### **Duration: 4 hours**

### **Objective:**

Educate cybersecurity professionals, analysts, engineers, SOC personnel, and IT security teams on recognizing burnout, understanding its effects, and implementing strategies to manage it—ultimately fostering resilience and engagement.

## **Agenda**

### **Hour 1: Understanding Burnout in Cybersecurity *(30-minute presentation + 45-minute interactive session)***

* Introduction to the **MBI-CS survey** and its components
* Cybersecurity burnout statistics and industry trends
* **Interactive session:**
  + Group discussion: Identifying common signs of burnout within teams
  + Recognizing personal burnout triggers
  + Brainstorming strategies for burnout prevention and management

### **Hour 2: Emotional Exhaustion *(30-minute presentation + 45-minute case studies & role-playing)***

* Causes and effects of **emotional exhaustion** in cybersecurity
* **Case studies:**
  + An individual struggling with exhaustion due to constant security alerts
  + Group discussion: How can we support colleagues facing emotional exhaustion?
* **Role-playing exercise:** Practicing empathy and providing support

### **Hour 3: Depersonalization (Cynicism & Detachment) *(30-minute presentation + 45-minute interactive session)***

* Understanding **depersonalization**, its causes, and its impact on performance
* **Interactive session:**
  + Recognizing depersonalization in ourselves and others
  + Strategies for reducing cynicism and rebuilding engagement
  + **Case study:** The effects of depersonalization on cybersecurity professionals

### **Hour 4: Personal Accomplishment & Action Planning *(30-minute presentation + 45-minute strategy session)***

* The role of **personal accomplishment** in preventing burnout
* **Action planning:**
  + Identifying personal strengths and growth areas
  + Setting realistic goals for career fulfillment
  + Developing a personalized burnout prevention plan

## **Additional Recommendations:**

✔ Incorporate **MBI-CS survey results** from participants' teams or organizations for discussion.  
✔ Encourage **personal experiences and peer insights** on burnout and resilience strategies.  
✔ Provide **resources and learning materials** for continued burnout management.  
✔ Invite a **guest speaker** (e.g., mental health professional or cybersecurity leader) to share insights on burnout prevention.