

MASAK

Mental And Stress Assessment Kit



*The first objective
assessment solution for mental
and physical well-being*



Projet labellisé
**Parlons
santé
mentale!**
GRANDE CAUSE NATIONALE
RÉPUBLIQUE FRANÇAISE

by beScored

Our vision

Our approach is grounded in internationally recognized scientific expertise and an extensive background in elite sport. Drawing on experience from six Olympic Games and more than 20 years leading the Research Department at the French National Institute of Sport (INSEP), we have established a rigorous, evidence-based methodology.

At beScored, we have developed a solution for assessing mental and physical well-being, based on research conducted at the intersection of multiple disciplines, including surgery, neuroscience, occupational psychology, ergonomics, and human performance.

This innovative solution provides an objective and multidimensional assessment of each employee's mental and physical well-being, based on scientifically validated indicators. Aggregated at the company level, these data become a powerful management tool to identify early warning signs, prioritize prevention initiatives, and support informed HR decision-making.



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We have developed an innovative solution providing an objective assessment of mental and physical well-being.

Dr. Christophe Hausswirth

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The Challenge

Burnout, pain, mental workload, stress, and sleep:
key challenges for workplace health and sustainable performance.

64%

Stress & anxiety

In 2025, nearly 64% of employees reported experiencing stress at least once a week, with 11% facing it on a daily basis. More broadly, stress and anxiety affect a large proportion of the population, with nearly 6 out of 10 French people reporting feeling stressed, confirming an increasing trend.

30%

Chronic pain

In France, chronic pain represents a major health challenge, including within the workplace. Nearly 30% of adults experience chronic pain, including a significant proportion of working individuals. These conditions directly affect quality of life, concentration, and the ability to maintain sustainable performance.

40%

Sleep

Sleep quality among working populations in France is significantly impaired. In 2026, French employees sleep an average of 6 hours and 50 minutes on weekdays, a duration that continues to decline year after year and remains insufficient for optimal recovery. Furthermore, nearly 40% of the population reports experiencing at least one sleep disorder, with insomnia being the most common.

40%

Vitality

In France, employee vitality indicators reflect a progressive decline. Nearly 40% of workers report high or very high levels of fatigue at work, while nearly half of employees experience regular losses of energy or motivation in their daily lives.

Mental workload

In France, mental workload at work affects a large majority of employees. In 2025, nearly 7 out of 10 workers reported experiencing regular cognitive overload related to their professional activity, and more than 40% reported difficulties managing competing priorities, interruptions, and multiple demands. This cognitive pressure is part of an increasingly demanding work environment, characterized by intensified workloads, task fragmentation, and the growing number of digital interactions. Today, mental workload represents a key determinant of employees' mental and physical well-being, as well as sustainable organizational performance.

The first all-in-one solution

A comprehensive evaluation combining multiple cognitive, psychological, and physiological assessments completed in less than 20 minutes, with an instant personalized report.



The MASAK provides an objective assessment of employees' mental fatigue, musculoskeletal pain, stress levels, and sleep quality. **These individual-level data can be aggregated and analyzed collectively to guide workplace well-being and prevention initiatives.**

Mental and Physical Well-being Assessment

The workplace paradigm has changed

Employee recruitment and retention have become increasingly challenging, with nearly 15% of the workforce renewed every year and candidates becoming more selective when choosing their employer. **Quality of working life**, human values, career development opportunities, and well-being benefits are determining factors for 82% of employees. Furthermore, **corporate social responsibility** (CSR) has also become an important criterion for 75% of employees, with 13% considering it a priority.

The value of MASAK in the workplace

- 1** Employees regularly assess their mental and physical well-being through objective individual measurements.
- 2** Companies support their employees through a proactive and caring approach, using collective insights to implement targeted actions aimed at improving workplace well-being.
- 3** Actions implemented for employees contribute to motivation, engagement, and long-term retention.

The MASAK Dimensions



Sleep Quality

Scientifically validated questionnaires evaluating sleep quality.



