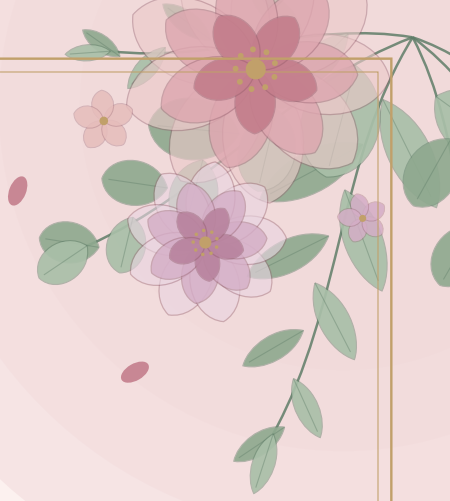




A PRACTICAL GUIDE

Say It Right



THE PERIMENOPAUSE CONVERSATION GUIDE

*Word-for-word scripts for work,
your husband, and your kids.*

Because "I'm fine" isn't working.

SCRIPTS | EMAIL TEMPLATES | PLANNER | FAMILY HANDOUT





BEFORE YOU TALK

Why this is so hard to say

You can run a meeting, a household, and a small nation. But saying "I'm going through perimenopause" out loud can feel harder than all three.

That's normal. Most of us were never taught this, so we don't have the words. Our husbands, bosses, and kids weren't taught either. The result is a lot of guessing, a lot of silence, and a lot of snapping over the thermostat.

THE GOAL

This guide gives you the words. Not to explain your whole body to everyone, but to **get the understanding and help you actually need**, with less stress and fewer awkward silences.

The 4-step script

Almost every good conversation in this book follows the same simple shape:

- | | |
|--------------------------|---|
| 1. Name it | Say what's going on, in one plain sentence. |
| 2. Say the impact | How it's affecting you (sleep, focus, mood, energy). |
| 3. Make the ask | A specific, doable request. Not "be more supportive," but "take dinner Tuesdays." |
| 4. Set a check-in | "Can we talk again in two weeks?" It keeps it from being a one-time thing. |

Example

"I'm in perimenopause (name it). It's wrecking my sleep and my focus (impact). Could you take the kids' mornings for a few weeks (ask)? Let's check in on Sunday and see how it's going (check-in)."



SET YOURSELF UP

The 5 ground rules

- **1. Pick your moment.** Not mid-hot-flash, mid-argument, or at 2 a.m. Choose a calm, private time and ask: "Can we talk for 15 minutes?"
- **2. Start with what you need.** "I need help with..." lands better than "You never..." (see the swaps below).
- **3. Be specific.** Vague asks get vague results. Name the task, the day, the timeframe.
- **4. Say it short, then stop.** Silence is not a failure. Give them a moment to respond.
- **5. Expect more than one talk.** This is a conversation series, not a single speech.

How much should you share?

You decide, and it can be different for each person. Think of it as a ladder:

- | | |
|----------------|--|
| Level 1 | Private. "I'm managing a health issue." Nothing more needed. |
| Level 2 | Simple. "Hormonal changes are affecting my sleep and focus." |
| Level 3 | Full. "I'm in perimenopause. Here's what that looks like for me." |

Words that work better

Instead of	Try
"You never help."	"I need help with dinner. Can you take Tuesdays and Thursdays?"
"You don't get it."	"Here's what it feels like for me..."
"Leave me alone."	"I need 20 minutes of quiet. I'll come find you."
"I'm fine."	"I'm having a rough day. I don't need fixing, just patience."

The cover features a deep red background with a series of concentric circles in varying shades of red and pink. In the top right and bottom left corners, there are delicate illustrations of pink and white flowers with green leaves and small pink petals scattered around them.

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PART 1

At Work

Scripts for managers, HR, and coworkers



PART 1

At work: your rights, your words

You don't owe your employer your medical story. But a short, confident conversation can get you the adjustments that make the day easier.

GOOD TO KNOW

Workplace protections vary a lot by country, state, and employer. In some places, menopause symptoms can be covered under disability, discrimination, or leave laws, and employers may need to consider reasonable adjustments. Check your HR policy and local laws, or ask an employment lawyer or labor agency. This is general information, not legal advice.

