



# The AntiFragile Survey: Team Debrief Guide

Thank you for choosing The AntiFragile Survey to help your team members learn how to thrive through uncertainty, disruption and change.

I created this Team Debrief Guide to help leaders and teams gain a deeper and shared understand of how they can support each other to become more AntiFragile. The debrief sessions are designed to be quick, insightful, and actionable.

## OUR GOAL

Our goal with the debrief is for your team to dig a little deeper into their personalised AntiFragile Survey Report and generate insights, through shared conversations with their colleagues, about what will be the most useful actions for them to begin their Becoming AntiFragile journey.

We want them to come away from the debrief:

**THINKING** - I understand that struggle is a normal part of life, and we can thrive and learn from our struggle experiences. I understand that what each person in the team experiences as struggle is different, that we can support each other to become more AntiFragile, and that this will be individual too.

**FEELING** - I feel more confident that there are evidence-based actions I can take, even when I'm struggling, that will help me to feel well and do well, even as I experience uncertainty – and that my team members are here to support me, as I am them.

**DOING** - As a team, we're ready to acknowledge and accept struggle, be more open about it, and create safe spaces to share and discuss it with curiosity rather than judgment. We're ready to experiment with actions we want and are able to start playing with immediately and we're ready to keep having conversations about what's working well, where we are struggling, what we've learned, and what we individually and collectively care enough about to own and change, so that we can keep learning forward.

It's important to understand that your team may not reach all of this through one Debrief Session! By continuing the conversations over time, supportively checking in on their progress and creating a safe space where they can show up and talk about their experiences, you'll help them move closer to thinking, feeling and doing these things.

I'd love to hear how your Team Debrief goes and what insights you gather from sharing your results, and I hope that you and your team are in some way 'better' for this shared experience.

With warmest wishes,



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# Team Debrief

The debrief session outlined below is structured around the Results Report and engages your team through a series of questions and discussions. Doing all of the sections outlined here will take around 90 minutes. If you don't have this much time, you could do three shorter sessions of 30 minutes with each one covering Welcome, *one of* sections 1, 2 or 3, Taking the First Step, and Peak End & Wrap Up.

## Welcome

Outline the purpose and goals of the session.

### 1. Thriving and Struggle (page 4-5 of the Report)

**Suggested format:** Paired conversation

**Ask:** When you reflect on your levels of Thriving and Struggle in the results, what is contributing to each?

In other words, where is the disruption, challenge and change in your life and what or who sustains your confidence, motivation and feelings of support?

### 2. The ROBUST Principles (page 8-9 of the Report.)

**Suggested format:** Small groups (3-4 people).

**Ask:** Which of the ROBUST Principles do your results suggest you are using the most? Please share an example of how you put this ROBUST Principle into action.

**Ask:** Which of the ROBUST Principles do your results suggest you are using the least? Please share an example of how you can see this is impacting you. What ideas do you have or are suggested in the Report to use this Principle more?

### 3. AntiFragile Energy, Attitudes and Mindsets (page 10-11 of the Report)

**Suggested format:** small groups

**Ask:** Where do your Results suggest you have most opportunity to benefit from increasing? AntiFragile Energy? AntiFragile Attitudes? AntiFragile Mindsets?

Move into small groups based on responses. (groups of 3-4 people are ideal)

**Ask:** How could you put the idea suggested on page 11 of your report into action?

## Taking the First Step (page 14 of the Report)

**Suggested format:** Paired conversation

Choose one of the suggested actions from your Results Report that we've discussed today.

**Ask:** What would a 1% behaviour that makes sense for you right now look like?

Use the 'A-B-C' recipe to complete the following sentences to design your 1% Behaviour:

Anchor: After I...

Behaviour: I will...

Celebrate: Then I'll...

## Peak End & Wrap Up

**Ask:** Each member of the group to share their 1% Behaviour so that people can celebrate their ideas and learn from each other.

A great way to follow this up is to use the Learning Loop (page 14 of the Report) at a subsequent meeting as a supportive accountability process. If you do intend to do this, it's a good idea to let people know as part of the Wrap Up. Knowing that they will be asked to share what they tried and how it went and what they learned is a great motivator for people to follow through on their 1% Behaviours!