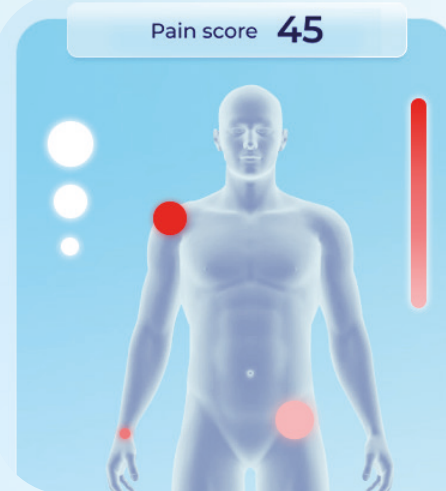
Energy Balance

Measurement of cardiac parameters (heart rate and heart rate variability indices) to objectively characterize employees' vitality levels and overall physical condition.



Physical fitness

Innovative tools quantifying perceived musculoskeletal pain, physical workload, and overall well-being.



Pain score 45



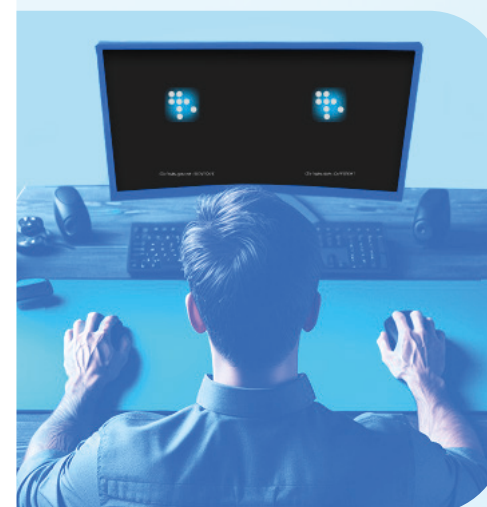
Mental Fitness

Objective evaluation of mental fatigue and cognitive workload through a scientifically validated computerized task (i.e., guided saccade task) using a high-frequency eye tracker.



Emotional Balance

Validated questionnaires assessing stress and anxiety levels, combined with objective stress measurement through pupillary dilation.



