
The Perimenopause at Work Toolkit

Very Important:

–You are **not** suddenly less capable.

What you may be experiencing is perimenopause: a hormonal transition that can begin in your late 30s and last up to a decade. Every woman goes through it. The good news is that it is manageable, and understanding what is happening can be the first step toward feeling like yourself again.

This guide gives you the essentials: what to watch for, what to do, and what you can include in your discussion with your medical professional.

THE 5 SYMPTOMS THAT SHOW UP AT WORK

And what to do about each one

SYMPTOM	WHAT IT FEELS LIKE	YOUR FIRST STEP
Brain Fog	Losing your train of thought mid-sentence. Re-reading the same email four times. Blanking on a word you know perfectly well.	Write more down than usual. Keep a running notes doc open in every meeting. Remove the pressure to perform from memory alone.
Sleep Disruption	Feeling exhausted despite 8 hours in bed. Night sweats or racing thoughts at 3am. Relying on caffeine to function by 11am.	Cool your bedroom to 16–18°C. Cut alcohol in the evening. Speak to your GP if this impacts your quality of life.
Mood Changes & Irritability	Snapping at a colleague over something small. Feeling disproportionately overwhelmed. Swinging between fine and furious within the same hour.	Name it before it escalates. Build 5-minute buffers between back-to-back meetings where possible.
Anxiety	A low-level hum of dread about things that would not have bothered you before.	Breath: 4 counts in, 6 counts out, repeated 5 times. This lowers cortisol within minutes.
Feeling Less Confident	Questioning your abilities despite a strong track record.	Create a document called Evidence . Every time you receive positive feedback, complete a difficult project, solve a problem, or achieve a goal, add it to the list. Read it on difficult days.

YOUR ACTION PLAN

What you can start doing immediately:

THIS WEEK – Small changes with immediate impact

- Track your symptoms for 7 days.

Keep a note on your phone: date, symptom, severity (1–10), time of day. Seven days of data is more useful than six months of vague awareness. Patterns will emerge.

- Audit your schedule for where you're most vulnerable.

Which meetings demand peak cognition? Which days feel consistently harder? Make one small adjustment this week to protect your sharpest hours.

- Tell one person you can trust.

Research shows that named experiences are less frightening than unnamed ones. You do not have to carry this alone.

- **Book an appointment with your GP or a certified menopause practitioner.**

Ask specifically about perimenopause. Bring your symptom log. Be honest about the impact on your work and daily life.

- **Review your sleep environment.**

Cool temperature. Blackout curtains or eye mask. Phone on Do Not Disturb. Sleep is the single most evidence-supported intervention for perimenopausal symptoms.

- **Add one form of regular movement.**

A 20-minute walk three times a week has measurable effects on mood, cortisol, and cognitive function. Start there.

- **Look at your nutrition honestly.**

A Mediterranean-style diet has the strongest evidence base for reducing perimenopausal symptom severity.

WHAT TO SAY TO YOUR DOCTOR – Your script for the appointment

Most women leave this appointment without what they need because they underplay their symptoms. Here is language that works:

"I believe I may be in perimenopause. I've been experiencing [your top 2–3 symptoms] for approximately [timeframe], and they are affecting my ability to function at work and sleep consistently. I'd like to discuss what's happening hormonally and what my options are, including whether Hormone Replacement Therapy might be appropriate for me."

You do not need to minimise. Nearly 1 in 3 women do not feel confident advocating for themselves here. Be the exception.

Perimenopause Symptom Tracker

DATE	SYMPTOM	SEVERITY (1 to 10)	TIME OF DAY	NOTES

RECOMMENDED READING

1. The Menopause Brain by Dr Lisa Mosconi – [[Paperback](#)][[Kindle](#)]

The neuroscience of the menopausal brain — readable, reassuring, essential.

2. Perimenopause Power by Maisie Hill – [[Paperback](#)][[Kindle](#)]

Practical, honest, and refreshingly unfiltered. A genuine guide.

3. The New Menopause by Dr Mary Claire Haver – [[Paperback](#)][[Kindle](#)]

Evidence-based and empowering. A new standard in the field

One final thought...



For most women, the other side of this transition brings a clarity and groundedness that surprises them.

About the Author

I'm a Senior Manager with more than 15 years of global corporate experience leading international teams and large transformation programmes.

Through The Life I Love Career Series, I translate research and real-world leadership experience into practical tools that help ambitious women navigate their careers with confidence.

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