

Microsoft Culture

An Introduction

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Our Story:

To really understand and share Microsoft's culture, the best place to start is our story; our past, our present and where we're going.

If you haven't already, take some time to get grounded in Microsoft's story and how the culture we aspire to will help us achieve our mission.

Click [here](#) to learn more.

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Let's get going 



Microsoft Culture:

Summary

Microsoft's mission is to empower every person and every organization on the planet to achieve more. The only way we will achieve our mission is by transforming our culture. We are seeing results from our efforts, but we are not done. We are learning.



Microsoft Culture:

A company is defined by people who power it.

In July 2015, Satya announced a new mission to the world: to empower every person and every organization on the planet to achieve more. It's a powerful articulation of what we have always believed – that anyone, empowered with the right tools, can do anything.

Bringing a mission this bold to life demands our culture evolve in lockstep. We are evolving our culture with intention, shining a light on what works and calling for change where it's needed.

It begins with valuing learning over knowing. What we call a growth mindset-seeking out new ideas, embracing challenges, learning from failure, improving over time. It's about being open. If we truly want to help everyone on the planet achieve more, we need to make it possible for anyone on the planet to help us do it.

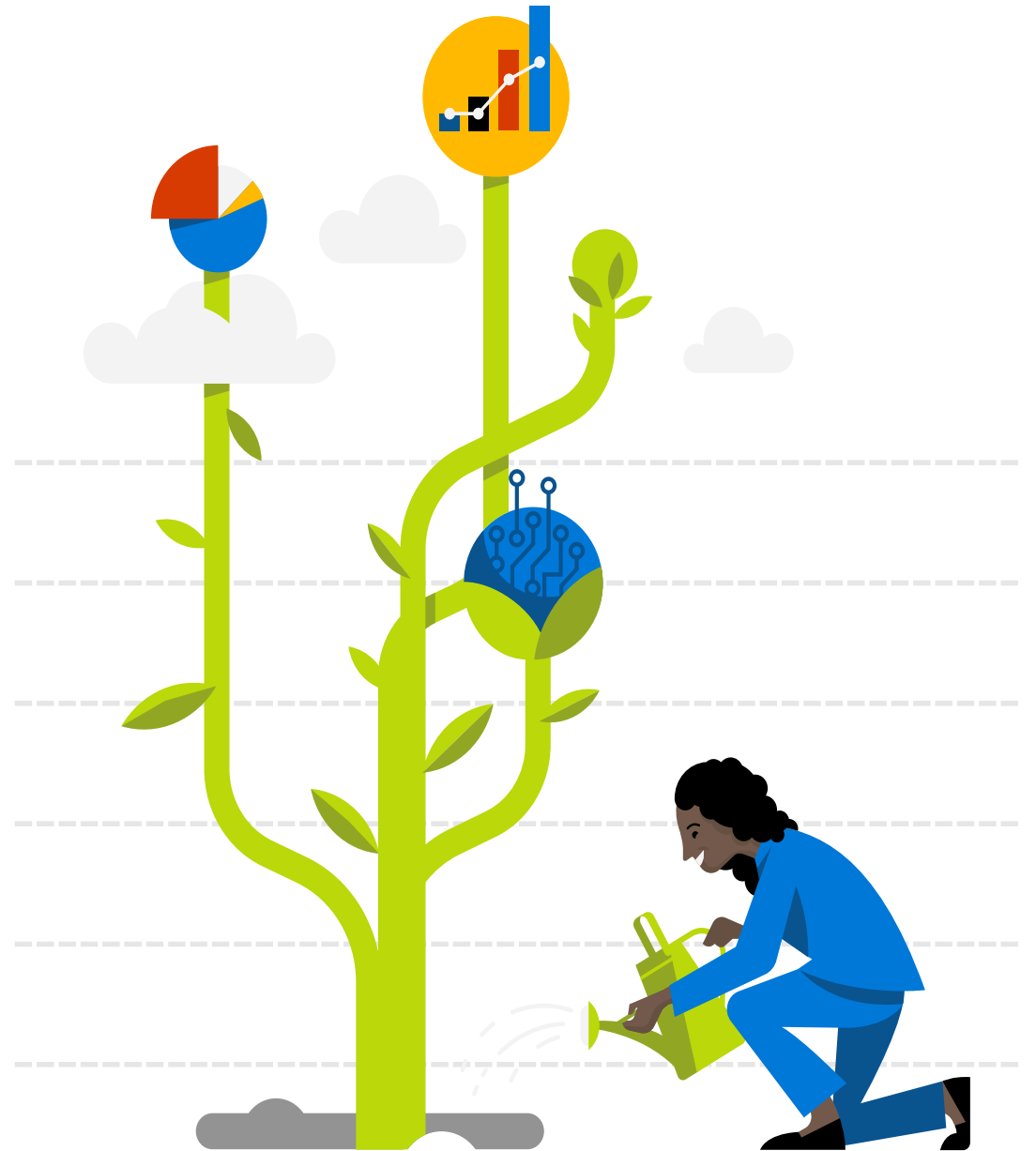
- When we apply this mindset to our customers, we lean in and listen carefully to what they want to achieve and anticipate what they need to get there.
- When we apply this mindset to being diverse and inclusive, we understand that these things go beyond whom we hire, to how we listen, ensuring that everyone has a voice, an opportunity and access.
- When we apply this mindset to working as one Microsoft, we seek out others from across the company who know more than we do, to create what we could have never imagined alone.
- And lastly, when we apply this mindset to making a difference, we leverage the platform of Microsoft to pursue our personal passions and to align our work to something much bigger than we are: empowering everyone on the planet.

