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*Our mission is to alleviate the suffering of cyber teams and, by extension, to improve organisational and societal resilience.*

”

– Peter Coroneos  
Founder / Executive Chairman

# About Cybermindz

## **Dedicated, Purpose-Driven Initiative**

- Not-for-profit
- Resilience building

## **Established in 2022**

- Focus on the cyber sector
- Peer informed

## **Addressing cyber challenges**

- Intense pressure and vigilance
- High stress and burnout rates
- Short CISO tenures  
(26 months in the UK)

# The Need

Cyber incidents impact more than data and systems

Stress levels during major cyber incidents contribute to churn

A nurturing environment must be built for teams to thrive

Essential for organisational resilience and talent retention

# A duty of care

**Frontline cyber defenders:** the unsung heroes who protect against potentially catastrophic attacks

The constant activation of flight-or-fight processes ultimately take a toll on a person's neurobiology and their **physical and mental health**

# Crucial protection of digital assets

Cyber failures can result in severe brand damage and liability

The industry is facing a skills shortage

Talented professionals leave due to burnout

Finding replacements is expensive and challenging

# The Solution

In response to these challenges, Cybermindz ran 12 pilot programs with over 180 cyber professionals in 2023, with very positive results

Pre- and post-training evaluations across ten stress metrics yielded an average reduction in stress of over 27.3% in just **eight sessions**

# Resilience training

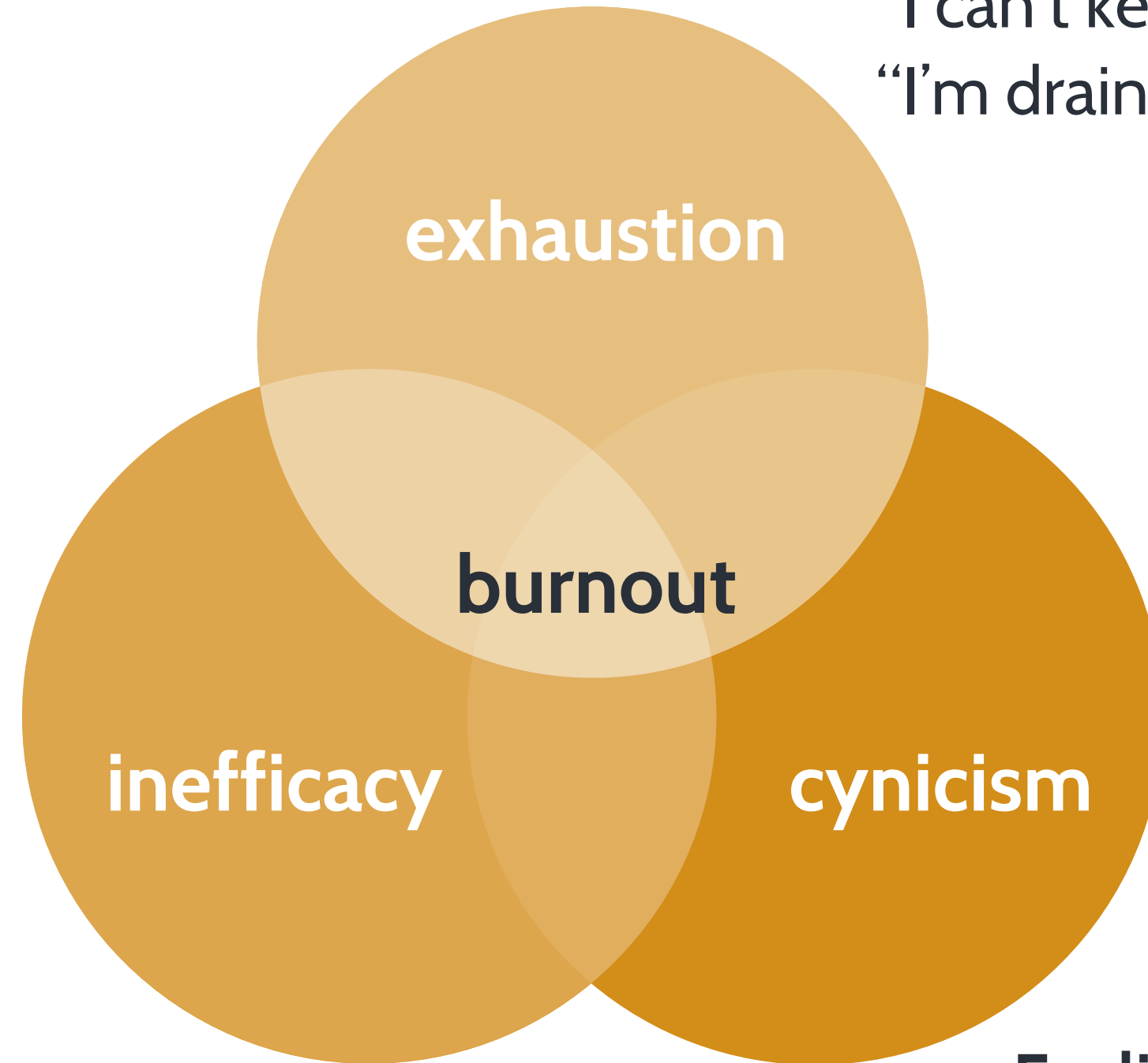
Our 2024 programs offer an even more targeted and customisable approach

