

# JOINT SOLUTIONS BRIEF

## Challenge:

Cybersecurity technical challenges are well-documented, including managing complex layers of security, vast amounts of threat data, and the constant fear of high-impact breaches. However, less understood are the challenges stemming from inadequate attention to our cybersecurity teams. As Peter Coroneos, Founder of Cybermindz.org points out, *"Our brains are wired to detect physical threats, but in cybersecurity, we're dealing with virtual threats 24/7. This constant state of alertness can significantly strain our mental health."*

Staffing is another major hurdle, as hiring managers must coordinate complex projects to align the right skills with specific needs. A limited supply of experienced senior talent leads to intense competition and elevated costs. Organizations often lack the data needed to make informed candidate assessments, further complicating recruitment. These staffing challenges, combined with resource gaps and poor planning, heighten workforce risks, leading to retention, burnout, and morale problems, and increased organizational and cyber risk.

Even fully staffed teams face relentless pressure, leading to fatigue, diminished performance, and burnout. As Deidre Diamond, Founder and CEO of CyberSN and Founder of Secure Diversity, notes, *"The high levels of burnout in our industry not only affect individual well-being but also compromise overall security effectiveness."*

Addressing these issues requires strategic planning, quality recruitment, and ongoing support for cybersecurity professionals' mental health and well-being.

## Solution:

To address these cyber risks, Cybermindz, a leader in mental health services for cybersecurity professionals, and CyberSN, a partner in cybersecurity workforce management, have joined forces to help senior executives plan, hire, develop, and maintain healthy, resilient cybersecurity teams.

65%

Cynet

Of CISOs said their ability to protect their organization is compromised due to work overload and stress

43%

ISACA

Of Cybersecurity Professionals left their jobs due to burnout from constant high-pressure situations

65%

IBM

Of Incident Responders sought mental health assistance as result of a cybersecurity incident

57%

ISC2

Of Cyber Professionals said their response to threats has been inhibited by cutbacks

83%


Devo

Of IT Security Professionals have experienced burnout, leading to errors that resulted in security breaches

## CyberSN Features:

- **Cybersecurity Taxonomy:** Fostering a shared cybersecurity language between employers and professionals, delivering mutual understanding and alignment.
- **Accurate Classification:** Clearly defining cyber projects and tasks into 45 functional roles and 10 categories across GRC, Defense, Product Security, Education, Management, Offense, Planning, Research, Response, and Sales.
- **Effective Cybersecurity Job and Talent Matching:** The CyberSN Platform leverages the taxonomy to match cybersecurity professionals with job opportunities that align with their skills, experience, and career aspirations.
- **Strategic Talent Development:** By providing a clear framework for cybersecurity roles, the taxonomy aids organizations in identifying skill gaps and planning for workforce development.
- **Talent Management Dashboards:** Giving security leaders a 360-degree view of their entire cybersecurity workforce, facilitating informed planning, building, and management to lower cyber risk.
- **3.5x Higher Retention Rate** when placed by CyberSN.
- **35% Diversity Representation** among Professionals in CyberSN's Network.

"CyberSN helps decompose complicated projects, source senior talent that delivers results as contractors and even allows conversion to permanent employees."

 Dan Garcia, CISO at EDB

"The insights your team gave me in a short amount of time has supported us in strong decision making."

 Rob Suarez, CISO at CareFirst

## Cybermindz Features:

- **Tested, Peer-Informed Approach:** Drawing from the iRest Protocol, with over 35 years of military battle application, and tailored specifically for the unique challenges of cybersecurity professionals.
- **Simple Framework:** A 10-step framework of techniques for systematically investigating individual objectives and challenges, promoting personal and professional growth.
- **Rooted in Science:** Performance skills built based on neuroscience, developed to "rewire" the brain for improved performance, driving better decisions.
- **Data-Driven Insights:** Employing tools like the Maslach Burnout Inventory and Perceived Stress Scale to track and measure progress, providing valuable insights for management.
- **Real Results:** Cognitive and emotional rebuilding, with significant improvements in sleep quality, clarity of thought, and a renewed sense of control.

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*"Cybermindz offers crucial strategies to help people in the industry manage stress, improve their cognitive recovery and focus. I have not seen anything offered like this in the industry. The program has had a great effect on my burnout recovery; I highly recommend it as a very good addition to the cyber defender's toolkit"*

– Simon Orcsik, SOC Team Leader

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## Human Resilience:

CISOs are now moving beyond reliance on technology and automation, focusing instead on comprehensive staffing and performance programs to enhance human resilience. Industry research suggests that organizations investing in cybersecurity-specific resilience programs, such as those offered by Cybermindz and CyberSN, may see significantly lower burnout-related attrition compared to those that don't—potentially up to 50% less.

**Cybermindz and CyberSN provide combined cybersecurity solutions that include:**



### Talent Acquisition

Supporting your various needs for individual contributors or leadership across full-time employees (FTEs), contractors, or contract-to-hire roles with talent matching, staff augmentation, and full service staffing.



### Workforce Risk Management

Identifying and mitigating workforce-related risks to retain, develop, and optimize your cyber teams.



### Stress Reduction and Resilience Training

Providing year-long programs to combat stress, foster resilience, and enhance team morale and performance.



### Leadership and Crisis Support

Extending the effectiveness of cyber management through personalized mentoring and offering rapid post-breach trauma recovery support to ensure teams maintain performance under pressure.

## Joint Solution Benefits:

- **Holistic Approach:** Addressing both technical and human aspects of cybersecurity to build resilient, high-performing teams.
- **Improved Resilience and Performance:** Better decision-making, improved clarity, and overall team effectiveness by combining neuroscience-based performance skills with strategic talent management.

This partnership enables organizations to attract, retain, and support skilled cybersecurity talent while maintaining a strong focus on mental health and resilience, leading to more effective cybersecurity teams.

[Visit CyberSN](#)

[Visit Cybermindz.org](#)