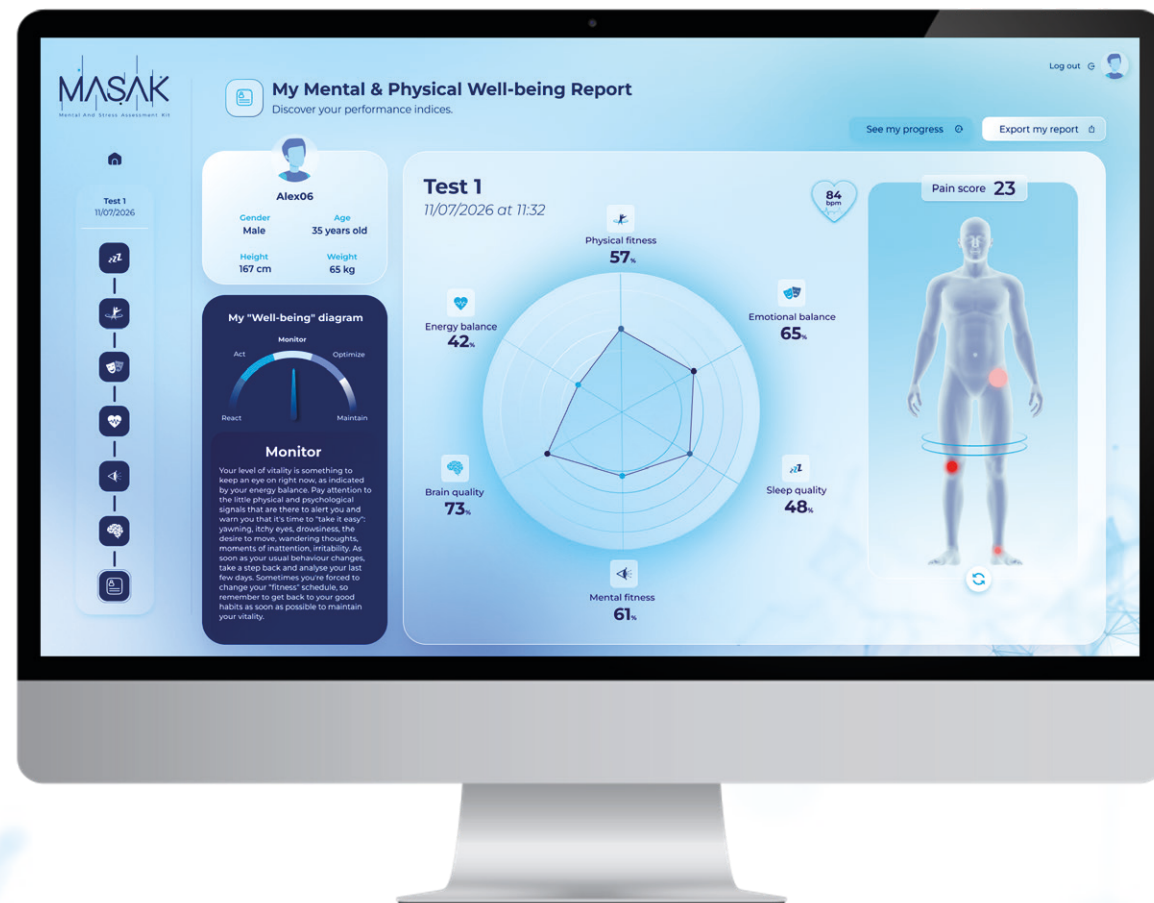
Brain Quality

Evaluation of cognitive functions (memory, attention, and concentration) through three cognitive tasks performed under different time constraints.

The Employee Report



Individual assessment of mental and physical well-being



This individual report serves as a valuable tool for facilitating discussions with occupational health and prevention stakeholders within the company.

The Corporate Report



Collective assessment of mental and physical well-being

Identifying key challenges and opportunities for action

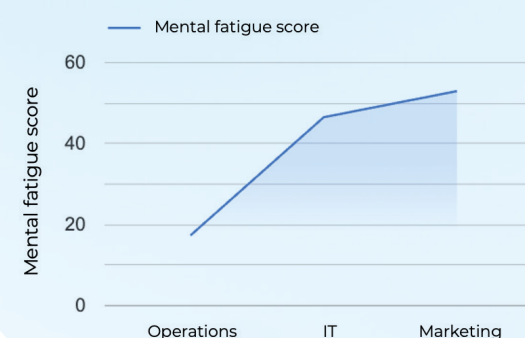
Psychosocial Risk Indicators

Quantification of stress, mental fatigue, and concentration abilities.

Identification of the main sources of stress and mental workload

- Work environment
- Work pace
- Internal and external tensions
- Information overload
- Personal concerns

Segmentation by business area / department / position.

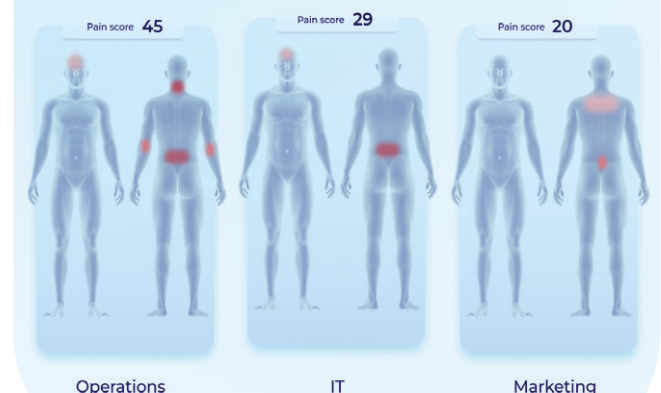


Musculoskeletal Disorder (MSD) Indicators

Detailed mapping of pain locations.

