



We Need a Compliance Control for Retaining Cybersecurity Professionals



Featuring:

Deidre Diamond

Founder & CEO | Founder
CyberSN | Secure Diversity

Learning Objectives

01

Gain deeper insights into cybersecurity job attrition.

02

Discover effective strategies for cybersecurity talent retention.

03

Enhance cybersecurity workforce stability.

Source: ISACA, State of Cybersecurity, 2022

2051 respondents, 913 from cybersecurity

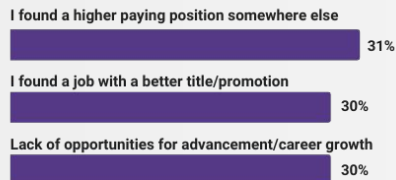
Why Cybersecurity Professionals Leave Their Jobs: Top 10 Factors

| | |
|---|------------|
| Recruited by other companies | 59% |
| Poor financial incentives (e.g., salaries or bonuses) | 48% |
| Limited promotion and development opportunities | 47% |
| High work stress levels | 45% |
| Lack of management support | 34% |
| Poor work culture / environment | 30% |
| Limited remote work possibilities | 24% |
| Inflexible work policies | 21% |
| Limited opportunities to work with latest technologies | 20% |
| Desire to work in a new industry | 16% |

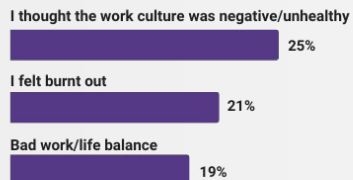
Source: (ISC)² Cybersecurity Workforce Study, 2022

5,102 global cybersecurity professionals who have worked in their current role for 2 or fewer years.

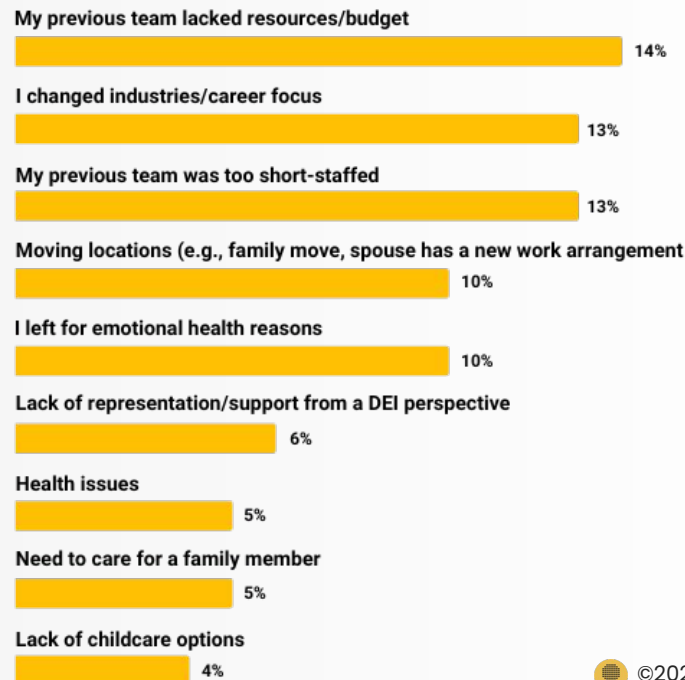
You indicated that you left a job within the past two years, what were the biggest reasons behind you making this move?



