

# Menopause and Burnout: Menopause Resilience

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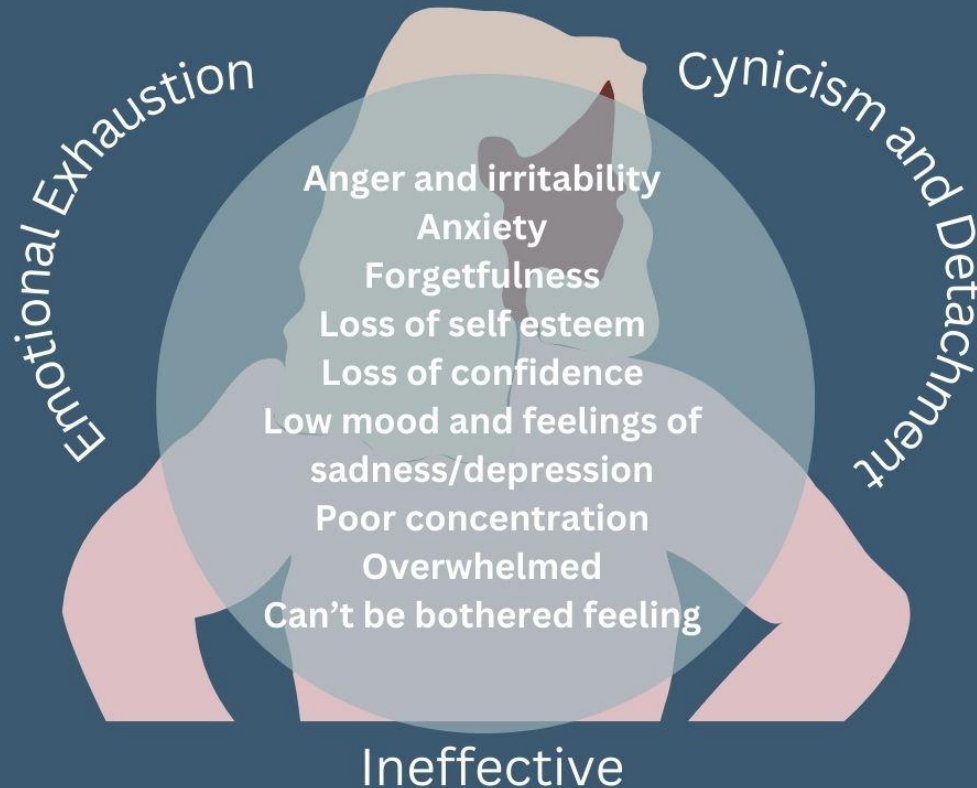
# Everything you need to know ...

What is the Menopause and how does this link with burnout?

Why does this matter?

What can we do?

# Mental wellbeing and the menopause




# How big an issue is this?

- 1.3 million NHS staff (community and hospitals)
- Over  $\frac{3}{4}$  are women
- 47% over the age of 45 (perimenopausal and menopausal)



That's a big number of women in the perimenopause / menopause phase. Add to that reports that 44% of us will experience symptoms of stress / burnout at some point.



## Why does it matter?

Is there a women in your life who could be perimenopausal? Are you menopausal??