Participants (under mentored support) can process and ultimately neutralise subconscious burnout drivers

Sessions provide deep cognitive, emotional and physiological restoration

# What is burnout?

**Feeling overwhelmed**  
“I can’t keep doing this”  
“I’m drained, nothing left to give”



**Feeling unappreciated**  
“I’m not good at my job”  
“I’m not effective / I’m an imposter”

**Feeling unmotivated**  
“What’s the point?”  
“Nothing is going to change”



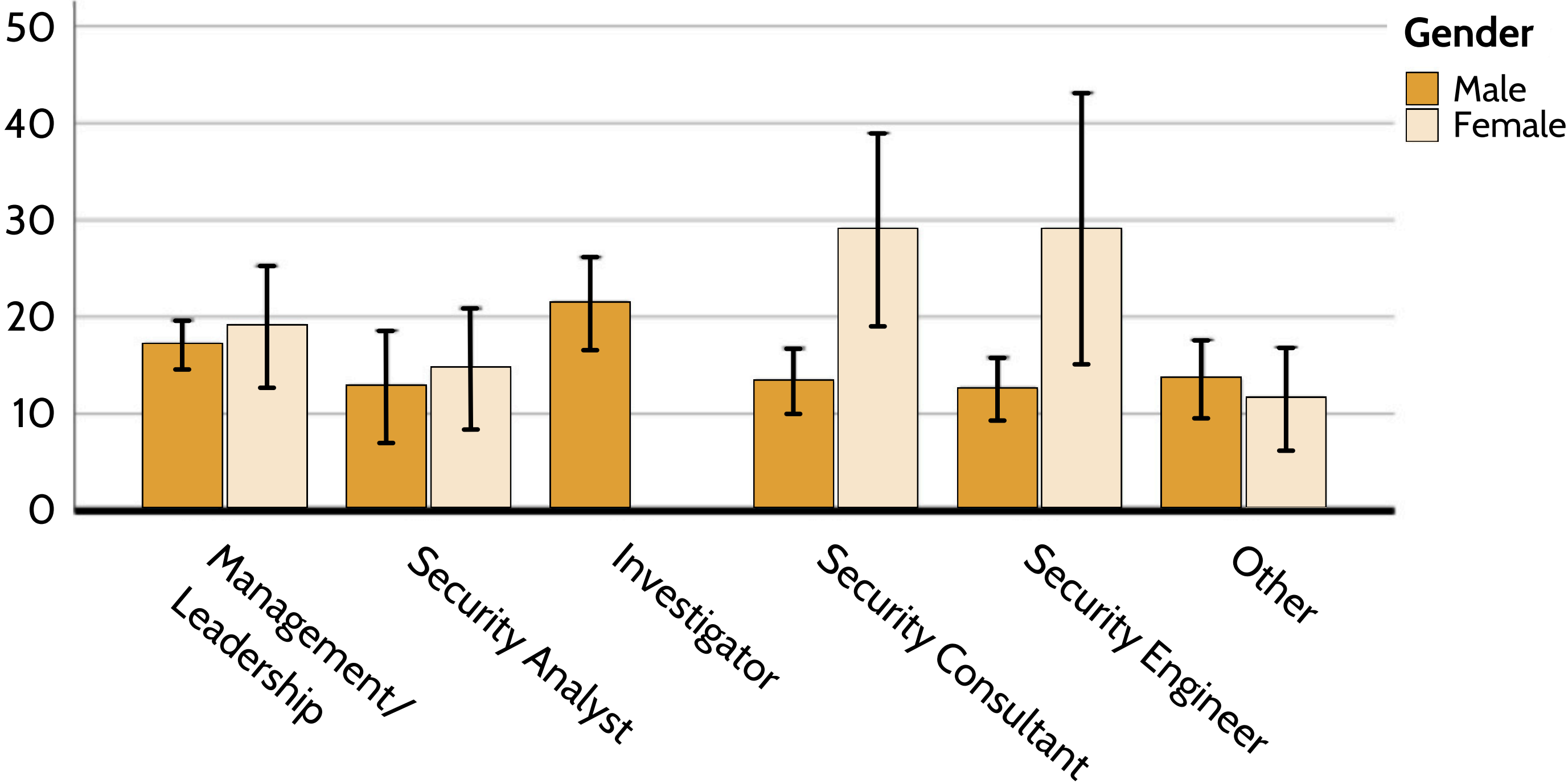
# Participants

N=211 @ 4/12/23

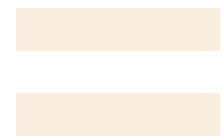
Table 1. Demographic characteristics of the sample

DEMOGRAPHIC	%
<b>Gender</b>	
Female	16.8
Male	79.8
Use a different term	3.4
<b>Job role</b>	
Leadership/Management (e.g., CISO)	31.9
Security Engineer	17.6
Security Consultant	17.6
Security Analyst	9.2
Incident Investigator	7.6
Other	16.0