Every day we see glorious examples of our culture in action, and every day we see areas we can improve. We are learning.

We are transforming our culture from a company of know-it-all to a company of learn-it-all.

We are transforming our culture and seeing results.

We are an inclusive and innovative company.



Growth Mindset

Ultimately, we landed on what is really important to use – a culture founded in Growth Mindset. This means anyone can change, learn and grow. We believe potential is nurtured and no pre-determined. We should always be learning and curious. We should try things and not be afraid to fail. We identified four attributes that allow growth mindset to flourish and vice versa.

Obsessing over what matters to our customers, becoming more diverse and inclusive in everything we do and create, operating as one company and lastly, making a difference in the lives of each other, our customers and the world around us.



Growth Mindset: The Foundation

What this is:

We need to be always learning and insatiably curious. We need to be willing to lean in to uncertainty, take risks and move quickly when we make mistakes, recognizing failure happens along the way to mastery. And we need to be open to the ideas of others, where the success of others does not diminish our own.

What this feels like:

I'm always learning, constantly challenges, experimenting, trying new things, taking risks, getting list of feedback, ready for change, on a journey, seeking meaning, accepting failure, insatiably curious, continually improving, humble, open minded, receptive, persistent and forward-thinking,. I've got grit..



Customer Obsessed

What this is:

We will learn about our customers and their businesses with a beginner's mind and then bring solutions that meet their needs. We will be insatiable in our desire to learn from the outside and bring it into Microsoft, while still innovating to surprise and delight our users.

What this feels like:

If we commit to being customer obsessed, becoming more diverse and inclusive, and operating as One Microsoft, we will achieve our mission to empower every person and organization on the planet. Beyond that, we will make a difference and find deep meaning in our work. We stand in awe of what humans dare to achieve and are motivated every day to empower others to do more and achieve more through our technology and innovation.



Diversity and Inclusion

What this is:

The world is diverse. We will better serve everyone on the planet by representing everyone on the planet. We will be open to learning our own biases and changing our behaviours, so we can tap into the collective power of everyone at Microsoft. We don't just value differences, we seek them out, we invite them in. And as a result, our ideas are better, our products are better, and our customers are better served.

What this feels like:

I'm recognizing what I don't know, making sure everyone has a seat at the table, noticing who is there, researching in-depth, getting fresh perspective, inviting in and celebrating differences, intentionally opening up to other points of view, considering the full spectrum, sensitive, understanding that being more inclusive leads to fresher thinking and better outcomes... and being responsible. I never assume. I want the world to be better for everyone.



