

Leadership Strategy Worksheet: Preventing Burnout in Cybersecurity Teams

1. Self-Reflection as a Leader

How often do I model healthy work boundaries for my team?

Choices: Rarely | Occasionally | Consistently

Have I created space for psychological safety (e.g., 'It's okay to speak up or pause')?

Choices: Yes | Somewhat | Not Yet

When's the last time I asked someone how they're doing outside of a performance conversation?

Choices: This week | This month | Can't remember

Am I unintentionally rewarding overwork (e.g., praising 2 a.m. responses)?

Choices: Yes | Sometimes | No

2. Team Dynamics & Communication

Do we have regular, honest conversations about workload and fatigue?

Choices: Yes | Sometimes | No

How clear are roles, responsibilities, and expectations for each team member?

Choices: Very clear | Somewhat clear | Not clear

Are we debriefing high-stress weeks/incidents or just moving on?

Choices: Debrief regularly | Sometimes | Rarely

What would my team say is the #1 source of pressure right now?

3. Structural Support

- [] Rotating on-call responsibilities?

- [] Providing time off after major incidents?

- [] Delegating or deferring non-urgent work during peak threat times?

What process (or policy) is quietly harming morale and needs to be rethought?

4. Sustainable Culture Design

What values do we *actually* reward in our team culture (vs. what we say we value)?

How do we recognize effort that isn't tied to high-stress performance (e.g., daily grind, internal work)?

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In 1 sentence, describe the kind of environment I want to create for this team:

5. Commitments for the Next 30 Days

Normalize _____

Change _____

Ask _____

Stop _____
