

STRENGTHEN YOUR SECOPS TEAM BY LEVERAGING NEURODIVERSITY

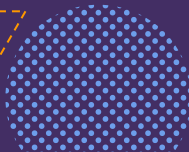
Outline

- Introduction
- The Problem
- The Solution
- Supporting Evidence
- How to Adapt
 - Examples



1.

Introduction



Introduction



- High Productivity
- Extreme attention to detail
- Logical/calculated
- Passionate
- Hyper-focused

Introduction

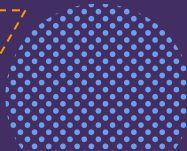


High Functioning Autistics



2.

The Problem



The Problem



High Functioning Autistic (HFA)
individuals are being overlooked

15% of people with autism in UK are employed full
time; no stats for US (probably similar)

Why?



NEWS • 7:29:10

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Report: Unemployment High Because People Keep Blowing Their Job Interviews



Another applicant blows it by describing his short-term goals as "getting this job."



WASHINGTON—With unemployment at its highest level in decades, the U.S. Department of Labor issued a report Tuesday suggesting the crisis is primarily the result of millions of Americans just completely blowing their job interviews.

1. HFA individuals struggle with traditional interviews

Why?



2. A widespread misunderstanding about
the HFA community

Why?



3. High Functioning Autistic (HFA)
behave... “uniquely”

Why?

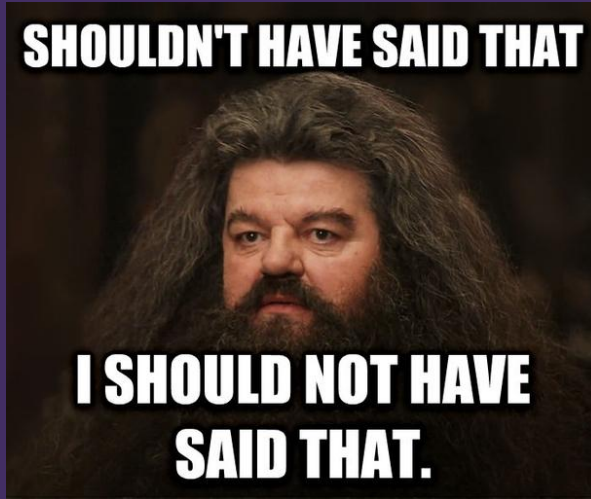


Why?



SHOULDN'T HAVE SAID THAT

**I SHOULD NOT HAVE
SAID THAT.**





3.

Evidence

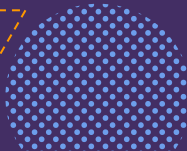


Exhibit 1 Tech Giants



- Software giant SAP wants 1% of their workforce to be made up of autistic employees by 2020
- Microsoft, New Relic, HP, etc. have autism hiring programs

Exhibit 2

Israeli Army



- Israeli Army's Visual Intelligence Division
- Soldiers monitor high-res sat images for suspicious objects or movements

Exhibit 3

Personal Experience

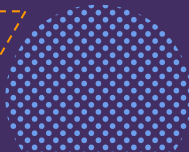


- Education
 - Success in Academia; B.S. in Math at 18; M.S. in DF at 21
- Work
 - Almost 1 year as an analyst w/ little prior experience in Cyber Security
- Other
 - Speaking at DEFCON



4.

The Solution



- Awareness
 - Look at the benefit they bring, not the challenges associated w/ their condition
- You will need to adapt for the employee
 - That is not a bad thing
- Like any other disability, be sure never to weigh your decision on a such things



The Solution



5.

How to Adapt



“

Forget how you manage neurotypical
employees

Example 1



Scenario: Employee tries to approach you with idea for a project. The team does not have the bandwidth for new projects at this time.

Example 1



Response to neurotypical employee:

We don't have the bandwidth for that right now. Bring it up again when we are less busy.

Response to HFA employee:

We don't have the bandwidth for that right now. Bring it up again in two weeks.



Example 2



Scenario: An analyst is on a couple major projects, has a handful of assigned tasks, and the regular day-to-day work.

Example 2



Working w/ neurotypical employee:

Make sure you are clear on what projects they are on, what tasks they have, and what their regular job duties are.

Working w/ HFA employee:

Same, but ***also*** help them learn what the priorities are.

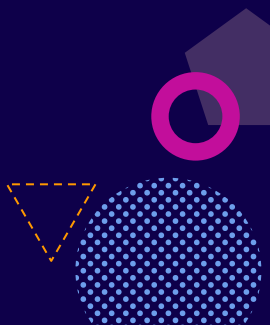


What HFA employees need

- Structure/Routine
- Clarity
- Patience/Understanding



What you get in return

- Productivity
 - Thorough Work
 - Dedicated/Passionate Employee
- 



- Try to be as specific as possible w/ tasks
- As time progresses, help teach the employee how to enable themselves



- Surprisingly beneficial to the employer

The slide features a dark purple background with the text "Thank you!" centered in a white, typewriter-style font. The corners are decorated with various geometric shapes: top-left includes a pink circle, a dashed yellow circle, a solid purple pentagon, a blue dotted circle, and a pink outline pentagon; top-right includes a blue triangle, a dashed yellow circle, a solid purple circle, a pink striped circle, and a blue outline pentagon; bottom-left includes a blue outline pentagon, a pink triangle, a yellow striped triangle, and a dashed yellow circle; bottom-right includes a pink ring, a dashed yellow triangle, and a blue dotted circle.

Thank you!