

I'M OK, YOU'RE OK, WE'RE OK:

LIVING WITH ADHD IN INFOSEC





Who am I?



I was fired twice in the last two years...

Best thing ever!

Why?

Let me start from the beginning...

I have ADHD.. and it's ok

- Was diagnosed 3 years ago
- That explained a lot to me..
- Increasingly harder to find a job I cared about
- Many short employments
- Something had to change



ADHD 101



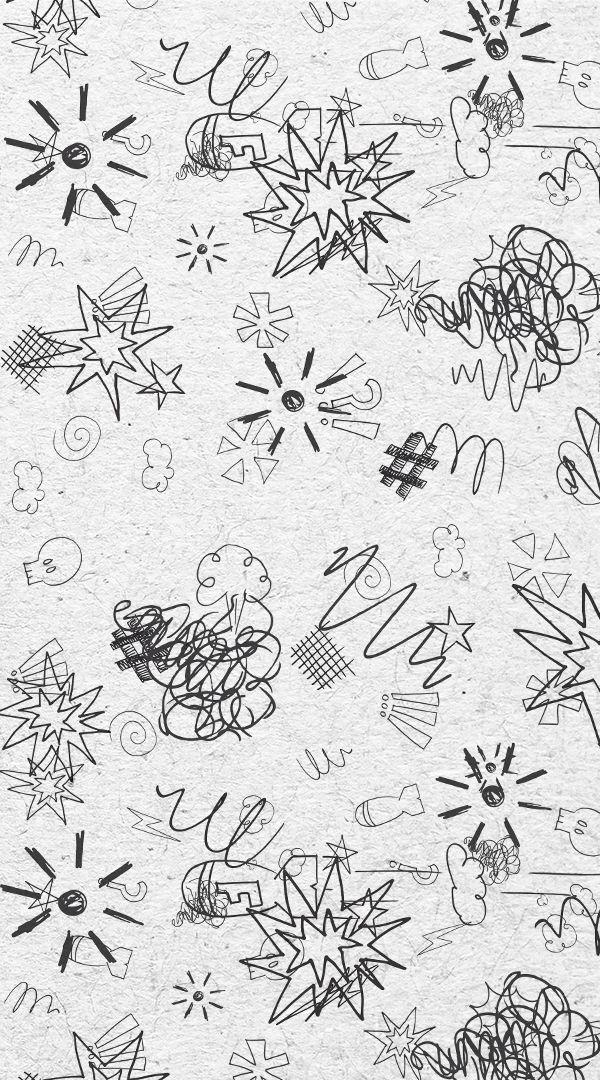
ADHD? ADD?

- AD/HD
- Attention Deficit /
- Hyperactivity Disorder
- Can have both or just one
- Attention Deficit alone = ADD



Examples of general indicators (1/2)

- Can't finish a project
- Difficulty organizing things
- Forget appointments or obligations
- Procrastinate focus tasks
- Fidget with hands or feet
- Overly active, compelled to things

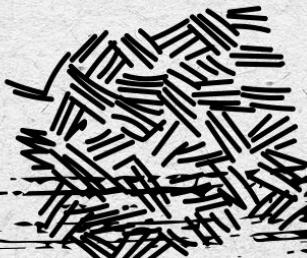


Examples of general indicators (2/2)

