

What to expect from your Virtual Internship

Model Answer Engineering

The purpose of this model answer is to use the information the Microsoft interns shared in the video to illustrate the opportunities and benefits that working for Microsoft offers. We hope this window into Microsoft helps you see our culture in action and it helps you to identify the value you could experience from working with us.

The interns spoke about a 'sense of belonging'. Why do you think a sense of belonging is beneficial for an intern?

It was clear in the video that the interns felt motivated by the feeling of belonging to a team. It also helped them to get a real sense of what it would be like to work for Microsoft and how they could contribute. This contributed to them feeling more empowered and included.

In the complex studies of human psychology, one finding is remarkably consistent: our well-being is linked to our connection to others. When we feel like we belong, we experience meaning, life satisfaction, physical health and psychological stability. When we feel excluded, physical pain and a wide range of psychological ailments result. Belonging is a key component of inclusion. When employees are truly included, they perceive that the organization cares for them as individuals and their authentic selves.

Microsoft fosters a culture of belonging and inclusion for all employees. Every day we strive at Microsoft to create an inclusive environment that brings the power of diversity to life. Click [here](#) to read our 2019 Diversity & Inclusion Report which tracks our progress in this area and our commitment to fostering inclusion and a sense of belonging. This supports our mission to empower every person and every organization on the planet to achieve more.

One intern spoke about working on a project with two different teams. What are the benefits of working with different teams?

The intern worked in two teams and with a variety of different people from various departments. The intern found this a very enriching experience due to the broader exposure that he had across a range of areas. In addition to learning from the actual work he was completing, he was also learning from the different people who helped him with the project. During his experience, the intern was exposed to many different areas of the business giving him a broader understanding of the organization. Working in different teams introduced the intern to different ways of working, thinking, approaches, styles and knowledge. The intern would have directly observed what works well, what can be challenging, how to overcome obstacles, how to collaborate and how to work in a team. This practical experience is essential for understanding how organizations and teams work and how to contribute in a way that is valued.

Another intern said that he was helped to 'go beyond the scope of the project and learn a lot more about the culture'. What would the benefit of this be?

A company's culture can be seen as the values and beliefs of the company's leaders through to its employees, interactions between management and their teams, and the environment in which they work. It's a bit like an ecosystem involving a complex network of organisms and components, which includes us (humans), and the technology, systems, premises, tools etc. which we need to work. Just like there are variations in individual's personalities, business culture varies from company to company. Just like people, businesses have a personality – it's called business culture. Cultural fit is when an individual's attitudes, values and beliefs are aligned with the core values and culture of an organization. It's why some people feel they fit into one set of business values and a particular working environment, but not in others. Individuals thrive when they feel connected to the values of the business and click naturally with its nuances.

Company culture is a powerful driver of business success. It is the key to employee engagement, performance and productivity. Employees who identify more with their company are happier, experience greater job satisfaction, are more committed, perform better and are more likely to stay with their organization. That is why cultural fit is important.

You will learn more about Microsoft's culture through the virtual internship platform.

A manager from Microsoft spoke about the 'value' that the interns bring to Microsoft. This is what you bring to the Microsoft table and we are excited to hear your voice.

1. Identifying what is 'current'.

Think of all the current and best trends that you know about across the various aspects of your life. You are a rich source of information providing insight into what people are thinking, using, avoiding and experimenting with. All of this information is valuable for Microsoft as we are constantly curious and always wanting to learn what people value.

2. Understanding the new technologies available.

You and your friends are most likely aware of and using the latest technology. We want to learn why you use it, what are the benefits, why is it better than the alternatives, what would make it even more helpful? Our growth mindset means we are 'learners', not 'knowers' and value the voices of our employees and customers.

3. Learn what future employees are looking for.

We want to create an organization where you can come as you are, do what you love. We want you to feel empowered to work on things that you are passionate about and be given the autonomy to realize your potential. We want to know how we can support and empower you to achieve more.

The interns described people at Microsoft has being helpful and approachable. How is this beneficial as an intern?

Your colleagues are more important than you may think they are. The workplace retains a central role in many people's lives. Substantial social research indicates that a friendly dynamic among colleagues is integral to our well-being. Psychologists have long identified the desire to feel connected to others as a basic human need with interpersonal relationships having a significant impact on mental health, health behavior, physical health, and mortality risk. Indeed, human physiological systems are highly responsive to positive social interactions. When relationships in the workplace are characterized by cooperation, trust, and fairness, the reward center of the brain is activated which encourages future interactions that promote employee trust, respect, and confidence, with employees believing the best in each other and inspiring each other in their performance.

At Microsoft, we know that positive interpersonal interactions (whether in person or virtual) can be a source of enrichment and vitality that helps and encourages individuals, teams, and the organization as a whole to thrive and flourish. This is why we are committed to supporting our team members to be inclusive, helpful, approachable and respectful.

The last intern said their one take-away was “learning a lot about how the whole industry works”. Why would this be beneficial?

Industry knowledge is important for your professional development. Industry is always changing. Staying up to date in your industry, is now a necessity. Our world is ever-changing, driven by evolving innovation and technologies that carve out new trends across all industries. Keeping your knowledge current will not only secure your relevance in the role but will also contribute to growth, experience and a competitive advantage in the marketplace.

Read this [short article](#) for six ways you can maintain your industry knowledge and skills.

Read this [short article](#) about the value of staying current with skills development.

We hope that hearing about the value that Microsoft interns received from their experience inspires you to consider a career with Microsoft.