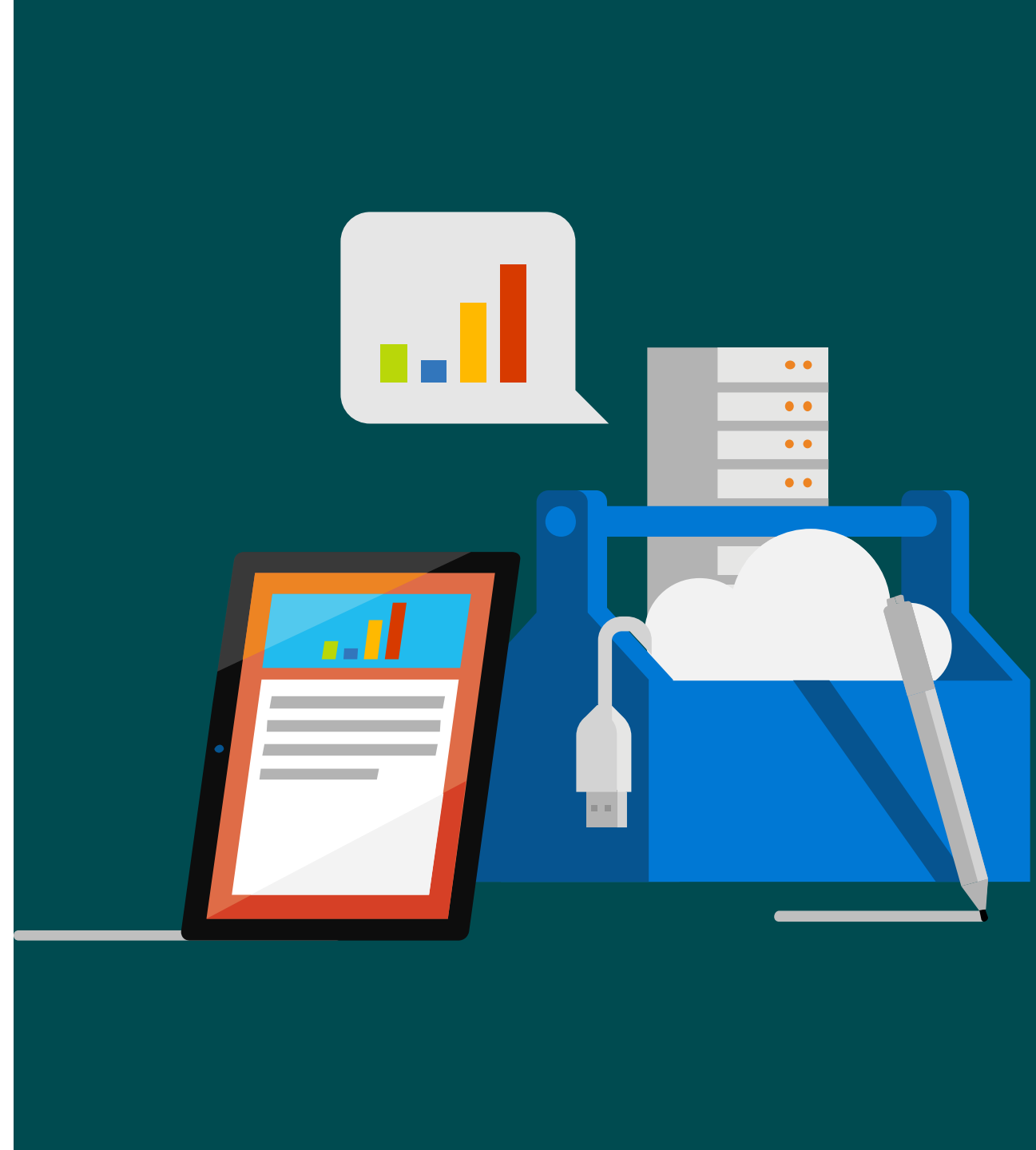
One Microsoft

What this is:

We are a family of individuals united by a single, shared mission. It's our ability to work together that makes our dreams believable and, ultimately, achievable. We will build on the ideas of others and collaborate across boundaries to bring the best of Microsoft to our customers as one. We are proud to be part of team Microsoft.

What this feels like:

I'm collaborating, constantly sharing, thinking about how what I'm doing affects others, making unexpected connections, part of a family, learning from others, making trade-offs for the greater good, breaking down silos, bigger than myself, believing in my team, trusting others, thinking like a customer (who is also a friend), building on the work of others (and not recreating the wheel), generous, and efficient. Together, we are stronger.



Making a difference

What this is:

If we commit to being customer obsessed, becoming more diverse and inclusive, and operating as One Microsoft, we will achieve our mission to empower every person and every organization on the planet. Beyond that, we will make a difference and find deep meaning in our work. We stand in awe of what humans dare to achieve and are motivated every day to empower others to do more and achieve more through our technology and innovation.

What this feels like:

I'm part of a big picture. I'm working with purpose on things I care about and that matter. Everything matters. Together, we'll change the world. Together, we'll empower every person and organization on the planet to achieve more. We'll make a difference.





One culture

Be part of the team that reflects our culture in action.

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