



Anti-Fragility Questionnaire®

Giuseppe Vercelli, Claudia Gambarino, Antonio Sacco and
Alessia Maglietto

Interpretative report

NAME

QUESTIONNAIRE CODE

2658720

TEST DATE

2025-10-14

CUSTOMER CODE

People_1746178407711

AGE

50

GENDER

Female

EDUCATION

Master's degree





CUSTOMER CODE	People_1746178407711
QUESTIONNAIRE CODE	2658720
TEST DATE	2025-10-14

User data

PROFESSION

Company employee

ORGANIZATIONAL LEVEL

Level C

INDUSTRY

Professional services

DEPARTMENT

Sales

JOB TENURE (YEARS)

19

NUMBER OF PEOPLE COORDINATED

3

COMPANY SIZE

Micro (< 10 employees)

COMPANY REVENUE

Unknown

Note: Some of the fields in the User Data section have not been entered!





CUSTOMER CODE	People_1746178407711
QUESTIONNAIRE CODE	2658720
TEST DATE	2025-10-14

Introduction

The *Anti-Fragility Questionnaire* (AFQ®) is a test that evaluates the construct of anti-fragility, which is the ability of a person to cope with unpredictability and to benefit from negative events, unexpected events, and uncertainty. It consists of a global index, the Anti-Fragility index, and four dimensions: Proactive Adaptation, Agonistic Evolution, Emotional Agility, and Conscious Destructiveness. These dimensions, which make up anti-fragility as a whole, represent measurable and trainable characteristics of the person.

Proactive Adaptation: represents the ability to react proactively in the face of unexpected situations and in new and unusual contexts. The person who possesses this ability is able to modify their behavior using a method that allows them to analyze and solve problems, identify priorities and goals, and recognize the resources they have available. They are able to take advantage of unexpected events and turn limitations into opportunities, thus evolving and enhancing their abilities.

Agonistic Evolution: represents the motivation that drives a person towards new situations, with openness, curiosity, and a willingness to change. It is the ability to create balance in chaos, without an excessive desire for control, prediction, or stability, in the discovery of new knowledge and possibilities. The person who possesses this motivational push seeks out experiences and challenges for which they also consider failure, seen as a gym for learning and through which they can "make a difference".

Emotional Agility: represents the ability to decide whether to associate or dissociate with the dominant emotion generated during an event to which meaning is attributed. It is the ability to use emotion in two ways in order to achieve the goal: by letting oneself be involved and transforming the emotional experience into energy, or by distancing oneself and taking a "meta position" that is useful for the purpose. This functional alternation allows for the best management of oneself and others in relation to challenges. The person who possesses emotional agility seeks out emotions that give energy or vital push; they are active decision-makers and are aware of the use of emotion.

Conscious Destructiveness: represents the ability to go beyond the conditioning given by knowledge, eliminating the psychological constraints that prevent new possibilities from being seen. The person who possesses this characteristic is therefore a "destroyer" in that they know how to eliminate mental constraints that are not functional in overcoming obstacles or challenges, but are "conscious" because they are capable of discernment. They are able to choose what to eliminate, while maintaining full connection with themselves and their surroundings.

Anti-Fragility index: represents a global index of anti-fragility, calculated based on the scores obtained in the four dimensions. It allows for a general evaluation of the person's anti-fragility and the possibility of identifying areas of improvement.

This report gathers a range of information useful to the practitioner in defining a person's antifragility profile.

The **Summary of Scores** section shows the T-scores of the four dimensions of the questionnaire and the Anti-fragility index. A description of the typical profile of low and high scorers is then presented on the following pages. For the four dimensions assessed, the interpretive profile describing in detail the person's score on the questionnaire is also given, in addition to the benefits and risks that may characterise the two score polarities (low and high).





CUSTOMER CODE	People_1746178407711
QUESTIONNAIRE CODE	2658720
TEST DATE	2025-10-14

Finally, the **Characterising Aspects** section contains the items that received the lowest and highest scores in the different dimensions of the AFQ, which are a cue for possible further investigation during the interview.

Using the report

Decisions based on the results obtained from administering the AFQ must be made with the support of qualified professionals. Any text contained in a computerized report must be seen as a hypothesis that must be confirmed by other sources of information, such as the interview.

