

The Pillars of Spotify's Heart & Soul Strategy

Raising awareness and building knowledge to bring a greater understanding of mental health

We started building our strategy in 2018 with a series of focus groups to ask what employees wanted and needed from Spotify.

We mobilized our Mental Health Ambassadors: 75 globally distributed employees trained as Mental Health First-Aiders who spend two hours per week spreading the Heart & Soul message, planning and driving initiatives, and ensuring that mental health is being approached in a locally relevant way.

Enabling self-care and professional support so that everyone can find their own way of taking care of themselves

We created a Global Domestic Abuse Support program during the COVID-19 pandemic to address the increase in physical, sexual, psychological, and economic abuse occurring as a "shadow pandemic."

We developed a program for Substance Awareness and support.

We situated our mental health work within our diversity, inclusion, and belonging (DIB) strategy to proactively address mental health access inequity and provide unique resources for marginalized groups.

Normalizing the conversation to reduce mental health stigma

We launched our employee-informed strategy in 2018 with support from Spotify's executive team members, who shared stories from their own personal mental health experiences.

We utilized our semi-annual Tune In survey to ask employees questions about a variety of topics across mental health, including their comfort in approaching their manager for mental health support, how we support mental health advocacy as an organization, and their sense of belonging at Spotify.

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Catherine Deveny, Steve Ellen



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Databases and Nutrition, volume III Alessandra Durazzo,Igor Pravst,Massimo Lucarini,2025-12-10 This Research Topic is dedicated to cover high level aspects of Databases and Nutrition in a global and interdisciplinary perspective and interoperability as tools towards health Studies that examine the relationship between diet and health have led to increased interest in all biologically active constituents that are present together with nutrients in food and data on these as well as other compounds are increasingly required in the database system Development of a database on compounds of nutritional and nutraceutical character is the main focus of this Research Topic from construction of dataset throughout standardized and harmonized regional and or national database until update of Comprehensive Databases Dedicated dataset and database of a single molecules or and bioactive compounds class are welcome All steps of production generation compilation and publication of data should be here treated Setting quality data evaluation index is promoted Samples and sampling procedure for obtained analytically value for regional and or national food composition databases should be illustrated Update of new and reliable data in line with new food and food product on the market is encouraged Current food composition databases and dedicated databases can contain original analytical values data taken from published literature from food labels provided by food manufacturers or taken from other databases and calculated values Standardized value documentation procedure for identifying data from literature as well as standardized and harmonized procedures for calculated data i e recipe calculation should be described Assessing procedures for yield and retention factors are welcome Implementation of specific and dedicated databases based on both analytical data and collected data taken from the literature are welcome Identification and definition of food groups and source of main dietary components are welcome Examples of food groups classifications and new criteria for definition of food groups should be discussed Food composition databases should reflect compilation criteria i e representativeness accuracy of analytical values data traceability clarity of description of the food Standards and guidelines for production and compilation of data

should be promoted The design and construction of food databases requires the identification foods through an adequate food nomenclature and a precise description A consistent food description system is essential when comparing and or exchanging data from different databases and data of same nature from different organizations and countries The use of description and classification systems for coding food items should be illustrated case studies are welcome Development of semi automatic and automatic procedures should be explored Matching procedure for aligning food and nutrient databases across countries and to database in another context i e environment in the perspective of multidisciplinary and integrated approach and interoperability are welcome In this context organization of networks and infrastructures should be promoted Also computational methods and hybrid databases should be encouraged Applications used and benefits of food composition databases and dedicated databases should be explored in this Research Topic Please see our previous volumes Volume I <https://www.frontiersin.org/research-topics/18084/databases-and-nutrition-volume-1> Volume II <https://www.frontiersin.org/research-topics/28203/databases-and-nutrition-volume-ii-magazine> Sound Advice Rhian Jones, Lucy Heyman, 2024-11-14 Are you interested in learning how to cultivate sustainable success in the popular music industry whilst prioritising your health If so this book is for you **Information Technology for Management** Efraim Turban, Carol Pollard, Gregory Wood, 2025-03-05 Comprehensive coverage of developments in the real world of IT management provides a realistic and up to date view of IT management in the current business environment Information Technology for Management provides students in all disciplines with a solid understanding of IT concepts terminology and the critical drivers of business sustainability performance and growth Employing a blended learning approach that presents content visually textually and interactively this acclaimed textbook helps students with different learning styles easily comprehend and retain information Throughout the text the authors provide real world insights on how to support the three essential components of business process improvements people processes and technology Information Technology for Management integrates a wealth of classroom tested pedagogical tools including 82 real world cases highlighting the successes and failures of IT around the world interactive exercises and activities whiteboard animations for each learning objective high quality illustrations and images boxed sections highlighting various job roles in IT management and giving examples of how readers will use IT in their career as a marketing accounting finance human resource management productions and operations management strategic management or information technology professional or as an entrepreneur and illustrative innovative uses of information technology Now in its thirteenth edition this leading textbook incorporates the latest developments in the field of IT management based on feedback from practitioners from top tier companies and organizations New topics include Network as a Service NaaS hybrid cloud cryptocurrency intent based networking edge analytics digital twin technology natural language generation and many more New How will YOU use IT boxes directly inform students in all majors about how IT will impact their careers Equipping readers with the knowledge they need to become better IT professionals and more informed

