

Microsoft company values



Our company values

Respect

We recognize that the thoughts, feelings, and backgrounds of others are as important as our own.

Integrity

We are honest, ethical, and trustworthy.

Accountability

We accept full responsibility for our decisions, actions, and results.

Top behaviors examples

Respect

[at our best]

- Curious about others and their ideas
- Listen with empathy
- Seek to understand
- Treat people with dignity
- Look for common ground

[not at our best]

- Criticize people for being different
- Shut people down
- Be defensive
- Shout, insult, or name-call
- Threaten or intimidate others

Integrity

[at our best]

- Stay true to our values and culture
- Pursue the right outcomes
- Speak the truth, with care
- Offer support when the truth is told
- Keep our word

[not at our best]

- Violate policies or laws
- Misuse authority or power
- Be less than completely truthful
- Take credit that belongs to others
- Break our promises

Accountability

[at our best]

- Be responsible for results
- Respond to crises quickly
- Step in to help others
- Take initiative to make things better
- Learn from our mistakes and failures

[not at our best]

- Stand by without helping
- Look for excuses
- Allow issues to go unaddressed
- Consistently fail to improve and learn
- Don't admit mistakes

Our values are anchored in employee sentiments and beliefs. They are our shared commitment to each other.

When we live up to our values, we move faster and farther toward the culture and mission we aspire to.