# Emotional Exhaustion



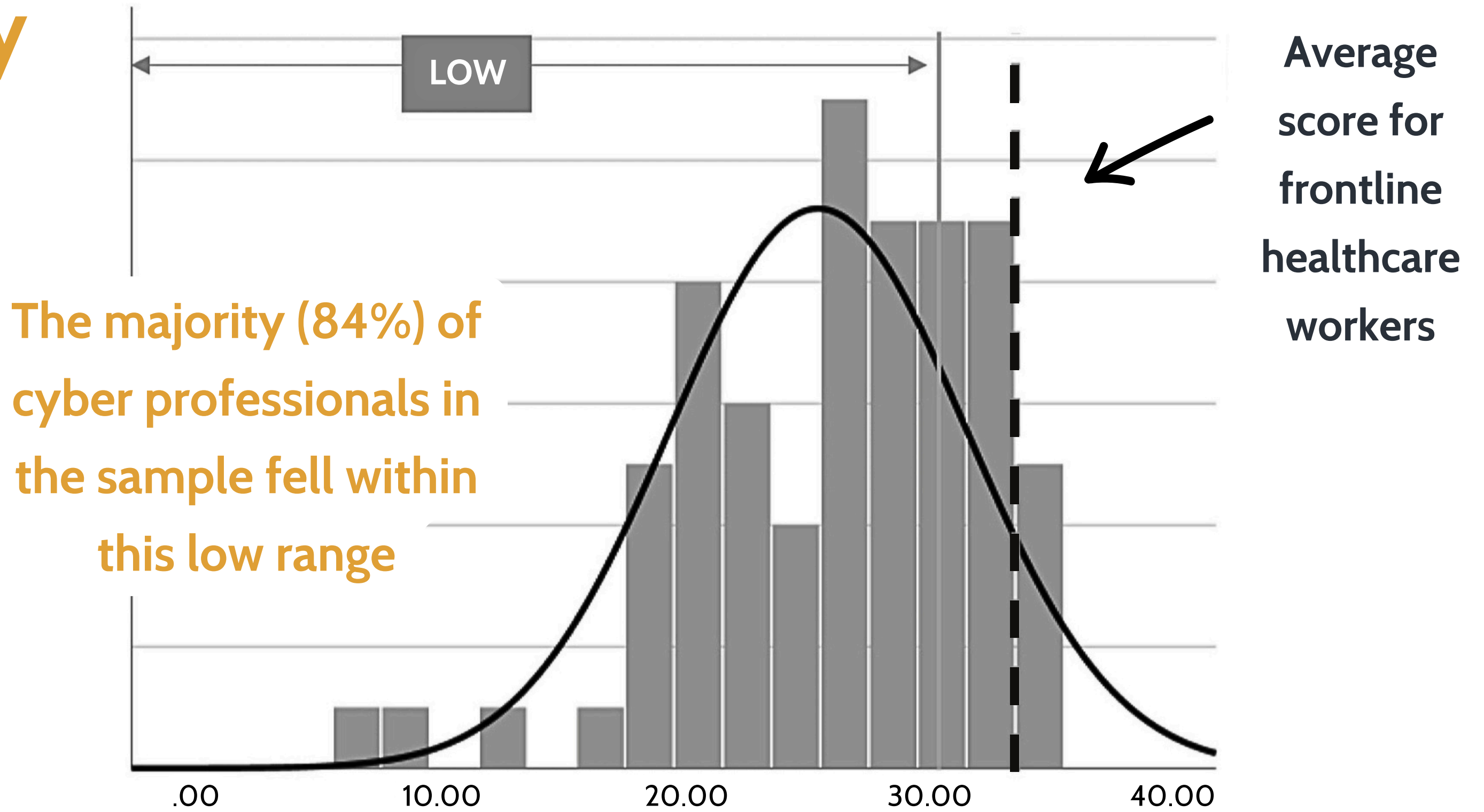
# Low Efficacy



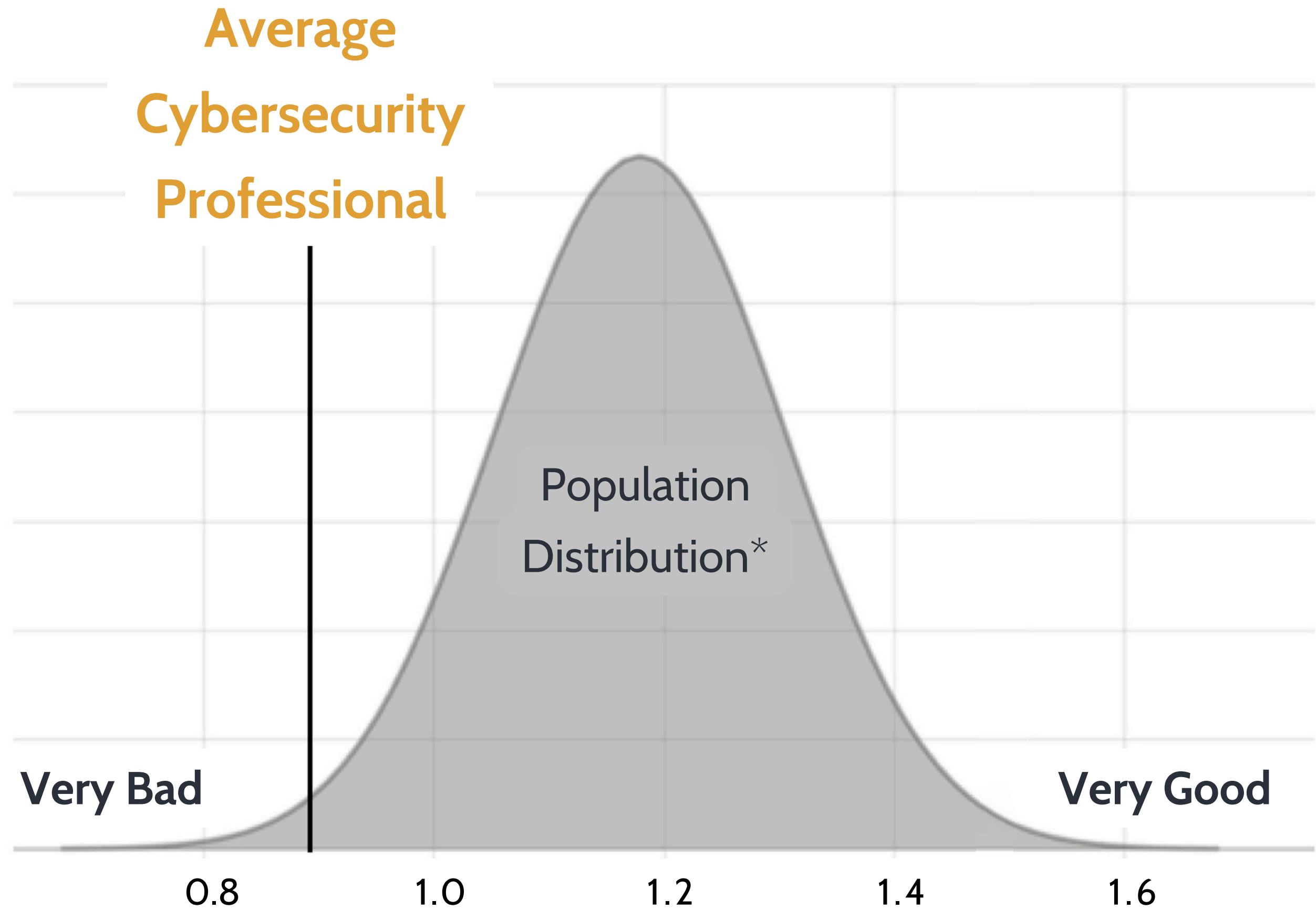
**possible  
resignation  
intent**

More prone to feeling  
unappreciated or “just not  
cut out for this sort of work”.

# Efficacy scale



# Sleep quality



**46% of cyber professionals rated  
their sleep quality as  
“Fairly bad” or “Very bad”**

# iRest<sup>®</sup> (Integrative Restoration)

- **The core of our programs**
- **US military-endorsed attention training technique**
- **Used to treat active service military and combat veterans**

# iRest<sup>®</sup> (Integrative Restoration)

- **Several stages: Physical relaxation > deeper exploration of unresolved emotions and beliefs**