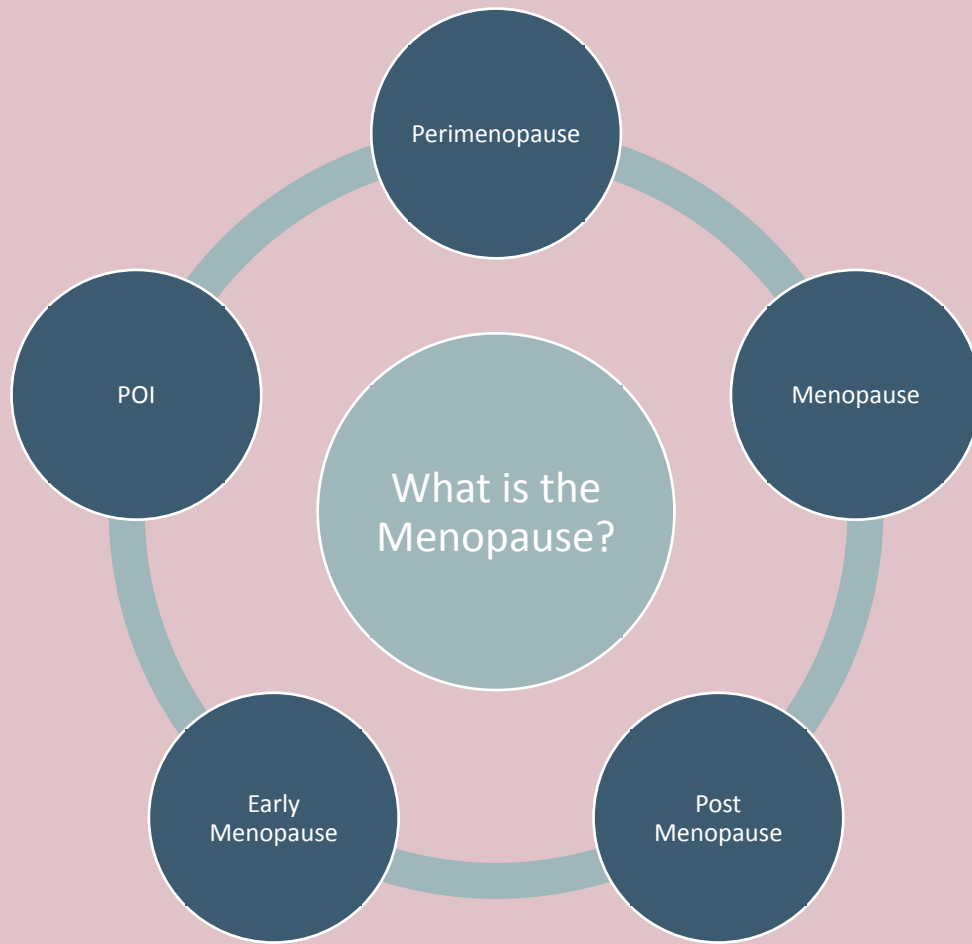
### Corporate considerations:

- 75% of women have symptoms
- 1 in 10 women leave their jobs
- 14% reduce their hours
- 50% of women don't put themselves forward for opportunities

### Personal considerations:

- 45-54 yrs is the highest female rate of suicide
- Most divorces in age ranges 45-49





**ESTROGEN**  
**PROGESTERONE**  
**TESTOSTERONE**

### BRAIN

- Body temperature
- Helps memory
- Psychological state/mood
- Sleep & anxiety
- Improves libido & energy levels

### HAIR & SKIN

- Promotes hair growth
- Hydration & collagen

### BREASTS

- Breast development (puberty)
- Milk production (post natal)

### LIVER

- Regulates cholesterol & plaques in coronary arteries
- Metabolic function

### HIPS/BUTTOCKS/THIGHS

- Fat distribution

### BLADDER

- Healthy

### VAGINA

- Lubrication
- Elasticity
- Sexual functioning/satisfaction

### WOMB

- Affects lining

### MUSCLES & BONES

- Preserve bone density
- Muscle growth

### UTERUS & OVARIES

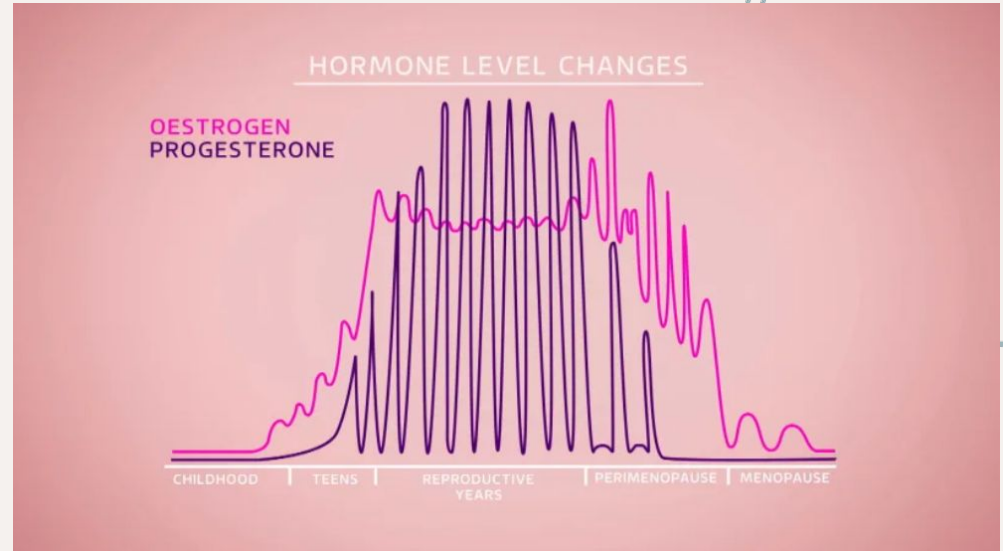
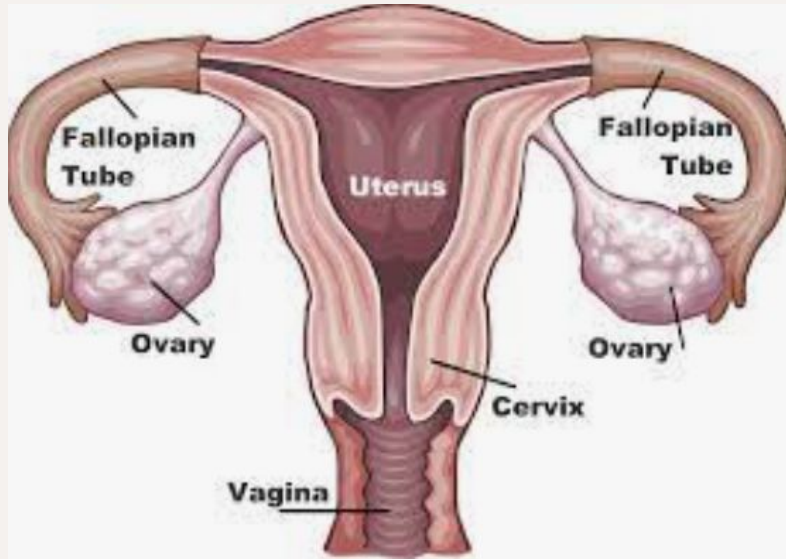
- Maturation
- Controls lining of the womb



## EFFECTS OF HORMONES



# It's all in the hormones...





A silhouette of a woman's head and shoulders is centered on a light pink background. The silhouette is filled with a dark blue color. The text is arranged around and inside the silhouette, with some words appearing in white and others in dark blue. The words represent various symptoms and experiences related to menopause.

Body shape changes  
Hot flushes  
Palpatations  
Period changes  
Tiredness  
Painful, achy joints & muscles  
Urinary issues  
Night sweats  
Sleep disturbance  
Anxiety  
Uncomfortable vagina  
Impact at work  
Headaches  
Unhappy  
Low libido  
Overwhelmed  
Brain fog  
Dizziness  
Weight changes  
Tearful