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A Darkness is Golden Mary Hoang, 2021-01-05 A gift for anyone wanting to live a bigger bolder more courageous life Dr Nicole LePera The Holistic Psychologist Combining the science of psychology with deep personal insights Hugh Mackay Join The Indigo Project founder and head psychologist Mary Hoang as she guides you on a journey to face your fears and create the life you want Life is messy no matter how much we try to control our lives unpredictable and difficult things happen to us all In this powerful new vision Mary Hoang reveals the hidden gold that lies in your darkness showing how exploring your shadows can give you anew sense of direction for the future Does anxiety rule you Do you sometimes feel like you re not doing this whole life thing right Do you find it hard to understand what self love and self worth really mean If you re reading this you re ready for change to create space in your life for what really matters to you Darkness Is Golden is your invitation to value and accept yourself to trust your inner voice break unhelpful habits and live a life on your own terms Dealing with the mind is complex Mary Hoang digs up the golden nuggets she has discovered over a decade in the therapy room and combines them with unique audio experiences framed by her research in music psychology You will learn how to build healthier relationships make space for possibilities and find your wisdom It s time to dance with your darkness A reminder that in times where we feel the most hopeless we still have agency to turn things around FlexMami A new voice to the important and growing body of work on authenticity vulnerability and acceptance of imperfection Dr Tim Sharp The Happiness Institute A brilliant no BS manual for facing your fears breaking bad habits and getting your sh t together Gabrielle Tozer A much needed and unique take on mental health that will bring lightness and relatability to life s messiness Jordanna Levin

Too Close Natalie Daniels, 2019-07-30 NOW AN AMC ORIGINAL SERIES STARRING EMILY WATSON A tremendous powerful audacious novel full of scathing insight full of raw compelling feeling William Boyd bestselling author of

The Predicament A haunting edge of your seat psychological thriller about a woman who has been institutionalized for a heinous crime and the psychiatrist assigned to her case who must uncover the truth beneath the madness How close do you get before it s too late Working as a dedicated forensic psychiatrist for many years Emma is not shocked so easily Then she is assigned to work with Connie a wife and mother accused of a despicable crime Connie is suffering from dissociative amnesia or at least seems to be Now it is up to Emma to decide whether Connie can stand trial for her sins But there is something about Connie that inexorably pulls Emma into her orbit Perhaps it is the way she seems to see right through Emma speaking to Emma s deepest insecurities about her life marriage and her own tragic past And soon Emma begins to understand how Connie s complicated marriage and toxic relationship with her beautiful best friend Ness could have driven Connie to snap or maybe she is simply getting too close to a woman who is unforgivable Alternating between the two women s points of view before and after Connie s breakdown Too Close is a masterfully written page turner about the powerful yet dangerous closeness between women **Britannica Book of the Year** ,2017 Mental Health Tips Kelly J Bawden MS LMFT,2016-01-25 Mental Health Tips is a book full of tools and strategies to help you improve your life Using healthy coping tools can mean the difference between a stressful drama filled life and a life of joy and gratitude When our mental health is off balance other areas of our life can also become off balance without us even realizing it This book will give you tools to Decrease stress and anger Stop emotional eating Stop emotional spending Stop self destructive behavior patterns Change your negative thinking patterns Understand grief and loss Improve your communication Understand and regulate your emotions Have healthier relationships with yourself and others Get in charge of your life Mental Health Tips is a fast paced book full of tools to improve your life The stories are personal stories from Kelly about overcoming her own battle after her son passed away from a fatal car accident as well as stories of other people that use these tips to overcome their struggles When your mental health improves your overall life will improve **Health Yeah** Sharla King,2025-07-31 *Help Yourself to Positive Mental Health* Howard Rosenthal,Joseph W. Hollis,1994 This work reveals 50 simple ideas and concrete activities to improve anyone s mental well being Written in a conversational style this resource provides techniques and specific suggestions to combat depression fear loneliness anger a poor self image undesirable habits poor communication relationship difficulties and other problems Step by step the authors show the reader the way to positive mental health All 50 ideas are introduced in the same straightforward format a basic idea is presented on the right hand page and a concise one page explanation that defines the concept and how to implement it is shown on the left **10 TOP TIPS FOR GOOD MENTAL HEALTH** IAN. CARTWRIGHT,2019 **Mental** Catherine Deveny,Steve Ellen,2021-07-20 *The Mental Health School - 100 Effective Tips* , The Mental Health School 100 Effective Tips **Health Yeah** Sharla King,2022-02-24 Please enjoy and use this book to obtain and maintain your own healthy mental health And the book also might help you reach a healthier physical health or body as remember we cannot separate our physical and mental entities When one reaches a

healthier mental and physical body and state of mind it is so much easier to find and enjoy your happy place Isn't that our ultimate goal in life to be happy And as we all know being responsible in finding our happy place is big We own that job We owe that to our family friends and all those we are around throughout our lives I believe you will find this book to be full of common sense tips As the title says it is a Common Sense Approach to Mental Health Let's all stop throwing out our common sense with the baby wash and go back to creating a healthier environment for ourselves Consequently we will be a healthier and happier people