Before you talk to anyone

- Decide your sharing level (Level 1, 2, or 3).
- Pick 1 to 3 specific asks. Solutions beat complaints.
- Read your company's policy on accommodations and flexible work.
- Keep dated notes. After any important talk, send a two-line recap email: "Thanks for meeting. To confirm: [what was agreed]."

Script: The heads-up to your manager

Level 2. Calm, professional, solution-focused.

SAY IT

Hi [Name], do you have 15 minutes this week? I want to give you a quick heads-up about something I'm managing. I'm going through hormonal changes that sometimes affect my sleep and concentration. I'm handling it, and I'm fully committed to my work. A couple of small adjustments would help me do my best: [your ask]. Can we check in in a few weeks to see how it's going?



Script: Asking for a cooler workspace

SAY IT

Would it be possible to move my desk closer to a window or vent, or get a small fan? I run warm for health reasons, and cooler air helps me focus. It's a small change that would make a real difference.

Script: Asking for flexible hours

Offering a trial period makes a yes much easier.

SAY IT

On days after a bad night's sleep, my focus dips in the morning. Could I start later a couple of days a week, or do my deep-focus work in the afternoon? I'll make sure my deliverables stay on track, and I'm happy to try it for a month and review.

Script: Time for medical appointments

SAY IT

I have some medical appointments coming up and I'd like to plan around them. They'll be on [dates]. I'll make sure [coverage or plan] so nothing falls through the cracks.



Email: Requesting workplace adjustments

Level 1 or 2. Sending it in writing creates a record.

EMAIL TEMPLATE

Subject: Request for workplace adjustments

Hi [Name],

I'd like to request a few adjustments to help me perform at my best while I manage a health condition. Specifically: [1. e.g., a fan or cooler desk location; 2. e.g., flexible start times on some days; 3. e.g., time for medical appointments].

I'm happy to discuss this and to provide any documentation needed. Could you let me know the process and next steps?

Thank you,
[Your name]

Script: Brain fog in a meeting

Pick the one that feels most like you.

SAY IT

Let me make sure I get that right. Could you send me that in writing? / I want to give you a good answer. Can I get back to you by 3 p.m.? / Give me a second, my brain is buffering.

Script: A hot flash mid-meeting

SAY IT

Excuse me for one moment, I'll be right back. (You don't have to explain.) / I run warm, so I'm going to grab some water. Keep going.

No one is owed a medical explanation for a sip of water and a fan.



When a coworker makes a comment

"Is it that time of the month?" or "Someone's hot today." Choose the tone that fits the person:

Firm "That's not something I discuss at work. Let's get back to the agenda."

Cool "Comments like that aren't helpful. Let's stay on topic."

Witty "Nope, I'm just tired of that comment."

Script: Protecting your energy (saying no)

SAY IT

I can't take that on right now. What I can do is [X] by [date], or [Y] might be a better fit for that.

Script: If your performance is questioned

Bring a plan. It shows you're in control of the situation.

SAY IT

I want to address that. I've been managing a health issue that's affected [focus / energy]. Here's my plan to get back on track: [plan]. Can we check in in two weeks?



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PART 2

With Your Husband

Scripts for the person who shares your thermostat



PART 2

With your husband

He loves you. He may also be completely lost. Give him a map.

Most husbands aren't ignoring the problem. They just don't know what the problem is, and they're scared of saying the wrong thing. A clear script helps both of you.

Script: Setting up the conversation

Choose a calm, private time. Not bedtime, and not right after an argument.

SAY IT

Can we grab 20 minutes this weekend? Nothing's wrong with us. I want to tell you what's been going on with me lately, and how you can help.

Explaining what's happening

Choose the opener that sounds like you:

Gentle "I've been struggling lately, and I finally figured out why. I'd love your help."

Direct "I'm in perimenopause. It's affecting my sleep, my mood, and my memory."

Funny "Babe, the thermostat isn't the problem. I am. Let me explain."