Growth
Opportunities

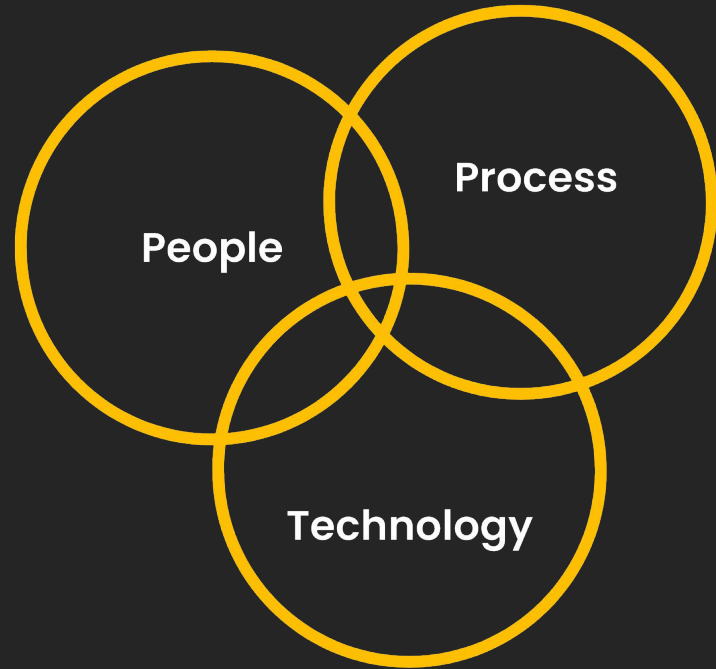


Negative
Culture



People, Process, Technology

What is the people part?



People

Popular Definition – People are the most important part of security, Phishing, ATO, Weakest link, people make mistakes, People vs People, Awareness.

Functional Definition – Individuals and teams responsible for assessing, defending, responding and managing an organization's data and systems.

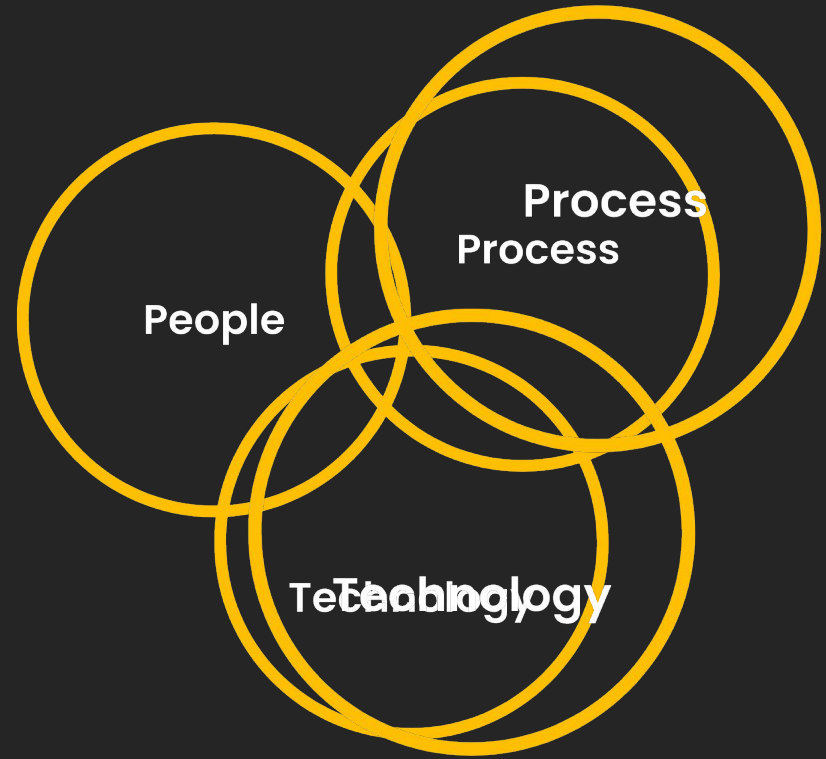
Operational Definition – It's both, the people!

The Reasons Why People Leave

People, Process, Technology

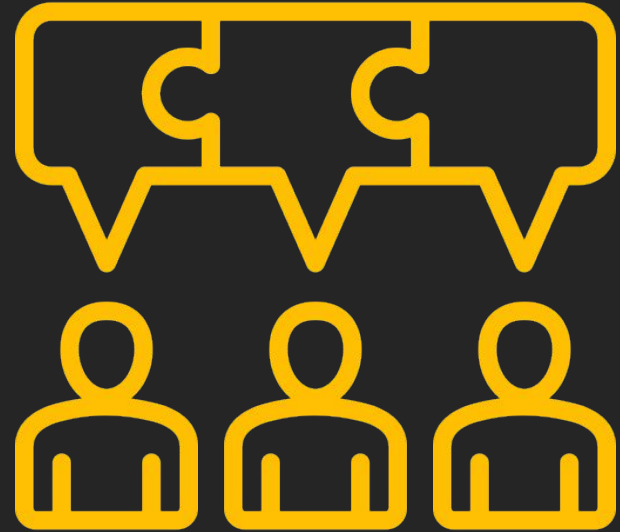
What happens when one pillar disappears?

