

# Building and Sustaining **Anti-Fragile** Teams



Audrey Boydston

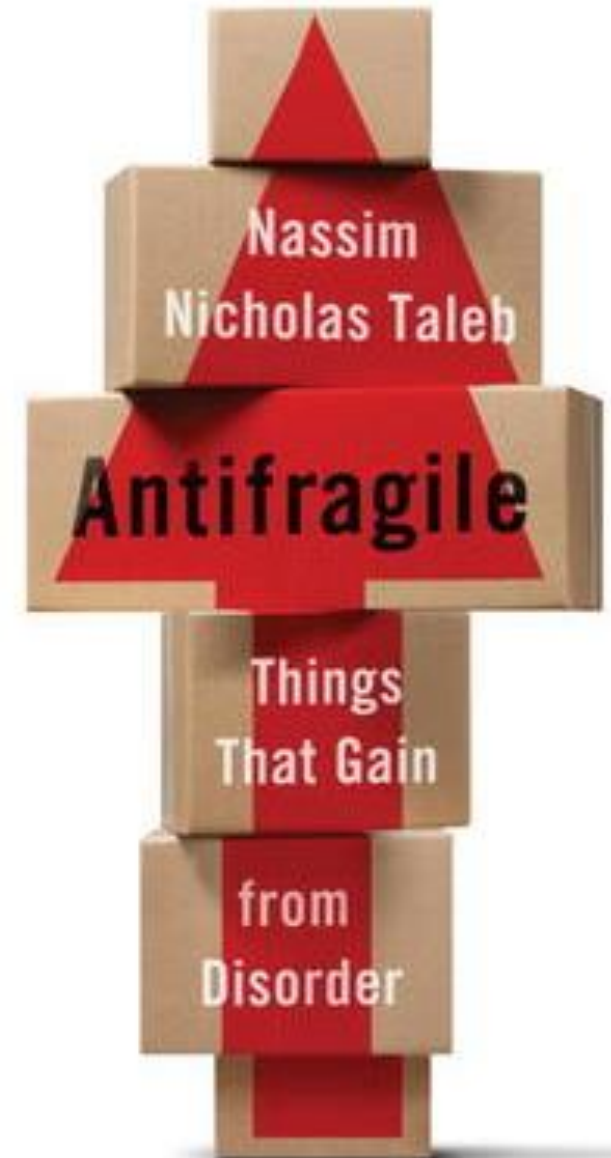
Dave Saboe

dsmAgile 2017

“Some things benefit from shocks; they thrive and grow when exposed to volatility, randomness, disorder, and stressors and love adventure, risk, and uncertainty.”

