

Destination Cyberlandia:

A Ticket to the Optimum State of Cyber Happiness

Cyberlandia

noun

The optimum state of cyber readiness is rooted in employee wellbeing, with happy employees who feel empowered and energized to face whatever threats come their way.



This National Cybersecurity Awareness Month, it's time to thank all of the cybersecurity professionals who have been working tirelessly to protect the expanding attack surface brought on by COVID-19.

Prior to 2020, cybersecurity teams already had never-ending to-do lists and were short staffed, but now, the pressure has only been exacerbated, causing immense stress and leading many to feel burnt out. **The good news is, 'Cyberlandia' is not an impossible destination -- here's how you can get there, and fast.**



145%

The pace that the global workforce needs to grow in order to meet the demand for cybersecurity talent¹

91%

CISOs who suffer from moderate to high stress²

65%

SOC professionals who have thought about leaving their careers due to stress³

PUT PEOPLE FIRST

Security departments have operated in silos for far too long, which ultimately hinders employee growth, increases workloads and leads to employees feeling unhappy in their positions. **It's time to put employees first.**

✓ Arm cyber professionals with mentors spanning various departments, creating a support system

✓ Encourage continuous learning to keep skills relevant

✓ Grant cyber teams the flexibility to walk away from work when they need it

✓ Bring back the uninterrupted lunch hour

68% Cybersecurity professionals feel like they lack a structured career path or guidance⁴

60% CISOs who admit they rarely disconnect from work⁵

88% CISOs who admit they work beyond traditional business hours, including weekends⁶

87% Industry professionals who have a passion for their current job, but 64% of them admit to being frequently stressed⁷



COMMUNICATE, THEN COMMUNICATE SOME MORE

Cybersecurity is sensitive work, filled with frequent high-stress and high-risk discussions. A good leader will strategically disclose important information to those who need to hear it, knowing that misplaced information could cause undue stress throughout the team. **Here's how.**



📢 Filter sensitive information and share the details that keeps teams informed and motivated to do their jobs

📢 Schedule regular team and individual check-ins

📢 Host video chats to keep morale up - they can even be happy hours

📢 Ask questions that encourage cyber pros to talk about more than just their daily tasks

80%: Employees, regardless of industry, feel stressed because of ineffective communication⁸

Communication and leadership skills remain the two most important qualities of a successful CISO⁹

BE A DECISION MAKER

The next question is just around the corner and when the eventual breach occurs, everyone will ask: "Who is to blame?" This is where cybersecurity leaders must take on the role of decision maker.



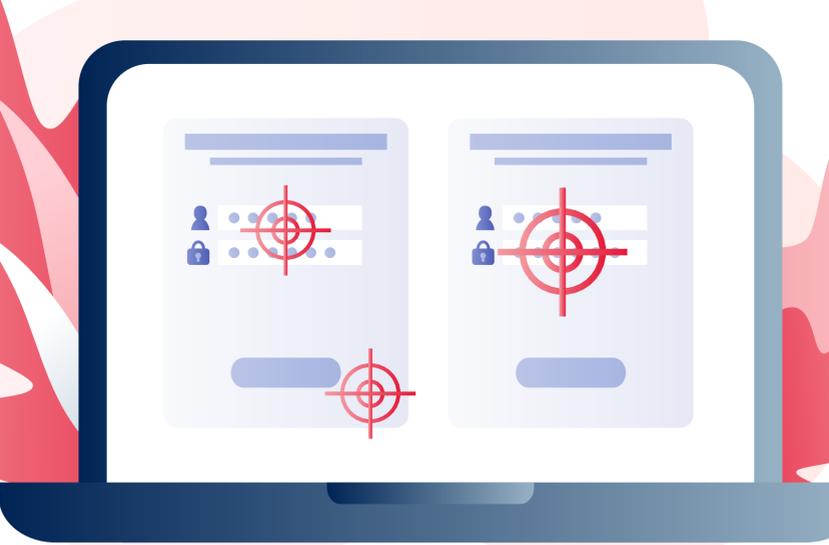
Make strategic decisions driven by solutions



Stand firm in your decisions, which should be driven by data



Lead by example - don't get caught in the blame game



70% Professionals across all industries who feel their employers aren't doing enough to prevent burnout¹⁰

21% Professionals who say their company does not offer any programs or incentives to alleviate stress¹¹

Your Ticket to Cyberlandia

Cyberlandia is a place we can all get to, as long as we foster a culture centered on putting people first, continuous learning and customer satisfaction. **All aboard!**



References

¹ <https://www.isc2.org/~/media/ISC2/Research/2019-Cybersecurity-Workforce-Study-2019.pdf?hash=1837084508A24DD75C6865E243EAC39ECDD4482>

² <https://media.nominet.uk/wp-content/uploads/2019/07/2019-Devo-Poison-Study-Final.pdf>

³ <https://www.issa.org/wp-content/uploads/2020/07/ESG-SSA-Research-Report-Cybersecurity-Professionals-Jul-2020.pdf>

⁴ <https://media.nominet.uk/wp-content/uploads/2019/07/2019-Devo-Poison-Study-Final.pdf>

⁵ <https://media.nominet.uk/wp-content/uploads/2019/07/2019-Devo-Poison-Study-Final.pdf>

⁶ <https://www.usatoday.com/story/money/2019/03/20/office-communication/321083100/>

⁷ <https://www.issa.org/wp-content/uploads/2020/07/ESG-SSA-Research-Report-Cybersecurity-Professionals-Jul-2020.pdf>

⁸ <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/burnout-survey.html>

⁹ <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/burnout-survey.html>