The content of this report is confidential and must be treated in an absolutely confidential and respectful manner with regard to the privacy of the person to whom it refers.





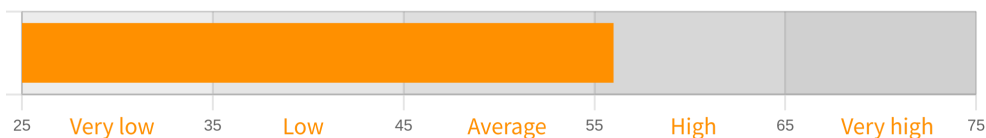
CUSTOMER CODE **People_1746178407711**
QUESTIONNAIRE CODE **2658720**
TEST DATE **2025-10-14**

Scores' summary

Proactive Adaptation

T Scores

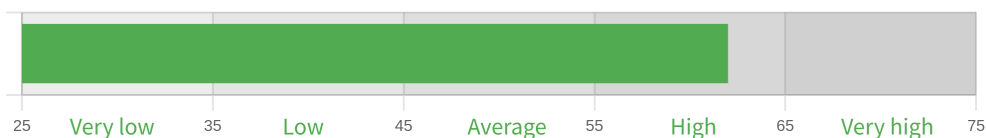
56



Agonistic Evolution

T Scores

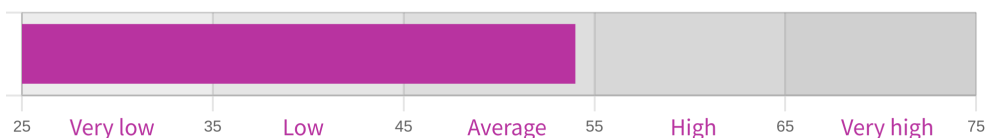
62



Emotional Agility

T Scores

54





CUSTOMER CODE **People_1746178407711**

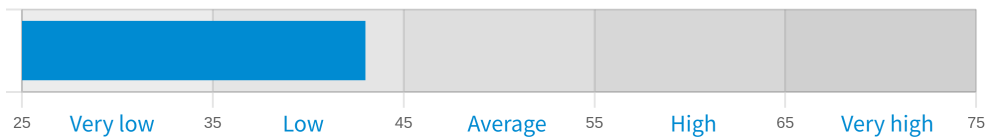
QUESTIONNAIRE CODE **2658720**

TEST DATE **2025-10-14**

Conscious Destructiveness

T Scores

43





CUSTOMER CODE **People_1746178407711**

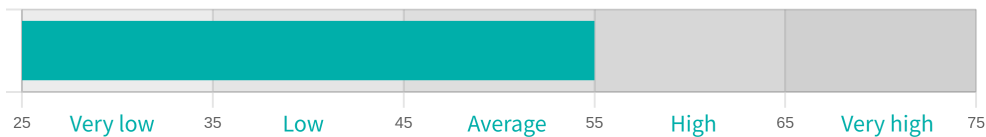
QUESTIONNAIRE CODE **2658720**

TEST DATE **2025-10-14**

Anti-Fragility index

T Scores

55



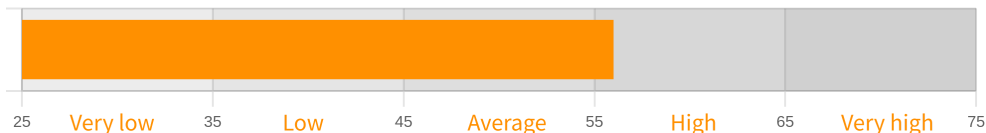


CUSTOMER CODE **People_1746178407711**
QUESTIONNAIRE CODE **2658720**
TEST DATE **2025-10-14**

Proactive Adaptation

T Scores

56



Low Scores Indicate People

Characterized by some rigidity of thought and behavior, they prefer the use of problem-solving strategies that are already known and have been effective in the past through less proactive means. They are more focused on difficulties rather than their own resources and risk being influenced by external events and losing sight of their own goals.

ADVANTAGES

- Adaptation to routine contexts.
- Effectiveness in context that use guided procedures and codified problem-solving strategies.