As one area changes, the other two shift to maintain an effective balance



Impacts

- Apathetic cyber professionals
 - Decreased vigilance
 - Reduced responsiveness
 - Increased errors
 - Complacency becomes the norm
 - Weakened team collaboration
 - Decreased proactive activities
 - Systemic contagion
- Diminished cyber professional retention
- Unintentional Insider Threat



Possible Solution?

People Benchmarking

Individual – Analyzing responsibilities, skills, and experience.

Satisfaction – Analyzing workload, career path, and workplace happiness.

Team – Analyzing collaboration, complementary, and communication.

Organization – Analyzing leadership, structure and alignment.

Case Study: Large Retailer

Benchmarked Retention Factors

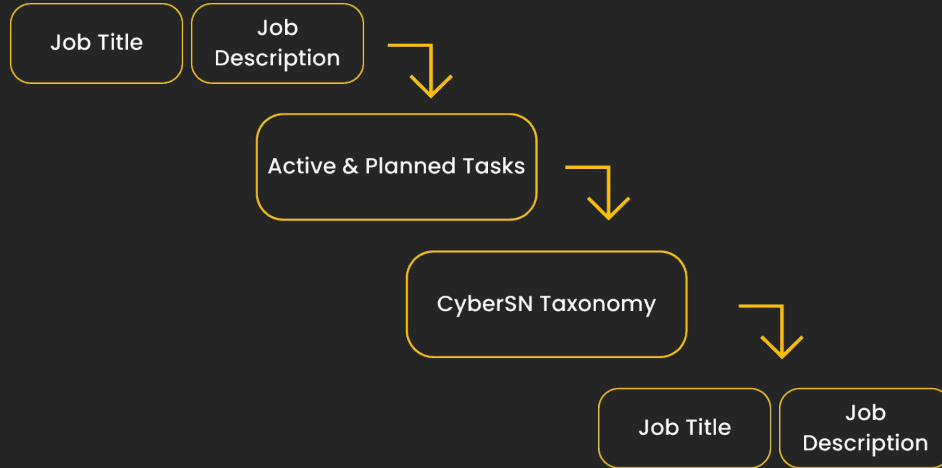
Individual - Existing position job title, description and responsibilities, industry roles and live position description construction.

Satisfaction - Interactive guided self assessment of satisfaction metrics.

Team - Interactive self assessment of team metrics.

Organization - Comparing organizational structure and business alignment.

Case Study: Individual



Identity Access Management (IAM) Engineer

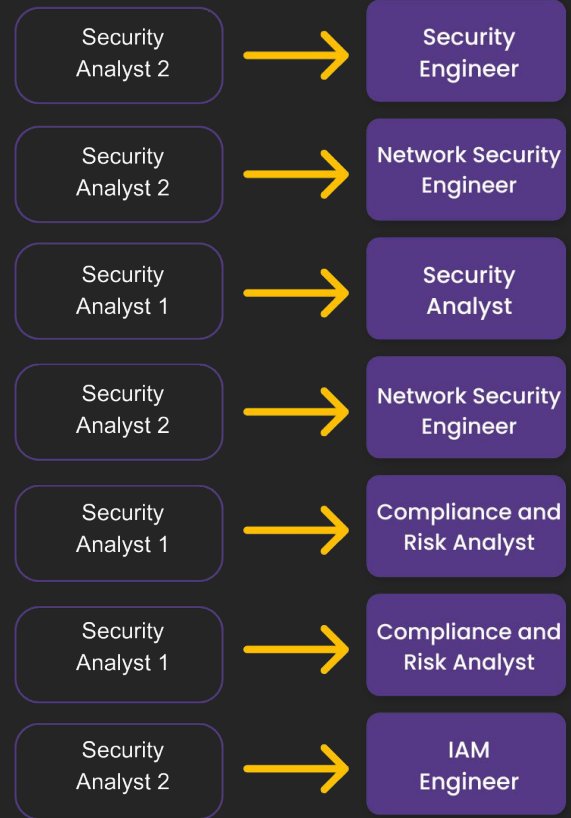
Company | Location Hybrid

70% Identity and Access Management (IAM)

