



awaris

2025 IMPACT REPORT

We care deeply about human resilience and believe that building resilient cultures is not only possible, but essential. In 2025, we worked alongside our clients, partners and wider community to scale approaches that strengthen human resilience. This focus is grounded in what we consistently see and hear: a growing understanding that resilience is not a “nice to have”, but a critical capability – enabling individuals, teams and organisations to stay healthy, adapt and lead through uncertainty.

We wanted to share some of the headlines of our work, alongside reflections from what we have heard and seen.



With warmth,

Liane Stephan & Chris Tamdjidi

Awaris Co-Founders



REFLECTIONS: WHAT HAVE WE LEARNED?

Leadership: We continue to see the strong impact that resilience of leaders has on wider teams and organisations. Across our leadership development and resilience programmes, we worked with over 200 leaders last year. We saw that as leaders consciously engage in skill-building for their own resilience, they are both willing to share this with their teams and support this in their organisation. It becomes natural.

Skills-based: We also saw that focusing on core human skills and connecting them to resilience, stress, learning and productivity outcomes is crucial. Human-centric skills are therefore not just spoken about – but are now measurable and contribute to organisational goals. For complex work, and work requiring extensive collaboration, resilience skills can reduce stress by over 30% and increase innovation and self-reported productivity by more than 15%.

Deep insights: Physiology does not lie. Over the last three years, we have worked with over 500 individuals using Firstbeat HRV measurements – and we continue to be surprised by what the data tells us and how it can support habit change. Consistent challenges include sleep deprivation and difficulty sustaining focus and deep work. For some of the groups with the poorest physiological scores, we created significant shifts in their habits and resilience, potentially contributing to a more than four year increase in health span. Framing impact in terms of longevity and health span can open a deeper, more meaningful conversation about how we live and work.

Reflections from Inner Green Deal: Inner Green Deal (IGD) is our NGO partner bringing the Awaris resilience model into mission-driven contexts. In 2025, IGD delivered resilience and inner development programmes with a growing collective of NGOs, EU and UN institutions.

Across this work, one consistent pattern emerged: while compassion for others was high, compassion towards oneself was markedly lower. Around 80% of participants reported frequently or always taking time to support others, while only 42% reported being patient with themselves – and just 21% felt they gave themselves the care they needed in difficult times. Cultivating concrete resilience skills not only supports people but also protects and strengthens their mission. In 2025, IGD also played an important role in the growing momentum around inner development as a lever for social change. In October 2025, it was part of the central hosting team at the Inner Development Goals Summit in Stockholm.



INNOVATION: WHAT HAVE WE CONTRIBUTED?

Awaris Resilience Model: We have continued to innovate our Resilience Model based on the data we see. Key trends in our data reinforce specific stress patterns, including for the unique challenges of Gen Z and women at work. On average, for example, women carry a significantly higher stress load, especially in the 35 to 55 age group. Our Resilience Screening helps us identify what specific skills would best help these groups and ultimately support in their learning.

Department-level learnings: We are increasingly seeing that different roles and functions face specific stressors – and that working on shared agreements for team or departmental habits is a powerful way of anchoring resilience in the flow of work. This focus on teams and departments also allows us to work with 500+ people at the same time, and is a crucial part of both scaling and embedding resilient culture transformations.

Awards: Our Resilience Academy was awarded Best Global Wellbeing Programme at the 2025 This Can Happen Awards in the UK. Feedback from the panel highlighted the programme’s grounding in science and universal appeal, its scalability to over 1,000 people, its individual screening and pathways for participants, and its ability to move beyond awareness into sustained behaviour change.

None of this would have been possible without the continued innovation and trust of the Resilience Academy’s first client and collaborative partner, Schaeffler. We remain immensely grateful for a partnership that has allowed the Resilience Academy to be refined, scaled and strengthened year on year.

Our book: Our book *The Resilience Culture* was translated into French and in 2025 received recognition in various awards – the Goody Business Book Awards, the International Book Awards and the Axiom Book Awards.

Long-term impact: Our longstanding partnership with HSBC continued through 2025, with a longitudinal research study exploring the long-term impact of mindfulness interventions. More than 500 people responded, reflecting on their experience of the training over time. The findings are clear: the Mindfulness Curriculum, delivered by our trainers or HSBC champions, contributed to a 21% reduction in stress in the long term. Those who maintained a regular mindfulness practice experienced a greater sustained impact, with stress reduced by 31%, while those who did not maintain their practice still reported a positive reduction of 14%. This work underscores our commitment to evidence-based practice and deepens our understanding of what drives sustainable behaviour change over time.



REACH: WHO HAVE WE SUPPORTED?

Projects: In 2025, we delivered over 390 projects to 60+ clients in nine languages. Projects can be as simple as single workshops to large programmes across multiple countries and languages.

Political institutions: Across the year, we continued our work supporting politicians, staff and teams in political institutions. This included the launch of a new EU-wide contract and partnership with Greenhouse, supporting all 54 EU institutions. This collaboration represents an important extension of our work within public bodies, where the need for resilient systems and leadership is critical.



COMMUNITY: WHO MADE THIS HAPPEN?

Facilitators: Our global network of over 70 facilitators forms the heart of our work with clients. As a community, we believe that “the success of an intervention depends on the interior condition of the intervener”. With this in mind, we continue to meet, reflect and work on new skills together.

Our Partners: Delivering larger scale change is always based on partnerships. We continue to work closely with our NGO Partner Inner Green Deal, our EU Partner Greenhouse, our Physiology Partner Firstbeat, alongside our clients. We often see that meaningful impact comes not from programmes alone, but from the care, skill and commitment that clients bring to our joint work.



GRATITUDE

All that's left to share is a deep appreciation of everyone in the Awaris community from each and every facilitator to our trusted partners.

We are truly grateful to be on this journey together and look forward to continued partnerships in 2026.



HQ Team at the Winter Team Day



Shortly after we won the This Can Happen Award

A SELECTION OF OUR TRUSTED PARTNERS IN 2025:



SCHAEFFLER

greenhouse



e.on

BOSCH