

1. How familiar are you with the symptoms of perimenopause and menopause?

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Familiar (Net)	955 95%
Very familiar	427 43%
Somewhat familiar	374 37%
Slightly familiar	155 15%
Not at all familiar	46 5%
Sigma	1001 100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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2. Have you experienced symptoms that you associate with perimenopause or menopause?

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Yes	502 50%
I think so	236 24%
No	203 20%
I don't know.	60 6%
Sigma	1001 100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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3. Which of the following symptoms have you experienced?

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
Fatigue	587 74%
Brain fog	427 53%
Mood swings	519 65%
Hot flashes	543 68%
Dryness	350 44%
Itchiness	296 37%
Joint pain	411 51%
Weight gain	460 58%
Headaches/ migraines	3 *
Sweating/ night sweats	4 1%
Trouble sleeping/ insomnia	4 *
Irregular/ changes in menstruation	6 1%
Anxiety	1 *
None	16 2%
Other	4 *
Don't know	2 *
Sigma	3632 455%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C/D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C/D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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4. Have you discussed these symptoms with a healthcare professional?

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
Yes	378 47%
No	420 53%
Sigma	798 100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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5. How long did it take before you received a diagnosis of perimenopause or menopause from a healthcare practitioner?

	Total
Base: All Answering (unwtd)	378
Base: All Answering (wtd)	378
I have not received a diagnosis	120 32%
Less than 6 months	124 33%
6 months to under 1 year	49 13%
1 to under 2 years	42 11%
2 to under 5 years	21 5%
5 to under 10 years	18 5%
10 years or more	4 1%
Sigma	378 100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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7. Which of the following did you speak to about perimenopause or menopause symptoms at that time?

	Total
Base: All Answering (unwtd)	684
Base: All Answering (wtd)	678
GP / primary care doctor	271 40%
Menopause specialist clinic	17 2%
Nurse practitioner	31 5%
Pharmacist	21 3%
Mental health provider	9 1%
Alternative practitioner	14 2%
Obstetrician-Gynecologist (OB/GYN)	14 2%
Family/ friends	15 2%
Oncologist	4 1%
Naturopath	2 *
None - I really didn't know where to go	267 39%
Nothing	3 *
Other	11 2%
Sigma	678 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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8. How long after first noticing symptoms did you receive effective treatment?

	Total
Base: All Answering (unwtd)	684
Base: All Answering (wtd)	678
Less than 3 months	169 25%
3-6 months	86 13%
6-12 months	115 17%
1-2 years	86 13%
More than two years	223 33%
Sigma	678 100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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10. Did you experience any of the following barriers when seeking care for perimenopausal or menopausal symptoms?

	Total
Base: All Answering (unwtd)	684
Base: All Answering (wtd)	678
Didn't know they were symptoms of perimenopause/menopause	179 26%
Didn't know where to seek help	126 19%
Didn't know where to access resources and information	102 15%
Symptoms were dismissed or minimized	143 21%
Long wait times	108 16%
Cost	78 12%
Felt embarrassed or uncomfortable	92 14%
Inflexible work or childcare schedule	46 7%
Believed symptoms were normal and not treatable	199 29%
No barriers	192 28%
No family doctor	6 1%
Did not seek help	6 1%
Nothing	2 *
Other	4 1%
Don't know	4 1%
Sigma	1287 190%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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11. Which of the following did you personally spend time on while trying to get help?

	Total
Base: All Answering (unwtd)	684
Base: All Answering (wtd)	678
Researching symptoms online	373 55%
Preparing to “prove” symptoms	117 17%
Requesting referrals	60 9%
Researching health care providers and treatment	105 15%
Booking and re-booking appointments	124 18%
Paying privately after public care delays	30 4%
None of the above	198 29%
Sigma	1005 148%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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12. If you have been diagnosed with ADHD or ADD at any point in your life, have you noticed any changes in symptoms as you age?

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
I have not been diagnosed with ADHD or ADD	554 69%
I have noticed a significant increase	50 6%
I have noticed a moderate increase	39 5%
I have noticed a slight increase	24 3%
I have not noticed an increase	42 5%
Don't know	89 11%
Sigma	798 100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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14. How often do you feel your symptoms associated with perimenopause or menopause affect your performance at work?