15% Cloud Security Engineering

15% Security Engineering

Permanent



Satisfaction

Interactive and Guided Self Assessment

- 7 things all people want at work
- Job satisfaction rating and why
- Culture satisfaction rating and why
- Interest in job function and why
- Career plan
- Training

| | | | | | | |
|-----------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|----------|
| Satisfaction 1 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 4 |
| Satisfaction 2 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5 |
| Satisfaction 3 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5 |
| Satisfaction 4 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 4 |
| Satisfaction 5 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 4 |
| Satisfaction 6 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5 |
| Satisfaction 7 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5 |

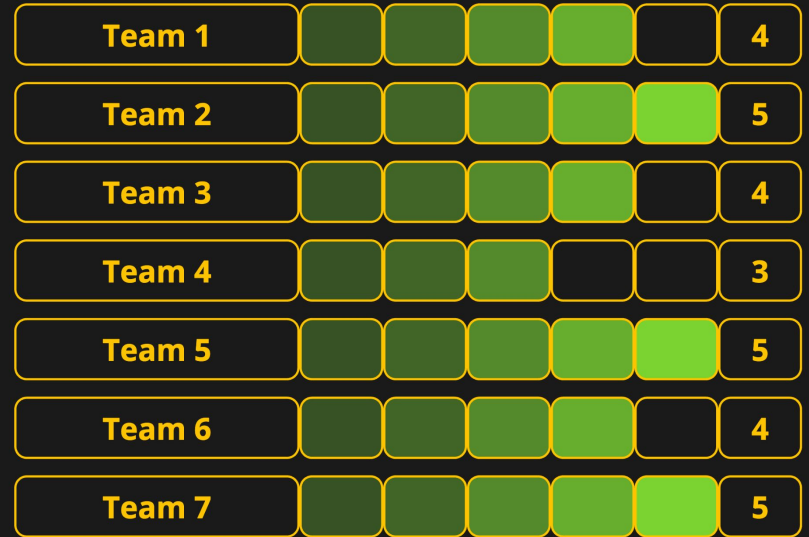
All people want the same 7 things...

- 1 To feel valued
- 2 Measureable agreements of roles and responsibilities
- 3 Positive, productive communication
- 4 A career path
- 5 Consistent training and learning
- 6 Wage equality with peers
- 7 To work around kind, respectful people