- **Restores a sense of ‘unbreakable well-being’**
- **Over time, practice can positively ‘rewire’ the brain**



**Cybermindz has adapted this powerful protocol to the unique needs of cyber security professionals and designed four targeted programs:**

# GROUP PROGRAMS



## SteadyShields™

Combining core training and regular practice, the 12 month program cultivates positive habits for long lasting effectiveness.



## RapidReset™

An intensive program which provides frequent exposure to the deeply restorative iRest® Protocol over 4 weeks.

# INDIVIDUAL PROGRAMS



## BaseCamp™

A prerequisite to formal training. 60-90 minute self-paced online course giving participants the theoretical foundations and parameters for the course ahead.



## CISOSupport™

Comprehensive support designed for leaders, addressing the high-stress demands of their professional roles with targeted strategies.

# Indicative Program Themes

- **Switch-Off Strategies**
- **Regaining Control and Connection**
- **Transforming Fear of Failure**
- **Supporting Your Team Effectively**

- **Managing Overwhelm**
- **Resilience Against Threats**
- **Confidence in Job Performance**
- **Seamless Integration**

# Results (after 8 sessions)

In the last month, how often have you been upset because of something that happened unexpectedly?

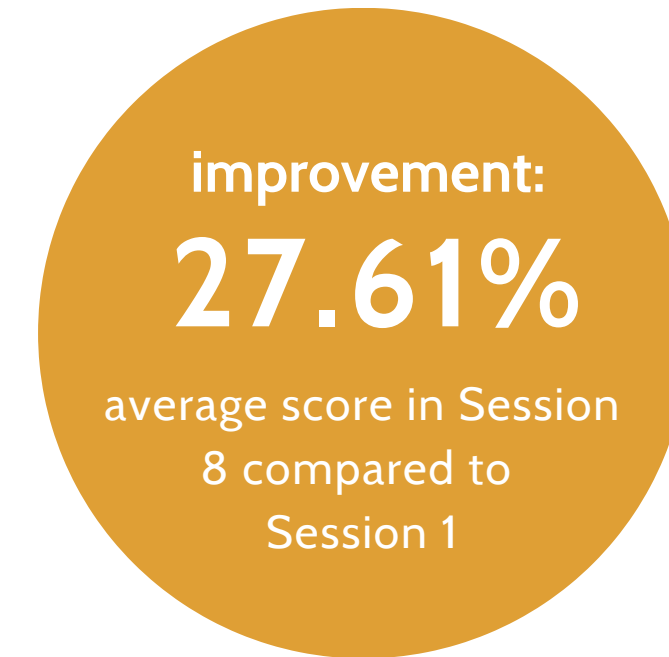


In the last month, how often have you felt that you were unable to control the important things in your life?