Script: The explanation

SAY IT

I'm in perimenopause. My hormones are swinging, which affects my sleep, my temperature, my mood, and my memory. When I'm snappy or exhausted, it's usually that, not you. I'm not asking you to fix it. I'm asking you to understand it and help me get through it.



Script: What I need right now

The "listen or help" question can transform your arguments.

SAY IT

Right now I need you to [just listen / help me figure out a plan / give me a hug / give me 20 minutes of quiet]. Can you ask me "Do you want me to listen or help?" when I seem upset?

Script: Repairing after you snapped

SAY IT

I snapped at you earlier and I'm sorry. It wasn't about you. I was hot, exhausted, and overwhelmed. Thank you for not taking it personally. Next time, what would help me in the moment is [___].

Script: Sleep and temperature

SAY IT

I need to sleep cool, and I know it's disruptive. Can we try separate blankets or a fan on my side? It's not about us. It's about me getting real sleep so I can be a better partner in the daytime.

Script: Intimacy

Honest and warm beats silence. Silence is what causes distance.

SAY IT

I miss feeling close to you. My body is changing, and desire and comfort are different right now. I'm looking into options with my doctor. In the meantime, can we start with cuddling, kissing, or just being close? I want us to stay connected.

Script: Sharing the load

SAY IT

I'm running low on energy and I keep forgetting things. Could you take over [tasks] for the next few months? Not forever, just while I get through this stretch.



Script: Inviting him to the doctor

SAY IT

I'd love it if you came to my next appointment. I want you to hear the information too, and I'd like a second set of ears.

Script: When he says the wrong thing

SAY IT

I know you're trying. That comment landed badly. What would help is [___]. / Hold on, that felt dismissive. Can we try that again?

The traffic light system

A wordless shortcut for tough days. Agree on it together, then use it with no explanations needed:

GREEN I'm good. Talk to me, tease me, hug me.

YELLOW Running hot. Go easy and don't push.

RED I need space and quiet right now. I'll be back to green soon.

The 10-minute weekly check-in

Once a week, each of you shares: **one thing that was hard, one thing that helped, one thing you need this week, and one thing you appreciate about the other.**

GOOD TO KNOW

If the conversation isn't landing, try a second talk, share a good article or guide, or bring in a couples counselor or menopause-informed doctor. A first attempt that fails doesn't mean it can't work.

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PART 3

With Your Kids

Scripts for little ones, teens, and adult children



PART 3

With your kids

Kids notice everything. They see the tears, the snapping, and the fan running at midnight. Naming it calmly helps them feel safe and teaches them that women's health isn't something to hide.

Ages 4 to 9

Script: Little kids

Keep it short, calm, and reassuring.

SAY IT

My body is changing, and sometimes I get really hot, really tired, or really grumpy. It's not because of anything you did. It's part of how grown-up women's bodies change, and I'm taking good care of myself. I love you so much.

Script: Taking a break

SAY IT

I'm feeling grumpy, so I'm going to take five quiet minutes. Then I'll be back for hugs.

Kids learn a lot from watching you take a breath before you react.

Tweens and teens

Script: The honest version

Teens can handle the truth. They usually respect it.

SAY IT

I want to be honest with you. I'm in perimenopause, which is when hormones change in a woman's body before menopause. It can make me tired, hot, forgetful, and short-tempered. It's not your fault, but it does affect me, and I'd like your help. Can we agree on a signal for when I need space?



Script: Repairing after an outburst

Own it. Explain (don't excuse). Make it right. Thank them.

SAY IT

I raised my voice earlier and that wasn't okay. I'm sorry. You didn't deserve that. I'm working on handling my feelings better, and I'm asking you to be patient with me while I do.

Script: When they say "You're always angry"

SAY IT

I hear you. I'm working on it, and I'm sorry it feels that way. Two things can be true: I'm having a hard time, and your feelings matter too.

Script: Two hormonal people in one house

A teenager and a perimenopausal mom can bond over this. Really.

SAY IT

We're both going through big body changes right now. Let's be extra kind to each other this year, and tell each other when we need space.

Adult children

Script: Peer to peer

SAY IT

I'm going through menopause, and I'd love your support. Sometimes I'll be tired or short-tempered, and I might ask for a bit more help than usual. Thanks for being patient with me.