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
Always	64 8%
Often	164 21%
Sometimes	279 35%
Rarely	166 21%
Never	124 16%
Sigma	798 100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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15. How did the time you spent seeking perimenopause or menopause care affect your work?

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
I have not sought care	193 24%
Time off	64 8%
Short-term leave	47 6%
Reduced productivity	127 16%
Adjusted schedule	67 8%
Considered leaving job	44 6%
No impact	339 42%
Prefer not to say	30 4%
Sigma	911 114%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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16. How many sick days have you taken from work for hormonal health reasons? If none, please enter 0

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
0	585 73%
1	30 4%
2	45 6%
3	24 3%
4	10 1%
5	45 6%
6	4 1%
7	10 1%
8	3 *
9	1 *
10	12 2%
11	1 *
12	3 *
14	2 *
15	3 *
16	1 *
20	4 *
21	1 *
25	2 *
30	3 *
40	2 *
50	9 1%
Sigma	798 100%
Summary	
Mean (Including 0)	2
Std. Dev.	6.45
Std. Err.	0.23
Median	-
Base (Excluding 0)	214
Mean (Excluding 0)	7.4
Std. Dev.	10.76
Std. Err.	0.74
Median	4

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C/D/E/F/G/H/I/J/K/L/M/N
Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C/D/E/F/G/H/I/J/K/L/M/N
Minimum Base: 30 (**), Small Base: 100 (*)

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17. Does your employer provide any health benefits or services that support hormonal health (e.g., menopause or perimenopause

	Total
Base: All Answering (unwtd)	808
Base: All Answering (wtd)	798
Yes — my employer provides many relevant benefits/services	103 13%
Yes — my employer provides some, but not enough	59 7%
No — they do not provide any	443 55%
Don't know	193 24%
Sigma	798 100%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_1. To what extent do you agree with the following statements: -
I feel that I am currently at the peak of my career and abilities.

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	336 34%
Strongly agree	57 6%
Agree	278 28%
Neither agree or disagree	398 40%
Bottom 2 Box (Net)	267 27%
Disagree	188 19%
Strongly Disagree	79 8%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_2. To what extent do you agree with the following statements: -
I am satisfied with the workplace health support my employer

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	246 25%
Strongly agree	48 5%
Agree	197 20%
Neither agree or disagree	509 51%
Bottom 2 Box (Net)	246 25%
Disagree	157 16%
Strongly Disagree	89 9%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_3. To what extent do you agree with the following statements: -
The supports my employer offers for perimenopause and

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	241 24%
Strongly agree	63 6%
Agree	179 18%
Neither agree or disagree	584 58%
Bottom 2 Box (Net)	176 18%
Disagree	123 12%
Strongly Disagree	53 5%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_4. To what extent do you agree with the following statements: -
The supports my employer offers for perimenopause and

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	307 31%
Strongly agree	89 9%
Agree	218 22%
Neither agree or disagree	534 53%
Bottom 2 Box (Net)	159 16%
Disagree	108 11%
Strongly Disagree	51 5%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_5. To what extent do you agree with the following statements: -
 The perimenopause and menopause supports available at my

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	207 21%
Strongly agree	51 5%
Agree	157 16%
Neither agree or disagree	576 58%
Bottom 2 Box (Net)	217 22%
Disagree	147 15%
Strongly Disagree	70 7%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_6. To what extent do you agree with the following statements: -
 The perimenopause and menopause supports available at my

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	361 36%
Strongly agree	119 12%
Agree	242 24%
Neither agree or disagree	508 51%
Bottom 2 Box (Net)	133 13%
Disagree	95 9%
Strongly Disagree	38 4%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_7. To what extent do you agree with the following statements: -
I would leave my current employer for one with better hormonal

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	253 25%
Strongly agree	70 7%
Agree	182 18%
Neither agree or disagree	410 41%
Bottom 2 Box (Net)	339 34%
Disagree	218 22%
Strongly Disagree	121 12%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_8. To what extent do you agree with the following statements: -
I would leave my current employer for one with better women's

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	284 28%
Strongly agree	80 8%
Agree	204 20%
Neither agree or disagree	402 40%
Bottom 2 Box (Net)	315 31%
Disagree	207 21%
Strongly Disagree	108 11%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_9. To what extent do you agree with the following statements: -
 My workplace supports women as they age in the workforce.