RISKS

- Stiffness in front of the unexpected.
- Liability in front of the unexpected.
- Poor analytical skills
- Poor usage of personal resources

High Scores Indicate People

Who are flexible, creative, and intuitive, aware of their own resources. They know how to seize opportunities in facing unexpected events and have high analytical and problem-solving skills. They are focused on their own goals.

ADVANTAGES

- Proactive reaction.
- Flexibility and adaptability.
- Problem solving.
- Turning limitations into opportunities.

RISKS

- Lack of pragmatism.
- Solutions disconnected from the context.



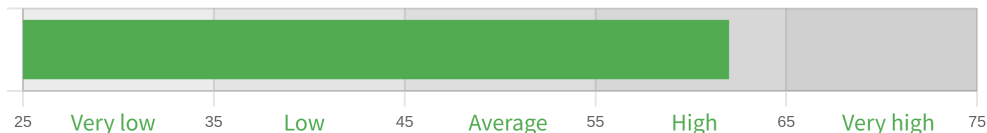


CUSTOMER CODE **People_1746178407711**
QUESTIONNAIRE CODE **2658720**
TEST DATE **2025-10-14**

Agonistic Evolution

T Scores

62



Low Scores Indicate People

Who are accustomed to routine, seek security and certainty in routine and non-competitive activities. They enjoy working on tasks where they have full control and prefer familiar contexts over new situations and changes.

ADVANTAGES

- Adaptation to routine environments with strict and established procedures.
- At ease in areas where tight control of the situation is required and risk must be minimised
- Anchoring role with what worked before within the contexts of change.

RISKS

- Tendency to remain in one's comfort zone when the situation is new and unfamiliar.
- Difficulties in dealing with uncertain and volatile contexts.
- Limited motivation for change.
- Low interest in the challenge.

High Scores Indicate People

Curious, proactive and competitive, actively seeking new and original experiences. Risk-takers and challenge-lovers, they are characterized by the desire to step out of their comfort zone and learn from new situations. They are comfortable in uncertain circumstances.

ADVANTAGES

- Openness to changes.
- Tolerance of uncertainty.
- Seeking for challenges.
- Tolerance of mistakes.

RISKS

- Low tolerance of routine contexts.
- Risk of throwing oneself headlong into new things because 'new is good'.
- Less adaptation to areas where error must be minimised and strict quality procedures are required



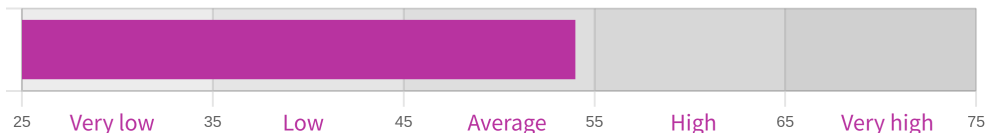


CUSTOMER CODE **People_1746178407711**
QUESTIONNAIRE CODE **2658720**
TEST DATE **2025-10-14**

Emotional Agility

T Scores

54



Low scores indicate people

Emotionally vulnerable and fragile, prone to self-criticism, and may have a tendency to get carried away by situations without being able to manage their emotional reactions.

ADVANTAGES

- Marked self-criticism.
- Logic of cause-effect/linear rationality thinking.
- Standardised emotional response to past experiences.

RISKS

- Poor emotional awareness.
- Tendency to suffer emotional states.
- Instability in emotional reactions.

High scores indicate people

Emotionally balanced, aware of their emotions, and able to be emotionally involved or detached according to their goals. They know how to describe rather than judge situations and events.

ADVANTAGES

- Emotional awareness.
- Ability to choose where to place oneself in relation to the emotions experienced.
- Ability to analyse facts descriptively.

RISKS

- Low sense of self-criticism.
- Tendency to conceal emotional experiences.

The person demonstrates that he/she is sufficiently aware of his/her emotions and able to recognise them, attempting to manage them according to the circumstances in which he/she finds him/herself. He/she tries to distance him/herself from events that involve him/her, in an attempt to use his/her emotional reactions in a way that serves his/her goals. It proposes to describe events with detachment, rather than judging or interpreting them, and is also able to take into account the point of view of others.



