



# These Violent Delights

Burnout Recovery and  
Prevention 101

# Why?

- Infosec has a **talent acquisition** problem
- Infosec has a **retention** problem
- Everyone has a **burnout** problem
  - Even if not everyone is burnt out

**2.72 million**

job openings in 2021

**56%**

admit to retention issues

**75%**

have burnt out

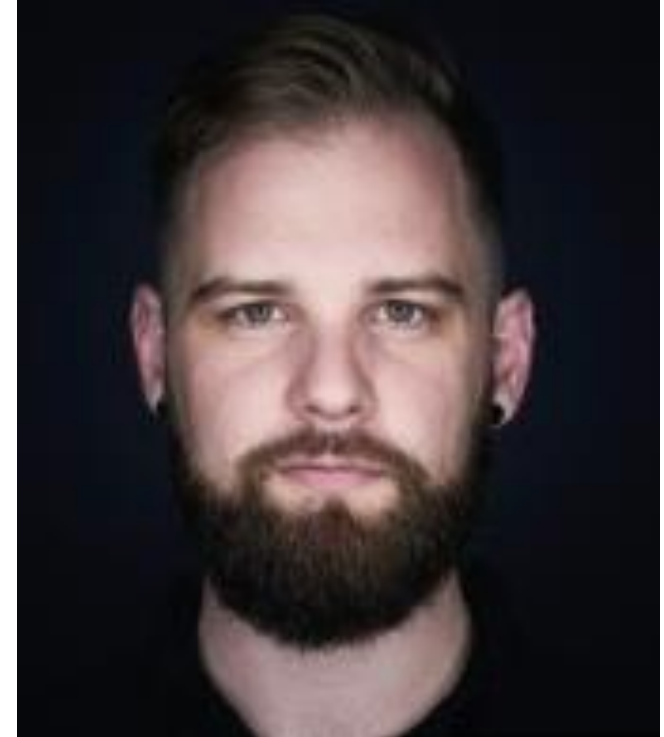
# Recovery First

- I can't find **any data** for recovery success
- I can find **plenty of data** for burning out
  - 75% of workers have experienced burnout. (FlexJobs)
  - 36% of employees said their organization isn't doing anything to help with employee burnout. (Eagle Hill Consulting)
  - Burned-out employees 2.6 times as likely to be actively seeking a different job. (Gallup)
  - More than three-quarters (76%) of respondents agree that workplace stress affects their mental health. (FlexJobs)
  - Only 60% of workers can strongly agree that they know what is expected of them at work. (Gallup)

# whoami

## Ryan Basden

- Manager of ./Renegade Labs
- Penetration tester with some certs
- Someone who has burnt out before
- **NOT:**
  - Medical professional
  - Psychiatrist
  - YOU





