



WOMEN'S HORMONAL HEALTH AT WORK

*Creating Psychologically Safe and
Inclusive Workplaces*

Presented by
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WOMEN'S HORMONAL HEALTH

Why current approaches often fail



Many workplaces are designed around: **consistent performance, stable energy, uninterrupted focus, and the assumption that personal health has little impact on professional capability.** But hormonal health is a normal part of many women's working lives.

Experiences such as PMS, PMDD, pregnancy, perimenopause and menopause can influence **wellbeing, confidence, concentration and energy.** Yet workplace stigma often prevents women from discussing support needs, **creating barriers to psychological safety and opportunity.**

When organisations ignore this, businesses see:

- **Misunderstood performance challenges**
- **Reduced psychological safety**
- **Bias and assumptions influencing decisions**
- **Missed opportunities to support talented employees**
- **Reduced engagement and retention**
- **Barriers to progression and inclusion**

When workplaces create psychological safety around hormonal health, people are more likely to **access support, sustain performance, and contribute at their best without fear of judgement or reduced opportunity.**

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The Overview



What if the challenge isn't hormonal health itself, but the assumptions we make when people don't feel safe enough to talk about it?

Participants will examine common assumptions around **professionalism, performance, consistency and workplace support**, and explore how stigma surrounding women's hormonal health can create barriers to **psychological safety, support and opportunity**.

Through interactive discussion, group exercises, workplace simulations, collaborative redesign and reflective activities, participants will explore how workplaces can move towards systems that are:

- **More psychologically safe**
- **More adaptive**
- **More inclusive**
- **More equitable**
- **And ultimately more effective**

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Participant Outcomes



Participants will leave with:

- Increased understanding of PMS, PMDD, perimenopause and other hormonal health experiences
- The ability to recognise how assumptions and confirmation bias can influence workplace decisions
- Greater awareness of the barriers that prevent people from asking for support
- Practical ideas for supporting colleagues experiencing hormonal health challenges
- A framework for creating psychologically safe workplaces where people can access support and succeed

When performance or wellbeing is affected, assumptions may be made about capability rather than circumstance.

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Organisation Outcomes



Organisations may benefit from:

- Increased psychological safety, trust and employee engagement
- More confident and effective conversations around health and wellbeing
- Reduced stigma surrounding women's hormonal health and support needs
- Improved retention, inclusion and access to talent development
- Greater ability to support employees without lowering expectations, reducing accountability, or limiting opportunity

The goal isn't to lower standards. The goal is to remove unnecessary barriers that prevent people from contributing at their best.

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The Details



Session Length: 2.5 - 3 hour in-person workshop

Particularly Relevant For:

- Women in the workplace
- Managers and people leaders
- HR professionals
- DEI and Inclusion programmes
- Wellbeing initiatives
- Leadership teams
- Organisations reviewing workplace culture

Also Suitable For:

- Team development days
- Mixed employee groups
- Employee resource groups (ERGs)

Recommended Group Size: 8 - 25 people

Interactive participation is required.

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The Facilitator

Anya created this workshop after years of working in environments where hormonal health was often misunderstood, left unspoken, or linked to assumptions about capability and reliability. She recognised that the greatest challenge was often not the hormonal health issue itself, but the stigma surrounding it and the fear that asking for support might change how someone is perceived.

She observed that workplaces can mistake temporary challenges for permanent traits, creating a cycle where people remain silent, support is never accessed, and existing assumptions appear to be confirmed. This workshop was developed to help teams rethink the assumption that professionalism means performing consistently regardless of health, wellbeing or life circumstances, and explore how psychological safety and workplace support can help ensure that hormonal health is not a barrier to opportunity.



About the Facilitator:

Anya brings a strong background in customer experience and workplace engagement, specialising in diversity and inclusion, communication, and team collaboration. An exceptional facilitator, she supports organisations in building inclusive, aligned, and high-performing teams.

Passionate about creating environments where people feel heard and valued, Anya combines energy, empathy, and practical insight to help teams connect, collaborate, and thrive.



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