Wellbeing Technology & Innovation Award

Winner //
AWARIS

This award celebrates the most impactful use of technology to enhance employee wellbeing.

The Resilience Compass is transforming workplace wellbeing from generic measurement into personalised, predictive action.

Awaris recognised that traditional wellbeing surveys often identify levels of pressure without explaining why some employees thrive while others struggle, or what intervention is most likely to help.

Developed over three years through hundreds of client projects and expert partnerships, the Resilience Compass combines anonymous psychosocial risk screening with resilience capability assessment and advanced analytics.

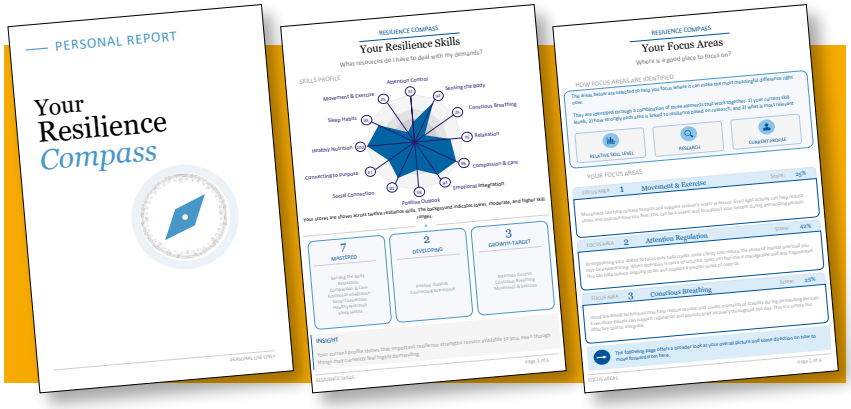
From Measurement to Personalised Action

Participants confidentially assess work and personal stressors, resilience capabilities and outcomes including perceived stress, self-efficacy, performance and absenteeism. Within seconds, they receive a personalised resilience profile highlighting strengths, key stressors and development opportunities.

> **Transforming workplace wellbeing from generic measurement into personalised, predictive action.**

At organisational level, leaders can identify patterns across teams, including key stressors, capability gaps and overall "resilience battery" levels. This allows organisations to distinguish between groups that primarily need pressure reduced and those that would benefit from targeted resilience development.

This is a key point of differentiation: rather than simply measuring symptoms, the Compass combines stress exposure with resilience capability, enabling more precise and preventative interventions. Its growing dataset also provides benchmarking across thousands of resilience profiles while maintaining participant anonymity and GDPR and IT security requirements.



Awaris' Resilience Compass highlights strengths and development priorities

Results & Impact

The Resilience Compass has been implemented across 120 projects globally, creating a dataset of more than 8,500 participant records. Its digital and automated design enables organisations to deploy the tool at scale while giving every participant immediate personalised feedback.

Analysis from the dataset has challenged assumptions about workplace wellbeing, showing that resilience capabilities can be stronger predictors of wellbeing outcomes than stressors alone. It has also demonstrated that different populations require different resilience skills, supporting a move away from one-size-fits-all wellbeing programmes.

The tool's "battery" score provides an early indicator of declining resilience capacity, helping organisations identify emerging wellbeing, productivity and absenteeism risks before they escalate.

Client feedback reinforces its practical value, with international companies using Compass insights to develop targeted team resilience journeys and interventions. ■

Judges' comments

+ A well-developed and thoughtfully designed digital solution that demonstrates a clear understanding of workplace resilience.
+ A well-designed and innovative wellbeing technology solution.

Shortlisted

→ Each Person
→ Norton Rose Fulbright LLP