Nassim Nicholas Taleb

NEW YORK TIMES BESTSELLING AUTHOR OF  
THE BLACK SWAN





**FRAGILE:** Team falls apart under stress and volatility



**ROBUST:** Team is not harmed by stress and volatility

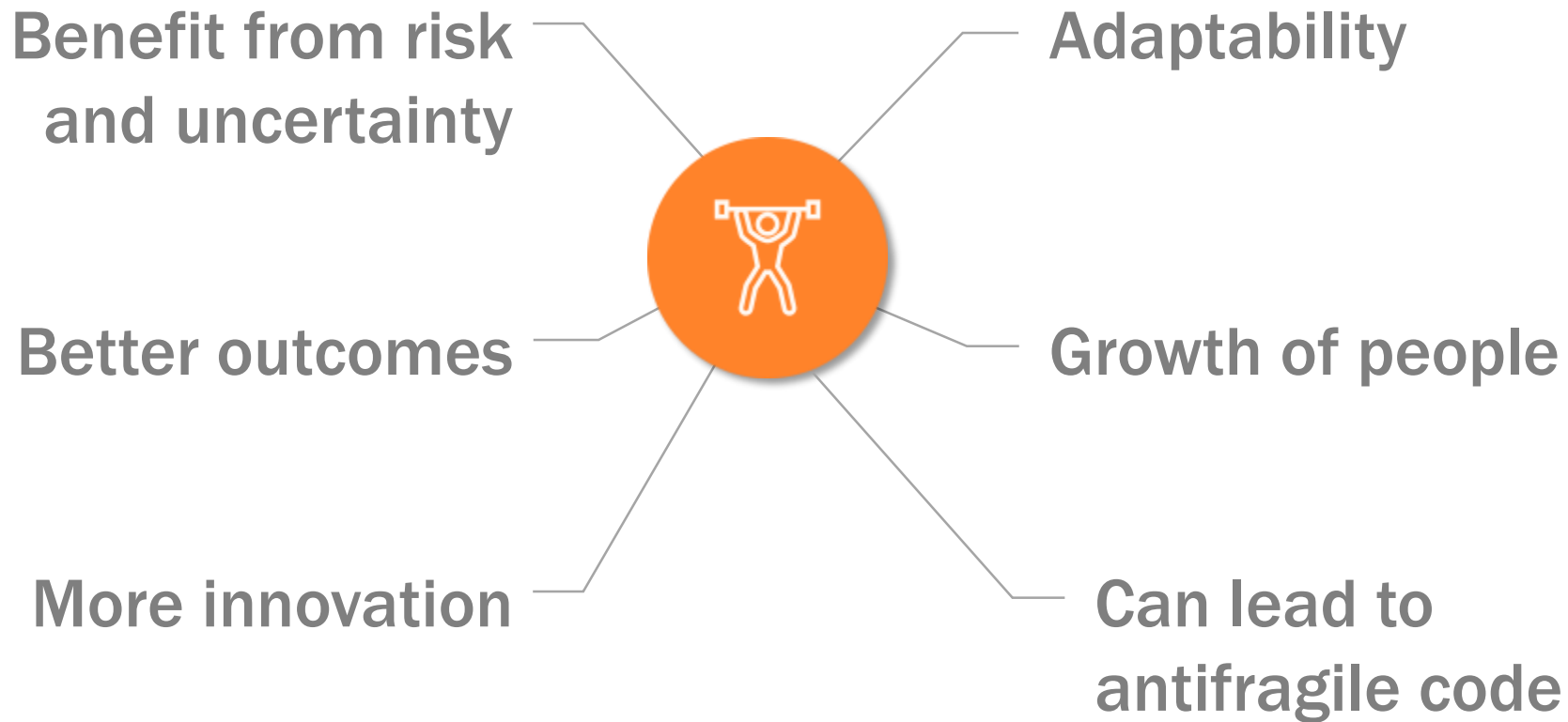


**ANTIFRAGILE:** Team grows stronger as a result of stress and volatility

**“Antifragility is beyond  
resilience or robustness. The  
resilient resists shocks and  
stays the same; the  
antifragile gets better”**