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	305 31%
Strongly agree	63 6%
Agree	242 24%
Neither agree or disagree	456 46%
Bottom 2 Box (Net)	239 24%
Disagree	169 17%
Strongly Disagree	70 7%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_10. To what extent do you agree with the following statements:

- I am comfortable discussing perimenopause/menopause in the

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	401 40%
Strongly agree	107 11%
Agree	294 29%
Neither agree or disagree	330 33%
Bottom 2 Box (Net)	270 27%
Disagree	171 17%
Strongly Disagree	99 10%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_11. To what extent do you agree with the following statements:

- I fear I will be judged for my workplace performance if I discuss

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	327 33%
Strongly agree	99 10%
Agree	227 23%
Neither agree or disagree	354 35%
Bottom 2 Box (Net)	321 32%
Disagree	211 21%
Strongly Disagree	110 11%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18_12. To what extent do you agree with the following statements:

- I am afraid of being discriminated against and passed up for promotions based on my age if I discuss

	Total
Base: All Respondents (unwtd)	1001
Base: All Respondents (wtd)	1001
Top 2 Box (Net)	339 34%
Strongly agree	96 10%
Agree	243 24%
Neither agree or disagree	324 32%
Bottom 2 Box (Net)	338 34%
Disagree	203 20%
Strongly Disagree	134 13%
Sigma	1001 100%

Statistics:

Grid overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18. To what extent do you agree with the following statements: -
T2B Summary

	Total
	336
I feel that I am currently at the peak of my career and abilities.	34%
	246
I am satisfied with the workplace health support my employer offers for perimenopause and menopause.	25%
	241
The supports my employer offers for perimenopause and menopause are difficult or confusing to navigate	24%
	307
The supports my employer offers for perimenopause and menopause do not meet my unique personal needs.	31%
	207
The perimenopause and menopause supports available at my workplace are not culturally appropriate.	21%
	361
The perimenopause and menopause supports available at my workplace are not comprehensive.	36%
	253
I would leave my current employer for one with better hormonal health supports.	25%
	284
I would leave my current employer for one with better women's health supports.	28%
	305
My workplace supports women as they age in the workforce.	31%
	401
I am comfortable discussing perimenopause/menopause in the workplace.	40%
	327
I fear I will be judged for my workplace performance if I discuss perimenopause/menopause.	33%
	339
I am afraid of being discriminated against and passed up for promotions based on my age if I discuss perimenopause/menopause in the workplace	34%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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18. To what extent do you agree with the following statements: -
B2B Summary

	Total
	267
I feel that I am currently at the peak of my career and abilities.	27%
	246
I am satisfied with the workplace health support my employer offers for perimenopause and menopause.	25%
	176
The supports my employer offers for perimenopause and menopause are difficult or confusing to navigate	18%
	159
The supports my employer offers for perimenopause and menopause do not meet my unique personal needs.	16%
	217
The perimenopause and menopause supports available at my workplace are not culturally appropriate.	22%
	133
The perimenopause and menopause supports available at my workplace are not comprehensive.	13%
	339
I would leave my current employer for one with better hormonal health supports.	34%
	315
I would leave my current employer for one with better women's health supports.	31%
	239
My workplace supports women as they age in the workforce.	24%
	270
I am comfortable discussing perimenopause/menopause in the workplace.	27%
	321
I fear I will be judged for my workplace performance if I discuss perimenopause/menopause.	32%
	338
I am afraid of being discriminated against and passed up for promotions based on my age if I discuss perimenopause/menopause in the workplace	34%

Statistics:

Overlap formula used

- Column Proportions:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B/C,D/E/F,G/H/I/J,K/L/M/N

Minimum Base: 30 (**), Small Base: 100 (*)

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