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
**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?

- Benefit from risk and uncertainty
- Better outcomes
- More innovation
- Adaptability
- Growth of people
- Can lead to antifragile code
Where does your team fit?

- Fragile
- Robust
- Antifragile
Prerequisites for Antifragility
Psychological Safety
What does safety sound like?
Create a safe environment
Responsibility

Radical Candor

Challenge Each Other

Love

Actively Seek Differing Views

Growth Mindset
Building Antifragile Teams
Getting from Here to There

Fragile → Robust → Antifragile
“The absence of challenge degrades the best of the best”

Nassim Nicholas Taleb
The Rise and Fall of Antifragile Teams

Just enough stressors + recovery time
Take Accountability

I will . . .

So that . . .
What you can do

- Change your questions
- Introduce eustress + rest
- Innovate
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Audrey Boydston  @Agile_Audrey
Dave Saboe  @MasteringBA