Answering their questions

Are you sick?	"No, I'm not sick. It's a natural life change that many women go through."
Will it go away?	"Yes. It can take a few years, and there are ways to feel better."
Is it my fault?	"Never. You didn't cause it, and you can't fix it. I love you."
Can I help?	"Yes! Bringing me water, taking on a chore, or a hug helps a lot."

Family systems that help

- **The signal.** A fun code word ("Snow day!") means Mom needs 20 quiet minutes.
- **The Cooling Station.** A fan and cold water everyone knows about.
- **The family meeting.** Ten minutes to say: "Here's what's going on, here's how you can help, and here's what I'll work on."

PRO TIP

Talking openly about periods, perimenopause, and menopause teaches your kids that women's bodies aren't embarrassing. You're breaking a silence that probably lasted a few generations.



IN THE MOMENT

20 one-liners for hard moments

Short, memorable lines for when your brain is fried. Screenshot this page or print it and stick it inside a cupboard.

Hot flash	"Give me a second, I'm having a moment." / "I'm just cooling down, keep going."
Rage rising	"I'm having a hormone moment. I'm going to take five minutes."
Rage rising	"I want to respond, not react. Give me a minute."
Foggy	"Let me write that down so I don't lose it."
Overwhelmed	"I can't take that on right now. Can we talk tomorrow?"
Tearful	"I'm not sure why I'm crying. It's not you. I just need a minute."
Exhausted	"I didn't sleep. I'm going to keep things simple today."
Snapped	"That came out sharper than I meant. I'm sorry. Can I try again?"
Dismissed	"I'm telling you this is real. I need you to take it seriously."
Need help	"Can you take over for me today? I've got nothing left."
Need space	"I love you. I need quiet for 20 minutes. I'll be back."
Feeling guilty	"I'm doing the best I can with what I've got today."



THE RESET BUTTON

The 4-part repair

You will say something you don't mean. Everyone does. What matters is the repair, and a good one can make a relationship stronger.

1

Own it

Say what you did, without "but."

"I snapped at you and I'm sorry."

2

Explain, don't excuse

Offer context, not a defense.

"I was exhausted and overheated, and I took it out on you."

3

Make it right

Offer a fix or a change.

"Next time I'll say 'I need a minute' instead."

4

Thank them

Appreciate their patience.

"Thanks for hanging in there with me."

GOOD TO KNOW

If you're feeling hopeless, or having thoughts of harming yourself, please reach out now. In the US, call or text 988 any time. A persistent low mood in perimenopause is common and treatable. It's a medical issue, not a personal failing.



HAND THIS OVER

What I wish you knew

Cut it out, tape it to the fridge, or just hand it to the person who needs it.

- 1 It's real.**
Perimenopause is a physical, hormonal transition, not a mood or a phase.
- 2 It can last years.**
Often several. Symptoms come and go, and some days are better than others.
- 3 I might be hot, cold, tired, foggy, or snappy.**
Sometimes all in one afternoon. It's usually the hormones, not you.
- 4 Here's how you can help.**
[Fill in: e.g., listen without fixing, take dinner Tuesdays, keep the room cool, give me a hug.]
- 5 I'm working on it.**
I'm seeing my doctor and taking care of myself, and I'm grateful for your patience.
- 6 I love you.**
That hasn't changed one bit.

With love, _____



YOUR TURN

Conversation planner

Fill this out before any big conversation. It takes five minutes and makes you sound like you rehearsed for a week.

Who am I talking to?

When and where will I do it?

My goal (what do I want to happen?)

How much will I share? (Level 1, 2, or 3)

My opening line

What I want them to know

My specific ask

Our check-in date



YOUR TURN

Write your own script

Use the 4-step script: *Name it, Say the impact, Make the ask, Set a check-in.*

1. Name it

2. Say the impact

3. Make the ask (be specific!)

4. Set a check-in

How it went / what I'd change next time

A second script I want to write

This guide is for education only and is not medical or legal advice. Laws and workplace policies vary. Please speak with a qualified healthcare provider, and check with HR or an employment professional about your specific situation.