# Results (after 8 sessions)

In the last month, how often have you felt nervous and "stressed"?



In the last month, how often have you found that you could not cope with all the things that you had to do?

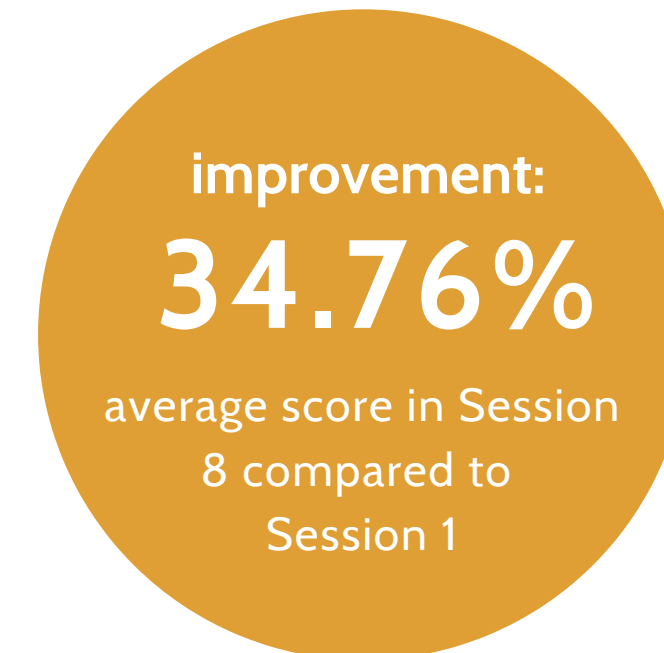


# Results (after 8 sessions)

In the last month, how often have you been unable to control irritations in your life?

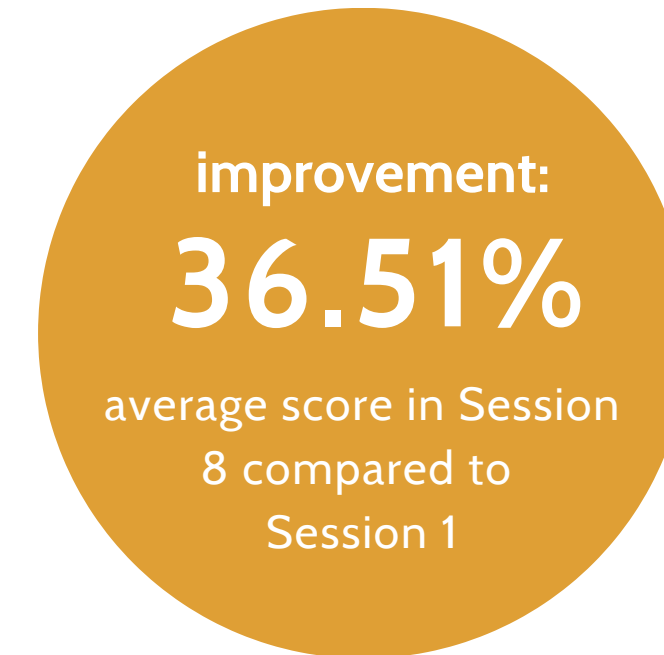


In the last month, how often have you felt that you were not on top of things?



# Results (after 8 sessions)

In the last month, how often have you been angered because of things that were outside of your control?



In the last month, how often have you felt difficulties were piling up so high that you could not overcome them?





# Get involved

## Sign up for resilience training

Boost personal and team well-being through Cybermindz' programs, designed specifically for cyber professionals.

## Mention Cybermindz

Spread the word in your networks, on social media and within your organisation to help this initiative grow.

## Give guest talks at Cybermindz events

Inspire and educate by sharing your expertise at Cybermindz webinars, masterclasses and conferences.

## Become an ambassador or volunteer

Build awareness of Cybermindz' mission and purpose, lead initiatives and help with events.

## Provide support

Enhance reach and program development with sponsorships, conference booths, services in kind or speaking opportunities.

## Collaborate on joint initiatives

Join forces as someone who shares Cybermindz' vision through co-hosted events, shared research projects or partnerships.

## Participate in the baseline study

Your insights help advance cybersecurity resilience. Contribute here:



# Participate in the baseline study

Your insights help advance cybersecurity resilience. Contribute here:

