



*Empowering midlife women*

## Discover. Recover. Rise

*Your monthly newsletter from EmpowHer Path.*

Welcome.

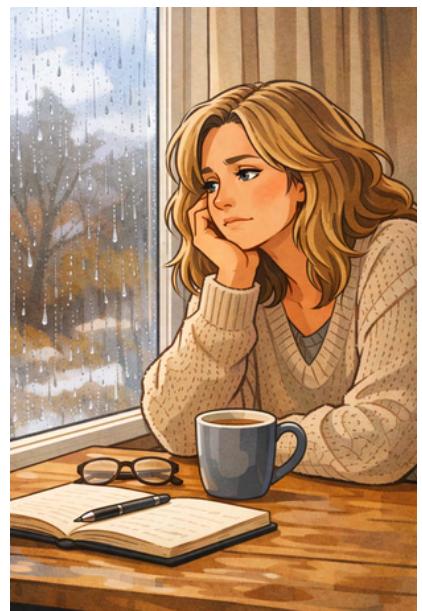
January can carry a sense of resolve or momentum, even if it's fragile. February, by contrast, is often quieter, colder, and emotionally heavier. For many women navigating perimenopause or menopause, this is when fatigue, low mood, disrupted sleep or brain fog become harder to ignore.

This month's newsletter is about checking in honestly and understanding what's happening beneath the surface.

### Why winter feels tougher during menopause

Emerging research continues to show that hormonal changes during perimenopause and menopause interact closely with stress hormones, sleep regulation and mood. When the heightened stimulation of Christmas fades, the nervous system often "drops" and it reveals accumulated exhaustion rather than renewed energy.

Studies consistently show that lower light exposure, disrupted circadian rhythms and cumulative stress can worsen menopausal symptoms such as low mood, anxiety, poor concentration and sleep fragmentation during winter months. So, if you've felt flatter, more irritable or more tired than expected in January or February, this isn't a failure of motivation – it's a physiological response. This period is often about stabilising, not pushing through it.



# A February reset without the pressure



# Only around 1 in 4 UK workplaces have put support in place for menopause

In the UK, and across the world there is still a lack of workplace support for people navigating menopause.

It's a fact that:

1 in 10 women in employment during menopause leave work because of menopausal symptoms and a lack of support. This loss of expertise, knowledge and strategic capability at the pinnacle of careers costs women but it also costs businesses.

According to research:

Over half of women report menopause symptoms are having a negative effect on their worklife.

Only around 1 in 4 organisations have a proper menopause policy or support in place. When workplaces get the support right, the negative impact is significantly reduced – truly showing the difference workplace action makes.

We are losing valuable people and leadership just when organisations need them most. Some businesses are putting policies in place but this isn't enough.

Good businesses are raising awareness and providing education for their employees but whilst this is important, and helpful these businesses will never be 'great' at menopause care.

For businesses to really show that they get it and for them to ensure they retain the talent they have invested in women need structured, year-round support: clear policies, manager training on how to offer help, flexible working, normalised conversations, support with symptoms and environments where people feel safe to ask for help.

International Women's Day is coming up in March. Wouldn't it be great if we not only used the opportunity to raise awareness, but encouraged businesses to launch menopause support initiatives around it too. Let me know what you think?

# You can't buy your way through menopause

It's easy to see why menopause has become surrounded by products – supplements, cooling sheets, powders and promised fixes. When symptoms disrupt sleep, mood or confidence, it's natural to look for something that might help. But menopause isn't something we can shop our way out of.

Here I discuss why.

In almost every menopause conversation I'm part of, the same questions come up.

What supplement helps with hot flushes?

How about silk pyjamas?

Do cooling sheets really work?

Is there something natural for brain fog or sleep?

What can I take to feel like myself again?

What do you think about gummies?



But menopause is a significant biological and life transition, shaped not just by hormones, but by stress, sleep, workload, expectations and mindset. On the surface, these sound like practical questions. Underneath them is something more personal. A woman trying to steady herself during a time that feels unfamiliar and unsettling.

While some products can be supportive, real change often comes from stepping back and understanding what's driving symptoms and gently adjusting how we live and care for ourselves.

Menopause often arrives when women are already carrying a great deal. Careers are demanding. Family responsibilities are complex. There is an expectation that experience should make life easier. Instead, many women find their confidence wobbling just when they thought they had things figured out.

Menopause is not a problem to solve. It's a transition that asks for attention and adjustment. The body isn't failing. It's communicating that its needs have changed.

When women slow down enough to listen, the relationship with themselves begins to shift. Away from frustration. Away from self blame. Towards respect and self trust.

This doesn't require perfection or rigid rules. It requires curiosity. Compassion. A willingness to work with the body rather than fight it.

Menopause often demands a pause, even when life doesn't easily allow one. Not a retreat from ambition or contribution, but a recalibration.

Real empowerment doesn't come from endless options or constant optimisation. It comes from understanding, confidence, and support that respects women's intelligence and lived experience. When women understand their bodies, they stop chasing fixes. They start making informed, sustainable choices that support their health, their work, and their lives.

And for many women, that shift changes far more than their symptoms.

## **Further reading**

I'm often asked where to find clear, reliable information on menopause – without the noise, fear or product overload. These two resources are evidence-based, UK-focused, and genuinely helpful for anyone wanting to better understand what's happening in their body and the options available to them.

### **Royal College of Obstetricians and Gynaecologists – Menopause and later life**

A trusted, clinically sound UK resource that explains menopause symptoms, treatment options (including HRT), and what good support looks like – without jargon or sensationalism.

<https://www.rcog.org.uk/for-the-public/menopause-and-later-life/>

### **Preparing for the Perimenopause and Menopause – Dr Louise Newson**

A clear, practical and evidence-based guide that helps women understand hormonal changes, symptoms and treatment choices, empowering them to have informed conversations with healthcare professionals.

<https://www.louisenewson.co.uk/books>

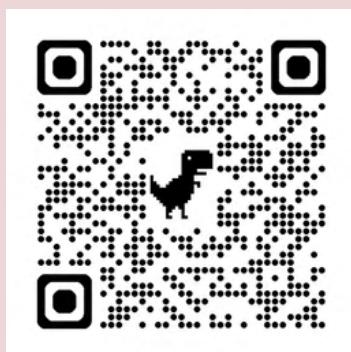
## **And finally**

February is not a month for reinvention – it's a month for honesty. If menopause has felt harder than expected this winter, you're not behind and you're not alone. Understanding what your body needs now is the first step towards feeling better later.

## **Want to know more?**

I'd love to know if you've enjoyed my newsletter, or if you haven't ! Please drop me an email with any feedback – it helps me to develop my business and to help more women.

If you'd like to receive future copies please sign up at:



You can also follow me on LinkedIn – [www.linkedin.com/in/jomoran](https://www.linkedin.com/in/jomoran)