Help Yourself Towards Mental Health Courtenay Young, 2018-05-08 This book explores how an individual can help themselves resolve a wide variety of ordinary everyday life problems and improve their mental health It is designed as a self help aid for people with depression anxiety or with issues of low self esteem

Self-Help in Mental Health T. Mark Harwood, Luciano L'Abate, 2009-11-24 Self help is big business but alas not a scientific business The estimated 10 billion that's with a b spent each year on self help in the United States is rarely guided by research or monitored by mental health professionals Instead marketing and metaphysics triumph The more outrageous the miraculous cure and the revolutionary secret the better the sales Of the 3 000 plus self help books published each year only a dozen contain controlled research documenting their effectiveness as stand alone self help Of the 20 000 plus psychological and relationship web sites available on the Internet only a couple hundred meet professional standards for accuracy and balance Most in fact sell a commercial product Pity the layperson or for that matter the practitioner trying to navigate the self help morass We are bombarded with thousands of potential resources and contradictory advice Should we seek wisdom in a self help book an online site a 12 step group an engaging autobiography a treatment manual an inspiring movie or distance writing Should we just do it or just say no Work toward change or accept what is Love your inner child or grow out of your Peter Pan I become confused and discouraged just contemplating the choices

How to be a Mental Health Savage Tami Odimayo, 2020-09-30 MentalHealthTipsfromTami This is a social media interactive book You are going to learn tips on ways to manage your mental health consistently from the book and from others You can do this with 4 major steps Step

Information to Help You Deal with Mental Illness : what You Need to Know Mental Health for New Canadians Project, Pinecrest-Queensway Health and Community Services, 1999

The Ultimate Guide to Mental Health Gianina Bressel, 2024-05-29 Unlock the secrets to mental wellness with The Ultimate Guide to Mental Health This comprehensive guide offers actionable strategies and insights to help you achieve emotional well being and resilience Whether you're dealing with anxiety depression or simply seeking ways to enhance your mental health this book is your essential companion In depth Coverage Explore detailed chapters on anxiety depression stress management and mindfulness practices Practical Strategies Discover proven techniques and exercises to improve your mental health Expert Advice Gain insights from mental health professionals and personal experiences Holistic Approach Learn about the interconnectedness of physical health diet and mental well being Resourceful Tools Access worksheets self assessment tools and checklists to monitor your progress

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Table of Contents Mental Health Tips Spotify Latest

1. Understanding the eBook Mental Health Tips Spotify Latest
 - The Rise of Digital Reading Mental Health Tips Spotify Latest
 - Advantages of eBooks Over Traditional Books
2. Identifying Mental Health Tips Spotify Latest
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Mental Health Tips Spotify Latest
 - User-Friendly Interface
4. Exploring eBook Recommendations from Mental Health Tips Spotify Latest
 - Personalized Recommendations
 - Mental Health Tips Spotify Latest User Reviews and Ratings
 - Mental Health Tips Spotify Latest and Bestseller Lists
5. Accessing Mental Health Tips Spotify Latest Free and Paid eBooks
 - Mental Health Tips Spotify Latest Public Domain eBooks
 - Mental Health Tips Spotify Latest eBook Subscription Services
 - Mental Health Tips Spotify Latest Budget-Friendly Options

6. Navigating Mental Health Tips Spotify Latest eBook Formats
 - ePub, PDF, MOBI, and More
 - Mental Health Tips Spotify Latest Compatibility with Devices
 - Mental Health Tips Spotify Latest Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Mental Health Tips Spotify Latest
 - Highlighting and Note-Taking Mental Health Tips Spotify Latest
 - Interactive Elements Mental Health Tips Spotify Latest
8. Staying Engaged with Mental Health Tips Spotify Latest
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Mental Health Tips Spotify Latest
9. Balancing eBooks and Physical Books Mental Health Tips Spotify Latest
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Mental Health Tips Spotify Latest
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Mental Health Tips Spotify Latest
 - Setting Reading Goals Mental Health Tips Spotify Latest
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Mental Health Tips Spotify Latest
 - Fact-Checking eBook Content of Mental Health Tips Spotify Latest
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

-
- Interactive and Gamified eBooks

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