

Viva Pulse: A review with Microsoft's own works councils in Europe

Considerations: Below we provide more information about our own discussions with our works councils and the steps we took to address their feedback. Nothing here is meant to provide legal advice for your own deployment of Viva Pulse. As always, you should carefully review your own deployment with appropriate stakeholders at your organization to ensure alignment with your workplace policies, practices, and procedures, as well as compliance with any legal requirements applicable to your organization.

Reviewed Topic: We conducted an evaluation of the initial rollout of Viva Pulse within Microsoft.

Main Discussion Areas: Given the sensitivity associated with using individual employee feedback, we collaborated with Microsoft's works councils in Europe to evaluate Viva Pulse. The regional works councils specifically discussed the minimum response threshold required for authors to access anonymous feedback, with a focus on maintaining user anonymity. Additionally, they considered the types of questions that could be included in a survey.

Addressing Works Councils Input: As a result, Microsoft decided to raise the minimum required responses globally from 3 to 5. Additionally, they introduced administrative controls for questions, allowing the enabling, disabling, or removal of existing and user-customized questions or templates that may not be approved by the works councils. Before releasing Viva Pulse, the works councils countries reviewed and validated the various default templates provided by the app.

Additional resources:

- [Viva Pulse privacy and data protection | Microsoft Learn](#)
- [Set up the in-app Viva Pulse experience | Microsoft Learn](#)
- [Granular access controls for Viva Pulse | Microsoft Learn](#)
- [Viva la Vida! Work life is better at Microsoft with Viva](#)