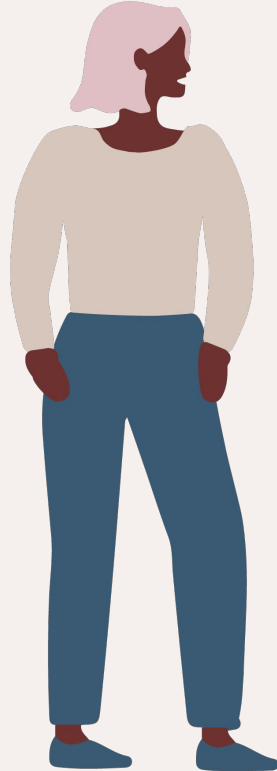
# It's a complicated time of life

Ageing Parents

Lack of support

Demands from work

Financial Stress



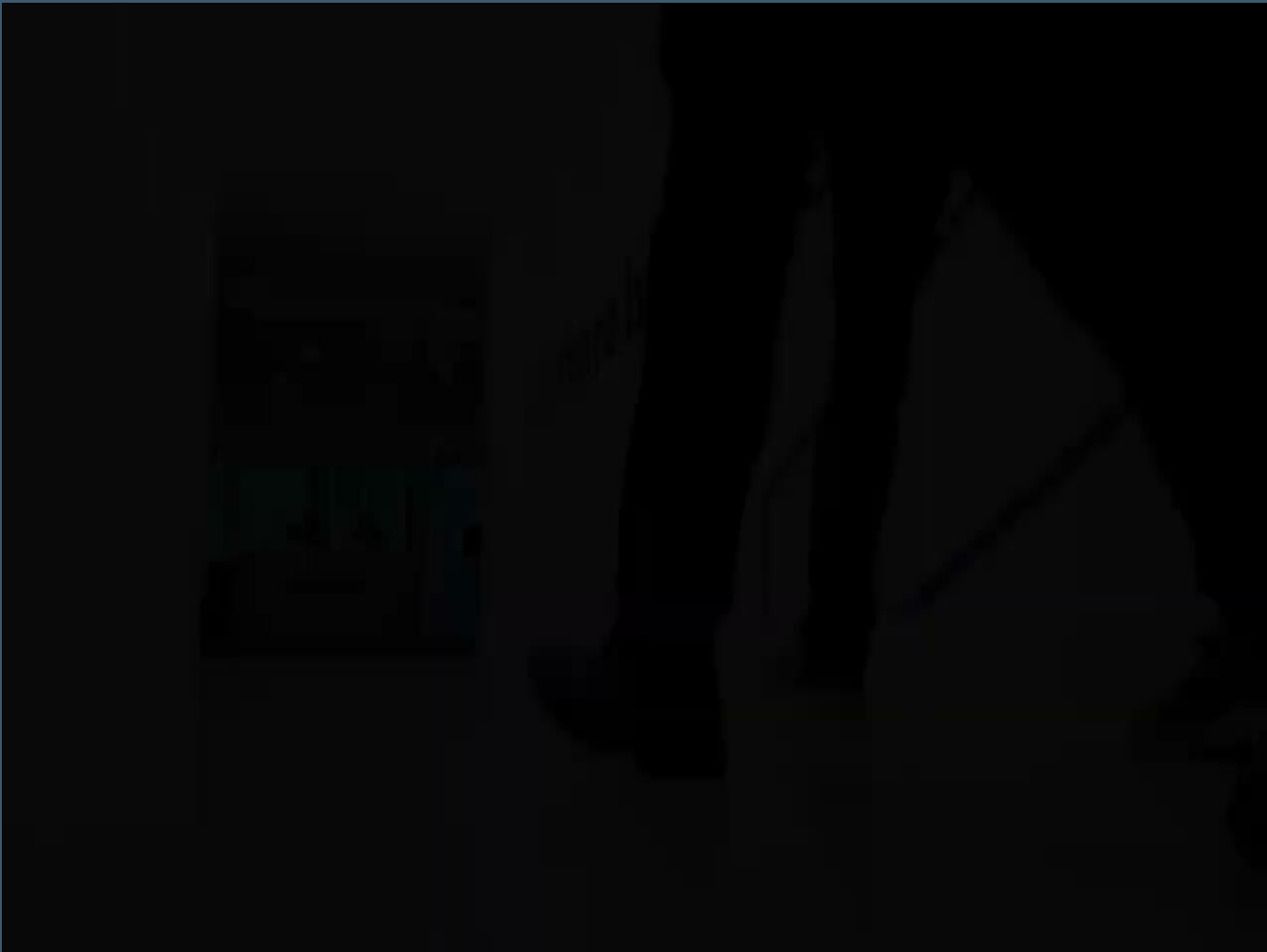
Family bereavements

Divorce

Teenage / Older kids

Ageing

Exhausted



When will it happen to me?