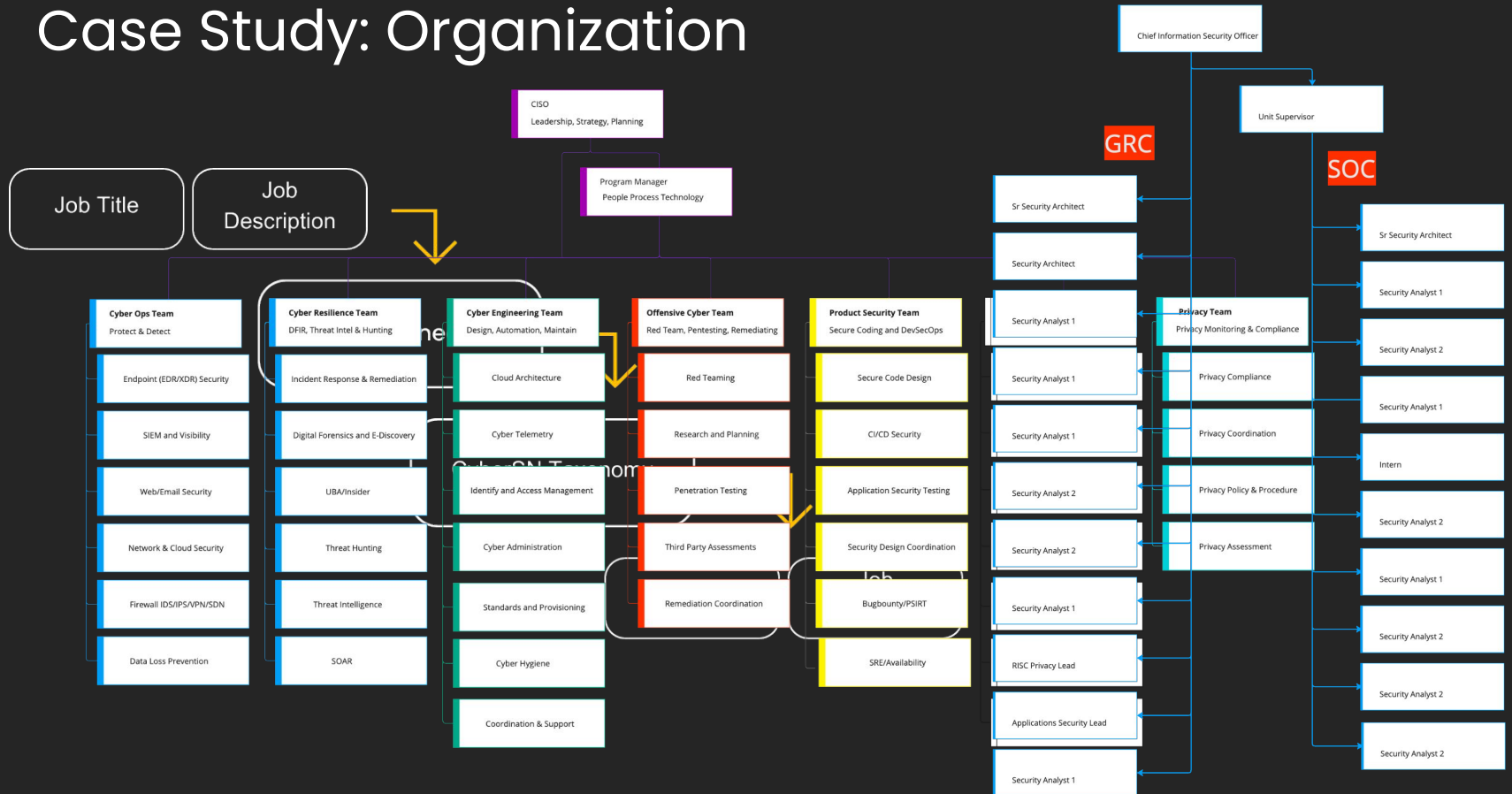
Case Study: Team

Interactive and Guided Self Assessment

- Communication
- Feeling valued
- Collaboration
- Effort equity
- Mental Safety

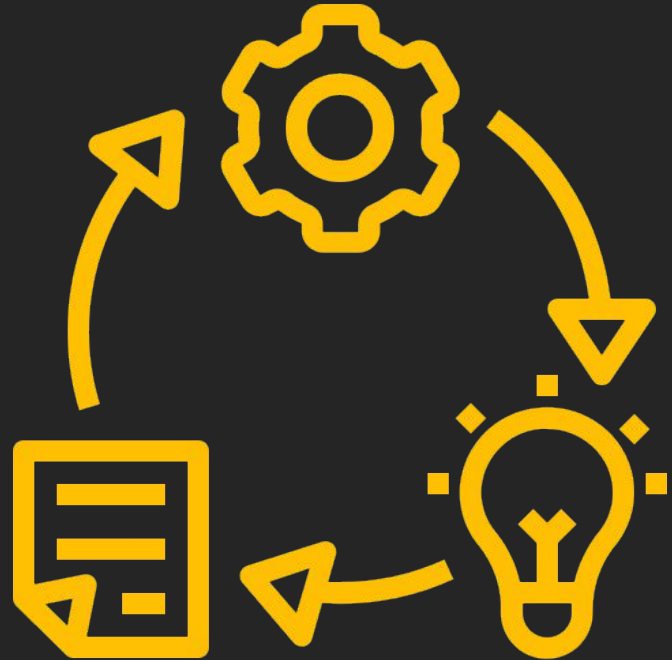


Case Study: Organization



Possible Solutions – Lets Discuss

- Compliance control
- Continuous





Get in touch



Deidre Diamond

Founder & CEO | Founder
CyberSN | Secure Diversity



dd@cybersn.com



[/deidrediamond](https://www.linkedin.com/company/deidrediamond)



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Retain your cybersecurity talent 3.5x longer than industry standards

Find out how with our service at CyberSN, Talent Retention Support.

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