Nassim Nicholas Taleb

# Why Antifragility?



# Where does your team fit?



Fragile

Robust

Antifragile



Prerequisites for Antifragility

# Psychological Safety

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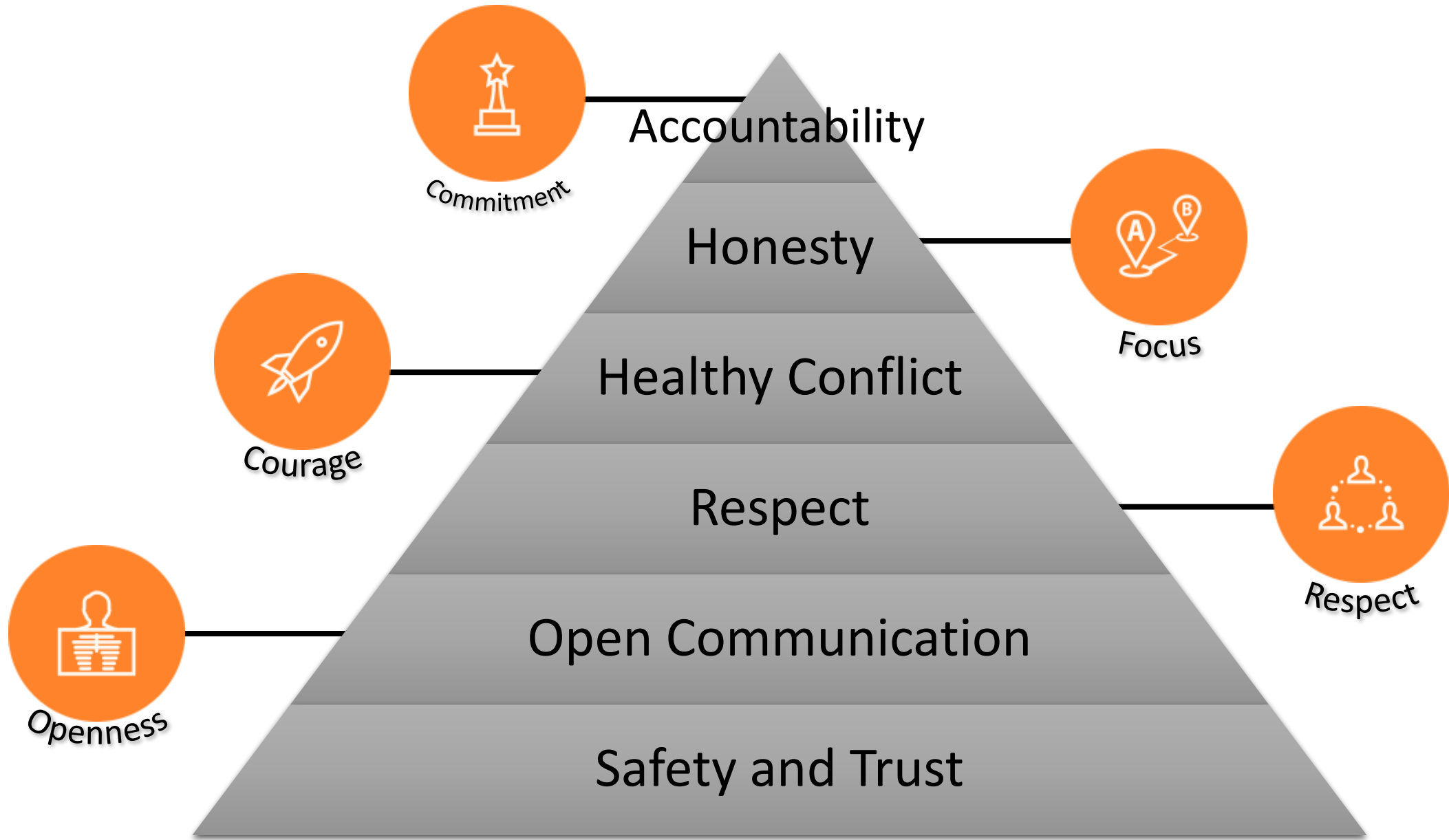