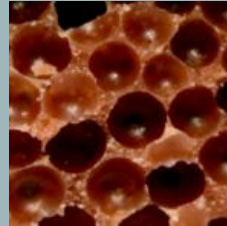
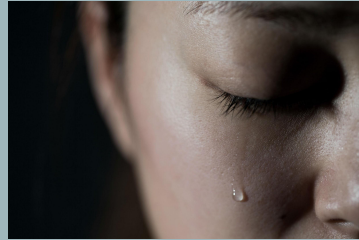
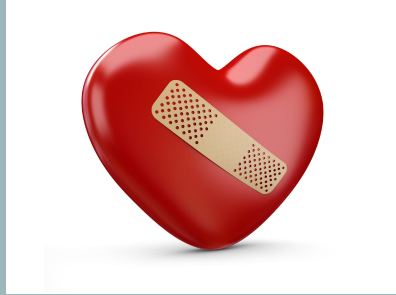


# How do I know when I have started my perimenopause?

- Not easy to assess
- Insidious onset of a mixed set of symptoms
- No definite signs
- Those around you might notice before you do
- There are too many other things going on
- Everything seems overwhelming
- Accessing your GP can be difficult
- Having the mirena creates further confusion



# Why does it matter?





# Lifestyle

- Calcium and Vitamin D- Edinburgh app
- Reduce alcohol
- Exercise
- Diet
- Sleep
- Weight loss
- Stop smoking
- Isoflavones: soya products, linseed, tofu, mung beans, lentils, pomegranates, watercress



# HRT? What is it?

- Oestrogen
- Progesterone
- Testosterone



## What do we think about?

Which hormones

Type: Body identical, Sequential, Continuous

Medical / risk factors

Balance: Dose

How to take

For how long





# HRT the good news

- Control of symptoms
- The feelgood factor
- Reduction in heart disease
- Protection for bones
- Possible protection against dementia
- Reduces the chances of diabetes
- Colorectal cancer
- <https://wellspring.health/hrt/benefits.html>

You get your life back...



# Supplements: help symptoms but no impact on future health

- Vitamin E and Omega: hot flushes
- Agnus Castus: mood swings/ tension and anxiety
- Red Clover: flushes mainly
- St Johns Wort: mood
- Black Cohosh : flushes mainly
- Vitamin D: bones
- Magnesium Biglycinate/ glycinate/ threonate : sleep and mood



# Alternatives to HRT

- Non hormonal medications:  
Antidepressants, gabapentin & oxybutynin
- CBT: for MHT sx and also hot flushes
- Yoga & Mindfulness
- Acupuncture / Massage
- Supplements
- Diet & exercise: what do we tell patients: IF, glucose goddess, processed food, calcium intake, mediterranean diet, weight bearing exercise.



# Where can I get more information...?

Davina

Zoe App

Nutritionists

Personal trainers

Podcast - 28 days Radio 4

Women's Health Initiative

The Daisy Network

Menopause Matters



**Menopause**  
*matters*<sup>™</sup>



# Take home message

Lifestyle

Diet and Exercise

Consider contributing factors such as burnout in yourself and colleagues

Be aware of your body

Consider what adaptations can you make to your life

Ask for help if you are worried

# Menopause Help

Menopause friendly workplace

Menopause Champion

Workplace policy

Offer of ongoing care with  
Everything Menopause

everything } menopause  
getting you back to you

We are a Hampshire-based holistic menopause clinic offering evidence-based 1-to-1 treatment and advice designed specifically for your individual needs. All of our consultations can be carried out face-to-face, or remotely, to suit you.

Our doctors are all British Menopause Society recognised Menopause Specialists, GPs, trainers and women's health advocates.



Dr Sam Davies



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Dr Beth Thomas





[www.everythingmenopause.co.uk](http://www.everythingmenopause.co.uk)