

# ANTIFRAGILE TEAMS

CREATING A GROWTH MINDSET





## ANTIFRAGILITY

### “Antifragile Teams: Creating a Growth Mindset”

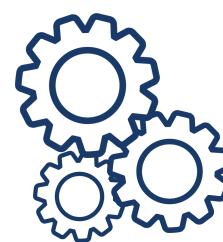
Empowers teams to go beyond resilience—transforming pressure, change, and setbacks into catalysts for growth. Participants learn how to harness challenges as opportunities, building a mindset that thrives under uncertainty and adapts with strength.

“The resilient resists shocks and stays the same; the antifragile gets better.” — Nassim Nicholas Taleb



Most teams are trained to be resilient — to bounce back. But resilience alone isn't enough in a world of constant disruption.

Anti-fragile teams don't just survive change, storms, and setbacks — they get stronger because of them.



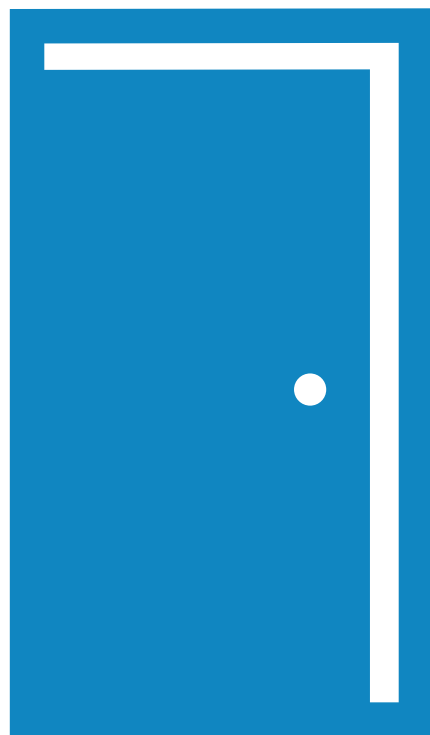
We build the safety and trust teams need to take risks, engage in healthy conflict, and grow from disorder rather than fear it.

Once a team adopts a growth mindset, adaptability, communication, and performance naturally follow.



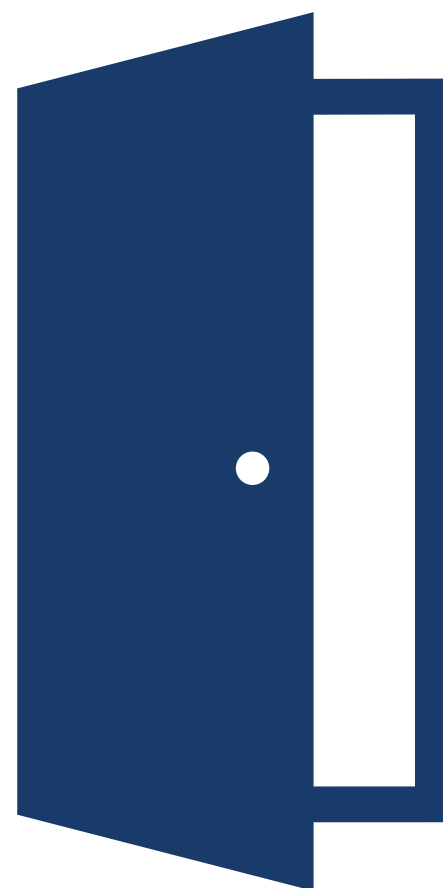
## GROWTH VS FIXED MINDSET

A growth mindset is the foundation of anti-fragility. Teams that believe ability can be developed treat failure as feedback, embrace challenge, and are inspired — not threatened — by others' success. Our workshop helps participants recognize fixed-mindset patterns in themselves and their teams, and practice the language and habits of a growth mindset under real pressure.



### FIXED MINDSET

- I'm not good at this
- This is too hard for me
- I give up easily
- I avoid challenges
- I make excuses



### GROWTH MINDSET

- Not yet, but I can learn
- I embrace challenges
- I persist through difficulties
- I learn from mistakes
- I seek help when needed

## ENGAGE IN CONFLICT — EMBRACE CHANGE

Antifragility is built on the foundation of trust and support



Teams that fear conflict rarely change — because change starts with the discomfort of disagreement.



We show teams why change feels hard: emotional attachment, loss of control, habit, and fear of the unknown.



Teams leave with practical tools to engage in healthy conflict, so disruption becomes an opportunity instead of a threat.

## HOW WE DO IT

Understand antifragility and its benefits for teams

Show how safety and risk enable a "thrive-from-disorder" dynamic

Apply the concept through an interactive activity that builds a mindset shift

End with actionable commitments for team resilience

# OUR APPROACH

## Interactive Workshop

Anti-fragility and growth mindset explained through engaging, educational content led by certified coaches.

## Live Disruption Activity

A hands-on simulation where plans change in real time, so teams practice thriving under pressure.

## Reflection & Commitment

Teams connect what they learned to real issues and leave with concrete, actionable commitments.

### Q&A

|                                       |                                                                                                                             |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Who is this workshop designed for?    | Enhancing team and leadership resilience in managing change, conflict, and uncertainty.                                     |
| Can the workshop be customized?       | Yes. Fully customized to your industry, team culture, and current challenges via a brief discovery call                     |
| Do participants need any preparation? | No prior training required. Operates independently or complements our Trusting Teams and Impactful Teams series.            |
| What will teams leave with?           | A unified growth mindset framework, practical tools for constructive conflict, and immediate personal and team action plans |

### LET’S START

Reach out at [reinier@proteambuildingasia.com](mailto:reinier@proteambuildingasia.com) to schedule your discovery session.

Together, we’ll uncover your organization’s unique needs.

From there, we’ll design a tailored learning experience — a workshop built to strengthen resilience and unlock the potential of high-performing, anti-fragile teams.



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INQUIRE NOW

+66(0) 63 562 9993  
reinier@proteambuildingasia.com  
proteamasia.com

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