Identification of the most affected body areas and associated contributing factors

- Workplace ergonomics
- Repetitive movements
- Sedentary behavior / insufficient physical activity
- Personal concerns



Energy & Performance Monitoring

- Quantification of employees' vitality levels and sleep quality
- Monitoring of overall mental and physical well-being status
- Decision-support tools to identify and prioritize key actions



Our Scientific & Medical Leadership Team

A founding team of three researchers in sport and health sciences, combining scientific expertise with strategic, technological, and operational leadership.



Dr. Christophe Hausswirth, PhD, HDR (CEO)

Founder and CEO of beScored, Christophe leads the strategic vision for MASAK, with the ambition of transforming the assessment of mental and physical well-being through an integrated scientific and technological approach. Associate member of Université Bourgogne Europe and Université Côte d'Azur, and Adjunct Professor at the University of Technology Sydney (Australia), he brings more than 20 years of experience leading the Research Department at INSEP, where he supported athletes across six Olympic Games. Today, he leverages his extensive international network to accelerate the development and global reach of MASAK.



Dr. Alexandre Coste, PhD (CTO)

PhD in Human Movement Sciences, Alexandre has developed extensive expertise in the ergonomic evaluation of medical devices, integrating biomechanical, neurophysiological, and cognitive approaches. As CTO, he oversees MASAK's technological development, ensuring the optimal integration of scientific advances and software innovations to deliver a reliable and high-performance solution.



Dr. Geoffrey Millour, PhD (COO)

PhD in Sport Sciences and External Member of the MIP Laboratory (Nantes Université), Geoffrey is recognized for his expertise in elite sport, particularly in physiological and biomechanical performance analysis. He now focuses his research on optimizing innovative approaches that promote holistic well-being. He leads all scientific studies conducted within beScored, which directly contribute to the ongoing development of MASAK.

A global vision of mental and physical well-being supported by a Scientific Medical Advisory Board composed of internationally recognized experts in psychiatry, sleep medicine, biology, neuroscience, and human performance.



Dr. François DUFOREZ, MD

Sleep Medicine Physician
Founder of the European Sleep Center (ESC)



Dr. Xavier Bigard, MD, PhD

Member of the French National Academy of Medicine
Chief Medical Officer of the Union Cycliste Internationale (UCI)



Dr. Cyril Schmit, PhD

Neuroscientist
Associate Researcher at the Institut du Cerveau



Dr. Vincent Raimondi, MD

Medical Biologist
Founder of Infinite Health
Former CEO of Cerballiance



Marc Laidet

CEO Secteur Santé
President of FHP psy
Vice-President of Acteurs de la Prévention



Dr. Laurent Morasz, MD

Psychiatrist
Founder of Clinipsy Group and Ykoé Group

What our clients say



MASAK combines elite sport expertise and applied health research to improve workplace well-being. An innovative solution supporting executives, employees, and entrepreneurs as part of our Occupational Health Service.

Éric DELLACASA

Managing Director – AMETRA06 (Occupational Health Service)

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We have been working with beScored for five years. We have witnessed the evolution of MASAK and its value in assessing surgeon fatigue. We are now deploying this solution within Johnson & Johnson sites to assess employees' mental and physical well-being.

Fabrice DEGENEVE

Managing Director – Johnson & Johnson MedTech Benelux



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Trusted by leading organizations

Johnson & Johnson

ykoé

THALES
Building a future we can all trust

SOLIA

imes

CENTRE THERMAL
Avène

ametra06
la santé au travail

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Mood
House

RT
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THALASSO & SPA - WELLNESS HOTEL

Les Thermes
d'AX-LES-THERMES

LPG

Boost
by Borlee

Cryorecup

BIOPTRON

CAPSIX
ROBOTICS

CRYOCENTER
Basel

MECOTEC
FREEZING TECHNOLOGY

European
sleep
center
PARIS

INTUITIVE.

Maison Epigenetic
Paris

STENDO

VITAL TECH

L'OCCITANE
EN PROVENCE

Interested
in discovering
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bescored.fr



contact@bescored.fr



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