**What does  
safety sound  
like?**

**Create a safe  
environment**







**Antifragile**





# **Building Antifragile Teams**

# Getting from Here to There



**Fragile**



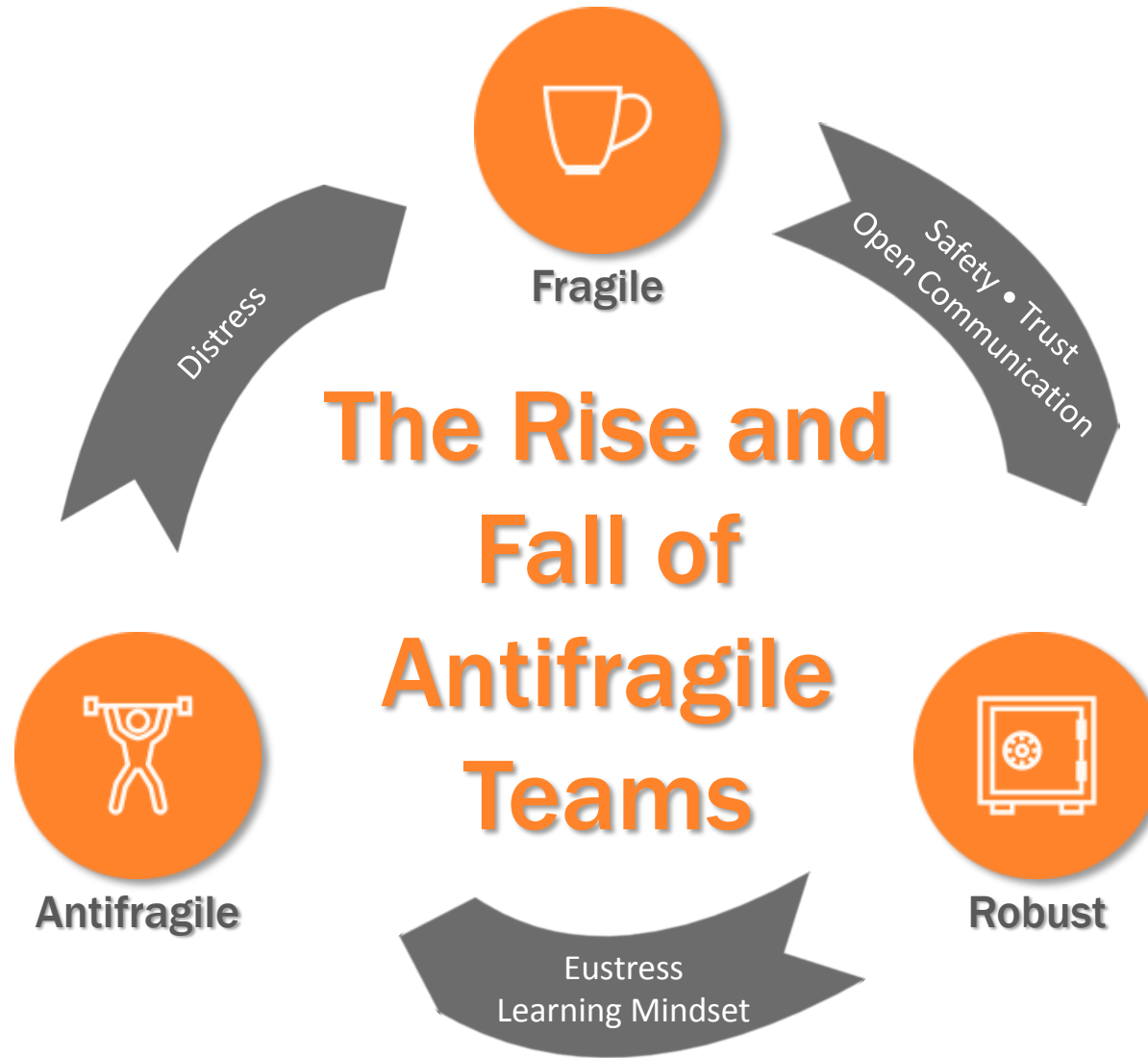
**Robust**



**Antifragile**

**“The absence of  
challenge degrades  
the best of the best”**

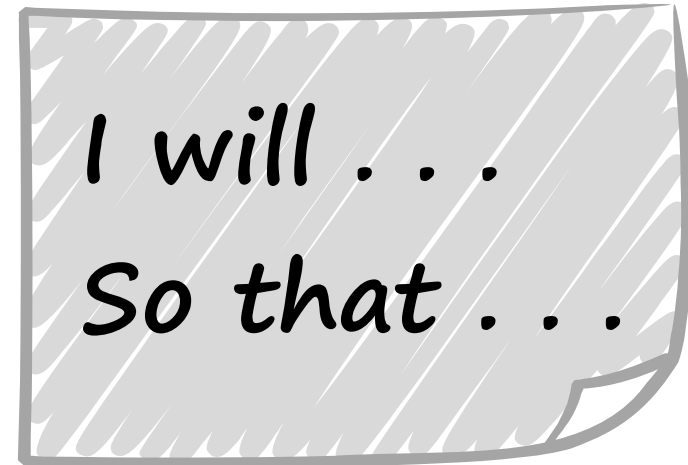
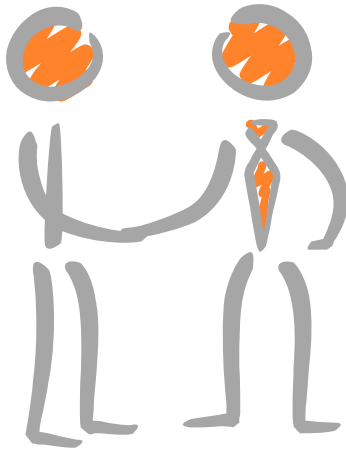
Nassim Nicholas Taleb



**Just enough stressors + recovery time**



# Take Accountability



# What you can do



**Change your questions**



**Introduce eustress + rest**



**Innovate**

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Audrey Boydston @Agile\_Audrey

Dave Saboe @MasteringBA