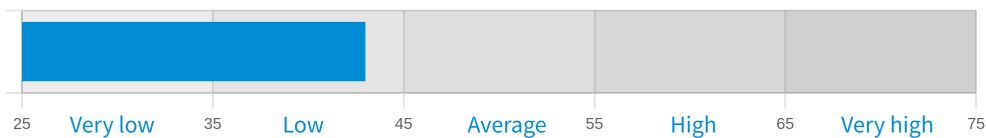


CUSTOMER CODE **People_1746178407711**
QUESTIONNAIRE CODE **2658720**
TEST DATE **2025-10-14**

Conscious Destructiveness

T Scores

43



Low Scores Indicate People

Who are insecure, attentive to the judgment of others, active in seeking consensus and therefore influenced by common thought. Very diplomatic and attached to their own values, they have some difficulty in modifying or abandoning dysfunctional or superfluous habits.

ADVANTAGES

- Attention to the needs of others.
- Strong anchoring with one's own value system.

RISKS

- Insecurity and attention to the judgment of others.
- Need for acceptance/compliance.
- Indecision
- Difficulty in eliminating dysfunctional constraints.

High Scores Indicate People

Who are self-confident, assertive, "cynical," calculating, effective with respect to priorities and with awareness and clarity. They are able to abandon what is superfluous and not functional to achieving goals and are detached from "common sense" or conventional values.

ADVANTAGES

- Ability to pursue goals.
- Assertiveness.
- Independence of thought/independence from the judgment of others.
- Cynicism (in some circumstances).

RISKS

- Cynicism (in some circumstances).
- Excessive detachment/coldness.

The person shows a focus on their own popularity at times rather than on achieving goals. They may be somewhat insecure and influenced by the judgment of others as well as by common thought. They tend to be accommodating to others out of a desire to be accepted; therefore, they may use ambivalent communication and show indecision or difficulty in asserting their ideas/opinions at times. To express their thoughts and convictions, they generally refer to "universal values" or conventionally accepted and desirable ones. They pay attention to the opinions and needs of others, although at times this may be to the detriment of achieving their own goals. The person is therefore quite anchored to their reference values, even in circumstances where this can create difficulties in defining priorities in a functional way through which to act.





CUSTOMER CODE	People_1746178407711
QUESTIONNAIRE CODE	2658720
TEST DATE	2025-10-14

Characterizing aspects

This section highlights, for each dimension, the two items in which the person obtained the highest scores and the two items in which he/she obtained the lowest scores. This allows to obtain a more precise description of the person's profile, highlighting the most characterizing aspects. These indications can be used at the interview stage, for further investigation.

Items with the highest scores

Proactive Adaptation

When facing a problem, I identify the resources available to me

When facing a critical situation, I want to find a creative solution

Agonistic Evolution

I love doing things that other people would not do

Risks are stimulating to me

Emotional Agility

There are no absolute "good" or "bad" emotions

Conscious Destructiveness

When I have to communicate something, I am straightforward and direct

When I am convinced about something, I march to the beat of my own drum even without the approval of others





CUSTOMER CODE	People_1746178407711
QUESTIONNAIRE CODE	2658720
TEST DATE	2025-10-14

Items with the lowest scores

Proactive Adaptation

No items with low scoring.

Agonistic Evolution

No items with low scoring.

Emotional Agility

No items with low scoring.

Conscious Destructiveness

I can be very cynical at times

Other people consider me to be a cold, cynical person





CUSTOMER CODE **People_1746178407711**

QUESTIONNAIRE CODE **2658720**

TEST DATE **2025-10-14**

#	R	#	R	#	R	#	R	#	R	#	R	#	R	#	R	#	R	#	R
001	2	002	6	003	7	004	8	005	7	006	1	007	7	008	7	009	6	010	6
011	7	012	6	013	7	014	6	015	6	016	6	017	6	018	6	019	7	020	6
021	3	022	3	023	6	024	7	025	4	026	1	027	4	028	7	029	6	030	3
031	5	032	5	033	6	034	7	035	4	036	7	037	6	038	3	039	6	040	6

