



**BLUE LIGHT  
TOGETHER**



**IVF: Approaching the  
conversation with your  
manager**

# Why is it important to talk about this topic?

For those of us that require fertility treatments to grow our families, there may become a time when we need to have a discussion with our manager or colleagues about the process. However, approaching conversations about personal matters at work can sometimes feel overwhelming.

Here we offer a step-by-step guide on how to navigate conversations surrounding IVF. But first, here are a few things to bear in mind:

Accessing fertility treatment, and requiring flexibility at work to do so, is nothing to be embarrassed or ashamed of. This journey is evidence of strength and courage, not weakness.

Everybody will have different experiences when it comes to accessing fertility treatments, so try not to compare yourself. It's okay to need some extra support or to accept more help than you initially expected.

Remember that you're not alone and others will understand. Perhaps consider accessing support groups and getting in touch with individuals who are going through the same thing.

# Your guide:

## 1. Consider timing and setting

Choose an appropriate time and place to talk, with enough privacy that you won't be interrupted., perhaps schedule in a dedicated meeting during a convenient time for your manager.



## 2. Prepare in advance

Prepare what you would like to discuss beforehand and consider what you would like to get out of the conversation, such as a flexible working arrangement to accommodate appointments.



## 3. Look into policies

Your employer may have an existing fertility policy in place. If so, familiarise yourself with it so that you know what to expect. But try not to worry if they don't seem to have one.



## 4. Be honest, realistic and direct

Clearly and honestly communicate your situation, but don't feel the need to overshare if you don't feel comfortable. Your manager may not have all the answers straight away, but it's important to be realistic about what support you may need, rather than downplaying it.



## 5. Looking forwards

The IVF process is full of a lot of "what ifs" and, due to it being unknown, the future can feel quite scary. It's completely possible to maintain your career while under going treatment, but it's also okay if you want your job to take the back seat for a little while as you prioritise yourself. Try to remain positive, despite the question marks, and keep your manager updated after your initial conversation with regular check ins.