  
40% Protein



Mushrooms  
38% Protein



Parsley  
34% Protein



Cucumber  
24% Protein



Green pepper  
22% Protein

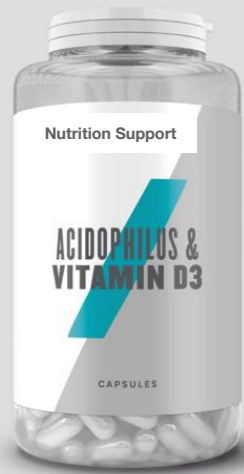


Red Cabbage  
22% Protein



Tomatoes  
18% Protein

# Supplements to Boost Resilience & Mental Health



## Management Style

Your management style can make a world of difference

- Building relationships based on trust, empathy and respect will make it easier for an employee to feel comfortable about raising a health issue like the menopause.
- Regular and informal one-to-ones with members of your team can provide the forum for a conversation about any changes to someone's health situation, including the menopause.
- Asking people how they are on a regular basis will help to create an open and inclusive culture, and encourage someone to raise any concerns.
- Don't make assumptions – everyone is different, so take your lead from the individual.

Good people management is fundamental to supporting employee health and well-being, spotting early signs of ill health or distress, and initiating early intervention.



# The Menopause Cafe



**men-o-pause**

"Derived from the Latin root for WTF is happening to me...?!"



# *Signposting*

Severn Trent  
Network Rail,  
Department of Education  
University of Leicester  
Leicestershire County Council

# Signposting



<b>Menopause Policy</b>	<b>01</b> Guidance Section 1 What is the menopause?	<b>02</b> Guidance Section 2 When does the menopause happen?
<b>03</b> Guidance Section 3 What happens during the menopause?	<b>04</b> Guidance Section 4 Why is the menopause a workplace issue?	<b>05</b> Guidance Section 5 Supporting an employee through the menopause
<b>06</b> Guidance Section 6 Menopause and the Law	<b>07</b> Guidance Section 7 How the menopause can affect different people (protected characteristics)	<b>08</b> Guidance Section 8 Seeking help and self help
<b>09</b> Guidance Section 9 Women's experience of working through menopause: The research	<b>10</b> Guidance Section 10 Further information and advice	<b>11</b> Appendix 1 Risk assessment checklist

**CUE**

**HABITS**

MAKING ONE POSITIVE  
CHANGE

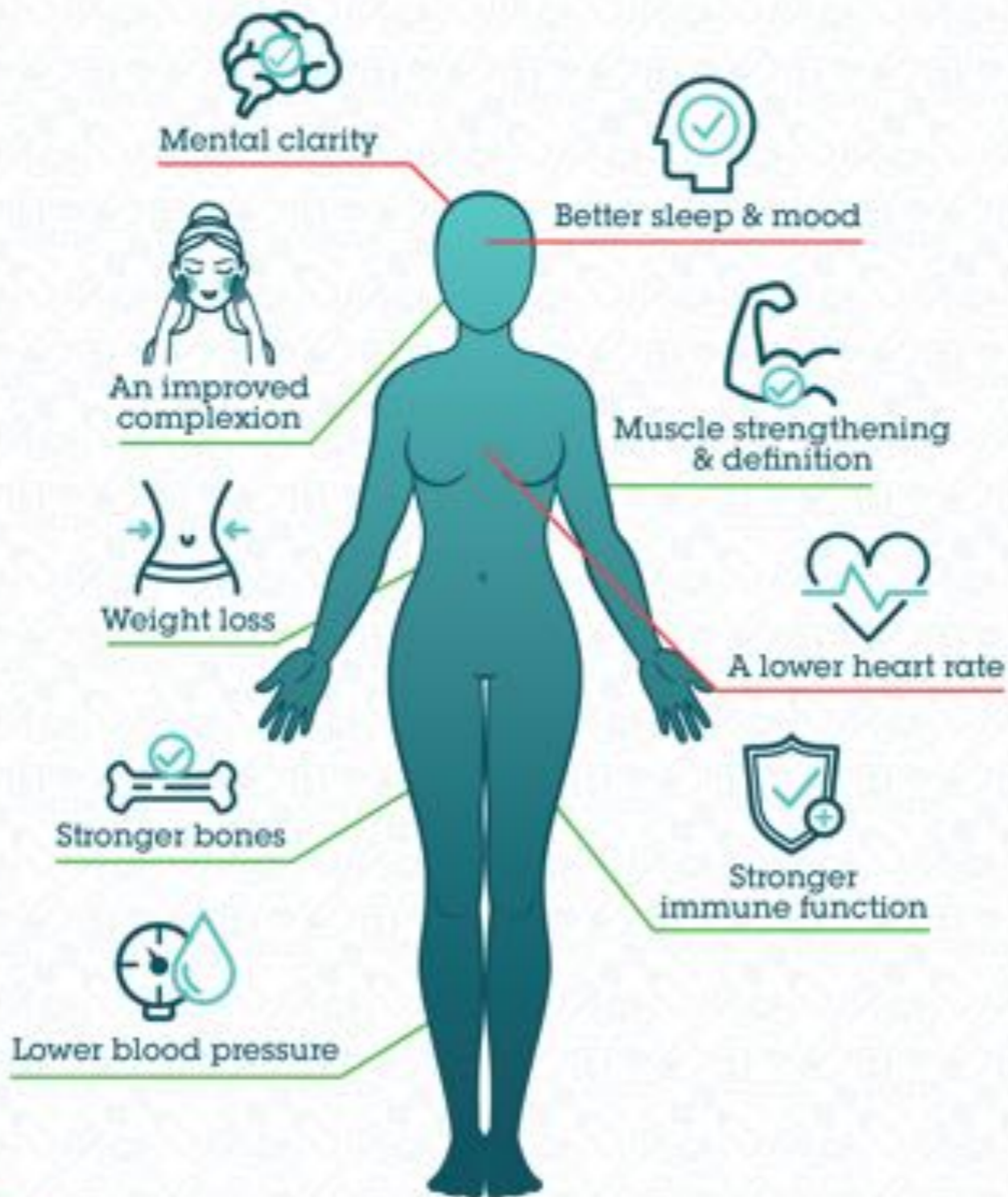
**REWARD**

**ROUTINE**



# HOW EXERCISING REGULARLY HELPS YOUR BODY

● SPECIFIC AREA ● ENTIRE BODY





### **What I'm Watching:**

Bridgerton Netflix.

### **What I'm Listening to:**

Dr Chatterjee's Mental Health Podcasts

### **What I'm Doing:**

4-7-8 Breath Technique

**"Breath-work has helped to reduce my anxiety and I feel more focused at work"**

# BUDDY UP!



1. Coffee Chats...
2. Ask a Question of the Week. ...
3. Morning Musings...
4. Virtual Lunches. ...
5. Book Clubs ...
6. Stronger Together...
7. Company Challenges. ...
8. Virtual Workouts...
9. Show & Tell (my personal favourite!)

# 15 Day Mental Health Goals

1	2	3	4	5
6	7	8	9	10
11	12	13	14	15

1. Decide upon a daily goal

2. Keep it simple

3. Easy to do

4. Get support

5. Make it 'Non-Negotiable'

- 5 minute meditation
- Healthy breakfast
- Lunch away from desk
- Healthy snacks
- Eye yoga
- Evening walk
- Morning stretch

# 15 Day Mental Health Goals

1		2		3		4		5	
6		7		8		9		10	
									
11		12		13		14		15	
									
									