

Microsoft Viva feature comparison



Experience Areas	Viva Apps	Features	Microsoft 365 / Office 365 Plan			Viva Suite \$12/user/month	Viva Workplace Analytics and Employee Feedback \$6/user/month	Viva Employee Communications and Communities \$2/user/month ²	Viva Learning \$4/user/month	Viva Insights \$4/user/month	Viva Goals \$6/user/month	Viva Glint \$2/user/month	Viva Pulse \$2/user/month
			M365 F1/F3	M365 E3/ Business ¹ , O365 E1/E3	M365 E5, O365 E5								
Connection: Employee communications and communities	Viva Connections ³	Viva Connections Dashboard, Feed, Resources, and Teams app	●	●	●								
		Multi-instance support (up to 10 instances)				●		●					
	Viva Engage	Communities, Conversations, Storyline	●	●	●			●					
		Advanced Security			●			●					
		Leadership Corner, AMAs, Storyline delegate posting, advanced analytics				●		●					
Viva Amplify ^{4,9}	Microsoft Copilot in Viva Engage				●		●						
		Campaign management, multi-channel publishing, advanced analytics				●		●					
Growth: Learning and knowledge management	Viva Learning	Viva Learning app in Teams ³	●	●	●								
		Create learning tabs in Teams channels, Search, share, and chat about learning content	●	●	●								
		Microsoft Learn and M365 Training libraries + over 300 GSI courses from LinkedIn Learning	●	●	●								
		Organization-generated content with SharePoint and Viva Learning	●	●	●								
		Course recommendations and progress tracking, Surface learning content across M365				●			●				
		Integration with partner content providers and learning management systems				●			●				
		Skills profiles and learning-based skills scenarios				●			●				
		Curate Learning Academies, Learning Paths, and Learning Collections				●			●				
Access an admin reporting experience to view adoption analytics				●			●						
Insight: Workplace analytics and employee feedback	Viva Insights	Viva Insights app in Teams ³	● ⁶	●	●								
		Personal insights and experiences		●	●								
		Premium personal insights and experiences			● ⁷	●	●			●			
		Manager and leader insights and experiences, Analyst workbench tools and accelerators				●	●			●			
	Viva Pulse ⁴	Create, distribute, and customize team surveys				●	●						●
Viva Glint ⁵	Employee engagement surveys, employee lifecycle surveys, customizable dashboards, benchmarks, actionable recommendations				●	●					●		
Purpose: Goal setting and OKR management	Viva Goals	Viva Goals app in Teams ³				●					●		
		Creation and management of Objectives and Key Results (OKRs)				●					●		
		OKR workflows and customizable OKR dashboards				●					●		
		Project and task integration, data integrations (e.g., Tableau, Jira, Zendesk, full list here)				●					●		
Cross-app Services		Answers in Viva				●		●					
		People in Viva				●		●					
		Skills in Viva				●			● ⁸				

¹Microsoft 365 Business Basic, Business Standard, and Business Premium.

²Introductory price.

³Requires a Microsoft Teams license. For example, a user with a subscription for Microsoft 365 E3 (no Teams) must also have a subscription for Microsoft Teams Enterprise, and a user with a subscription for Microsoft 365 E3 EEA (no Teams) must also have a subscription for Microsoft Teams EEA.

⁴Microsoft Teams-integrated features require a Teams license to enable but can be used without Teams via web or other in-app experiences.

⁵A minimum of 50 licensed users required to initiate the Glint service.

⁶Limited to Reflect, Headspace, Send Praise, Virtual Commute, Microsoft To-Do (F3 only).

⁷Limited to Shorten a meeting feature, Schedule send suggestions, and Track email open rate inline suggestions. Access to all premium personal insights and experiences requires Viva Insights or Viva Suite.

⁸Limited to skills profiles and learning-based skills scenarios.

⁹Licenses are required for users receiving communications through Amplify or creating campaigns.

See the latest information on Microsoft Viva plans and pricing at <https://www.microsoft.com/microsoft-viva/pricing>