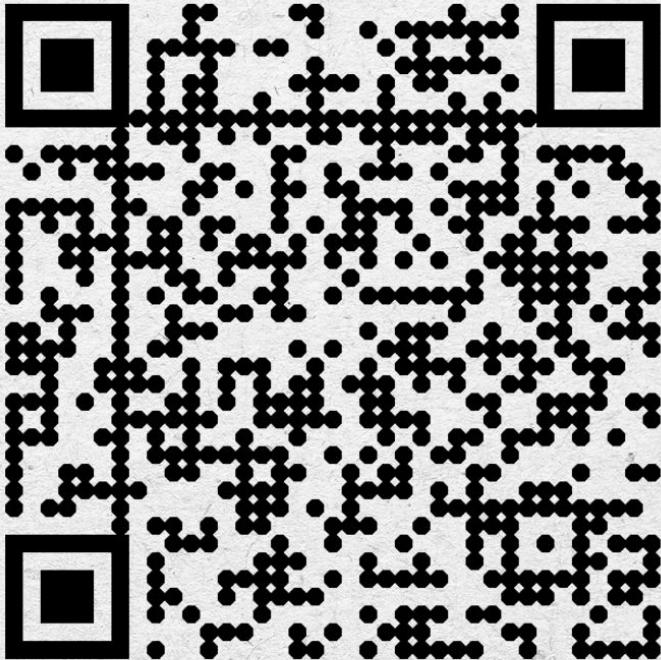
- Careless mistakes on boring/difficult projects
- Can't keep attention to boring/repetitive tasks
- Can't keep focus when people are speaking to you
- Distracted by noise around you
- Feel restless or fidgety
- Difficulty unwinding, can't relax
- Talking too much in social situations
- Interrupt other people's sentences
- Can't wait for your turn
- Interrupting others while busy



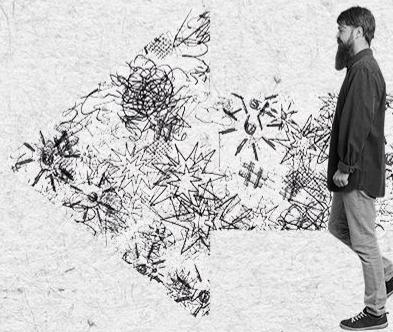
How about



yourself?



DON'T LET ADHD CONTROL YOUR LIFE



My challenges

Downers:

- Brain wants to avoid focus at all costs!
- Hard to concentrate/keep focus
- Bad at planning
- Bad short term memory
- Flatlined feelings
- Low level of dopamine



My challenges

Uppers:

- Getting ideas
- Thinking differently
- I rarely see limitations



Mitigating

- Medicine
- Headphones with 'ADHD focus music'
- Breathing exercises
 - Art of Living
- Job situation





**Make best out of
your (working) life**

Get the best job situation for you

No matter who you are:

You deserve the best job for you

Work to achieve that (no one else will)



Why getting fired was a good thing

Working towards what I am good at and requires:

- Diversity in tasks
- Only accept tasks I want
- Flexibility in working (when, how)
- Need for things to be simpler to be motivating

Conclusion:

I'm going freelance!



Lessons learned



Lessons learned

- No problem? No diagnosis!
- ADHD is ‘normal’ to have. Nothing to be ashamed about
- Find your weaknesses. Mitigate.
- When people know they can better understand; spouse, employer, friends..
- If you’ve met one person with ADHD..
- This is my ADHD. Not anyone else’s





ADHD at work

Advice for employees

- What can your employer do?
- **Make ADHD your superpower**
- Own responsibility to mitigate
- The right employer will support you



Advice for Employers

- Company policy is a good start (like in infosec)
- People all have different needs
- Be open to supporting it - diagnosis or not
- Think more flexible
- Don't ask 'what can I do to help you'
- Avoid letting people go is literally a win-win.



Helping companies understand the community

Understanding nerd culture (employees)

How to use the infosec community for:

- Marketing
- Employer branding

Where do they start? (by asking me 😊)



Career Hacking 101

- Focus on the job you want
- If that job doesn't exist, create it
- *It's all about happiness!*
- Bottom line: Careers can be hacked, too!

(scan QR for a great talk on this)





Questions?

I am always there to help



@klausagnoletti



@klausagnoletti@infosec.exchange



<https://www.linkedin.com/in/agnoletti>



klaus@relationssec.net



Coming soon(ish)

- Opinions (I have a lot of those)
- Whatever else I can help with (btw, I am freelance consultant)



Thanks for
your time

