

Mental Health @Microsoft

Colleen Daly, PhD, MPH
Global Wellness Benefits Manager



Microsoft mental health strategy

Easy to get help



Healthy, productive & engaged workforce

Create awareness and reduce stigma



Wellbeing permeates environment

How to respond and increase empathy



Culture of wellbeing

Healthy, productive & engaged workforce

Global support

- Ensure all employees globally have access to short term counseling
- Increased EAP from 3 to 12 sessions per issue
- Support for families of children with disabilities through Rethink

Onsite clinic integration

- Onsite EAP counselors
- Onsite long-term counseling
- Behavioral health case managers
- Psychiatrists dedicate 50% of time advising primary care physicians

Alternative access points

- Virtual psychiatry through Arcadian
- Text based therapy through Talkspace

Overall wellbeing

- Employee support groups
- Wellness coaching services
- Mental health expenses (i.e. meditation) reimbursed through Stay Fit benefit

Wellness permeates the environment

Mindfulness sessions via Teams

Meditation & prayer rooms

Walking Trails

Culture of Wellbeing

Create awareness
and reduce stigma

How to respond and
increase empathy

Results

- 48% increase in EAP utilization
- 77% open rate on the mental health campaign emails
- Increased leadership sponsorship

“Managing anxiety and stress can be a battle some days. It is great that Microsoft acknowledges this and gives us resources that can help. #mentalhealthmatters”

“Proud to work at a company that values its people by letting them know its ok to ask for help, providing the tools and the information to help! We don't have to be individual super stars burning both the home and professional ends to the quick but rather a network of brightly networked folks working towards a common goal...together #mentalhealthmatters”

“Grateful to work at a company that lets people know its ok to ask for help and is providing the tools and conversation starters to do so! #mentalhealthmatters”

Culture change at Microsoft