# My Story

- So, it was the year 2020



abject cynicism



# "Damn why do i always feel so tired and bad?" starter pack

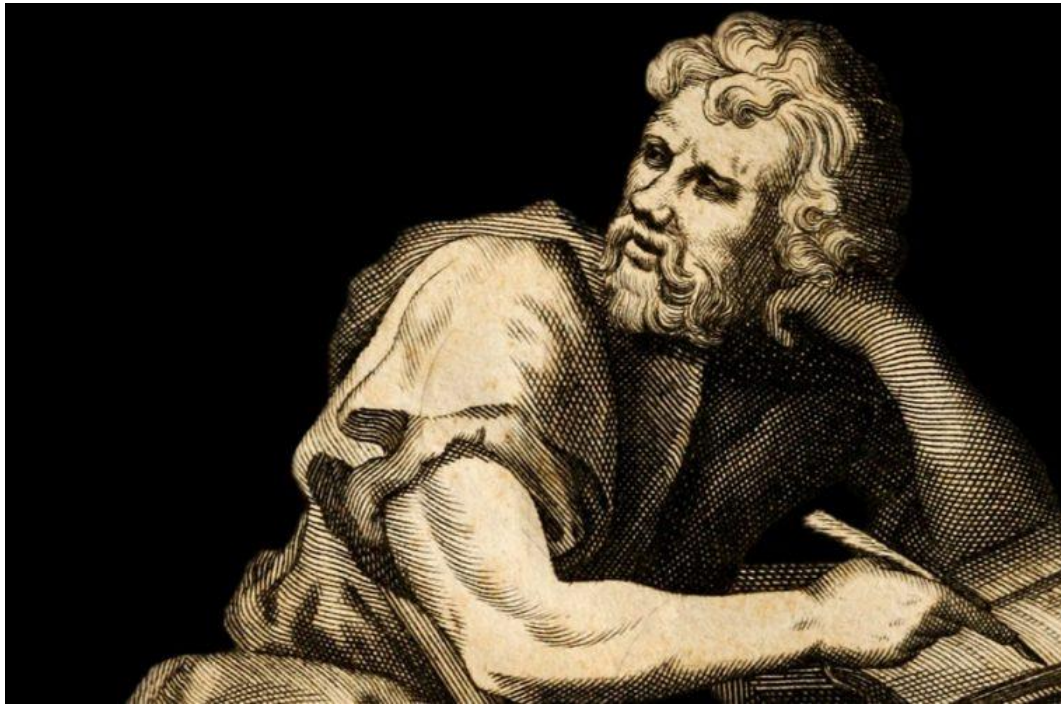


\*Does not go to therapy\*  
\*Drinks water but only if its "tasty"\*



# Path to Recovery

- Start with what you **can** control
- Inventory what you **cannot**



*“The chief task in life is simply this: to identify and separate matters so that I can say clearly to myself which are externals not under my control, and which have to do with the choices I actually control.”*



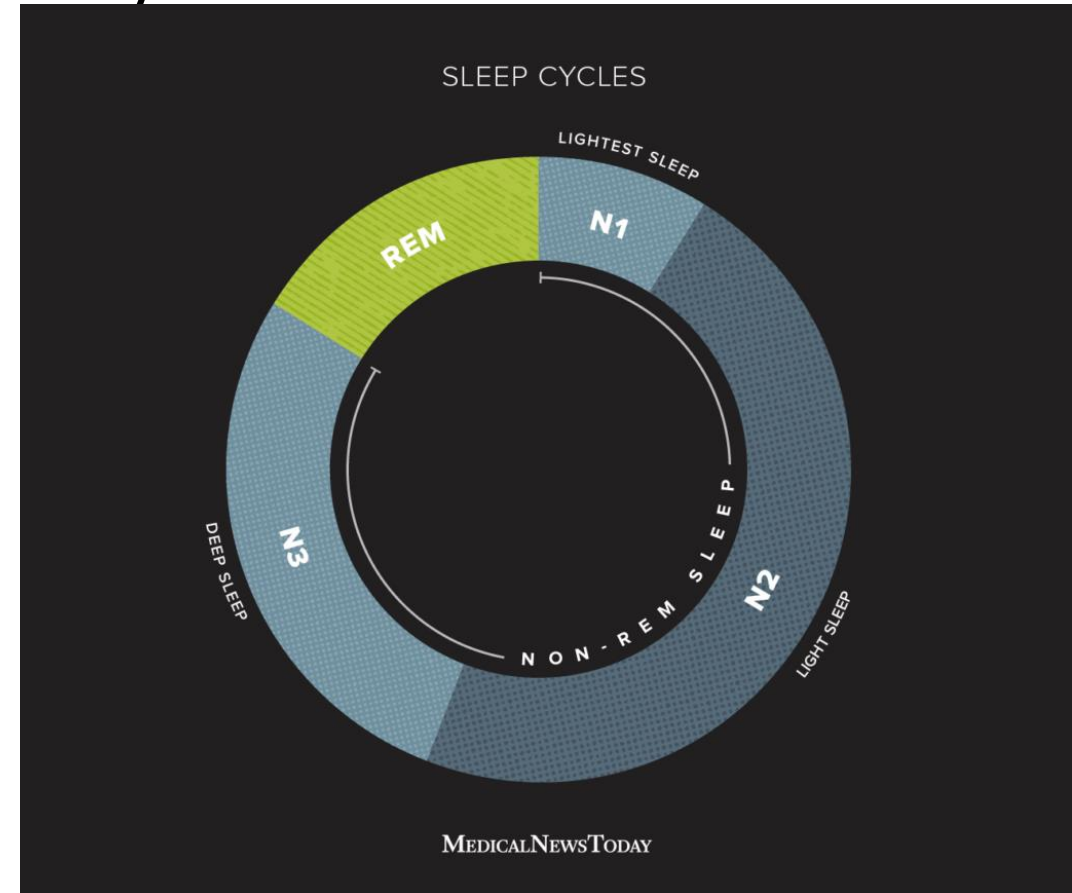
To be completely cured of  
newspapers, spend a year reading  
the previous week's newspapers.

Nassim Nicholas Taleb



# Sleep

- Going to sleep is a lot harder than waking up
  - Get up at the same time every single day
- Bedtime rituals are just as important
  - No caffeine after noon
  - Turn the lights down
  - Put the phone away
  - If you wake up, get up
  - Drink water immediately
  - Plan sleep in 1.5-hour increments



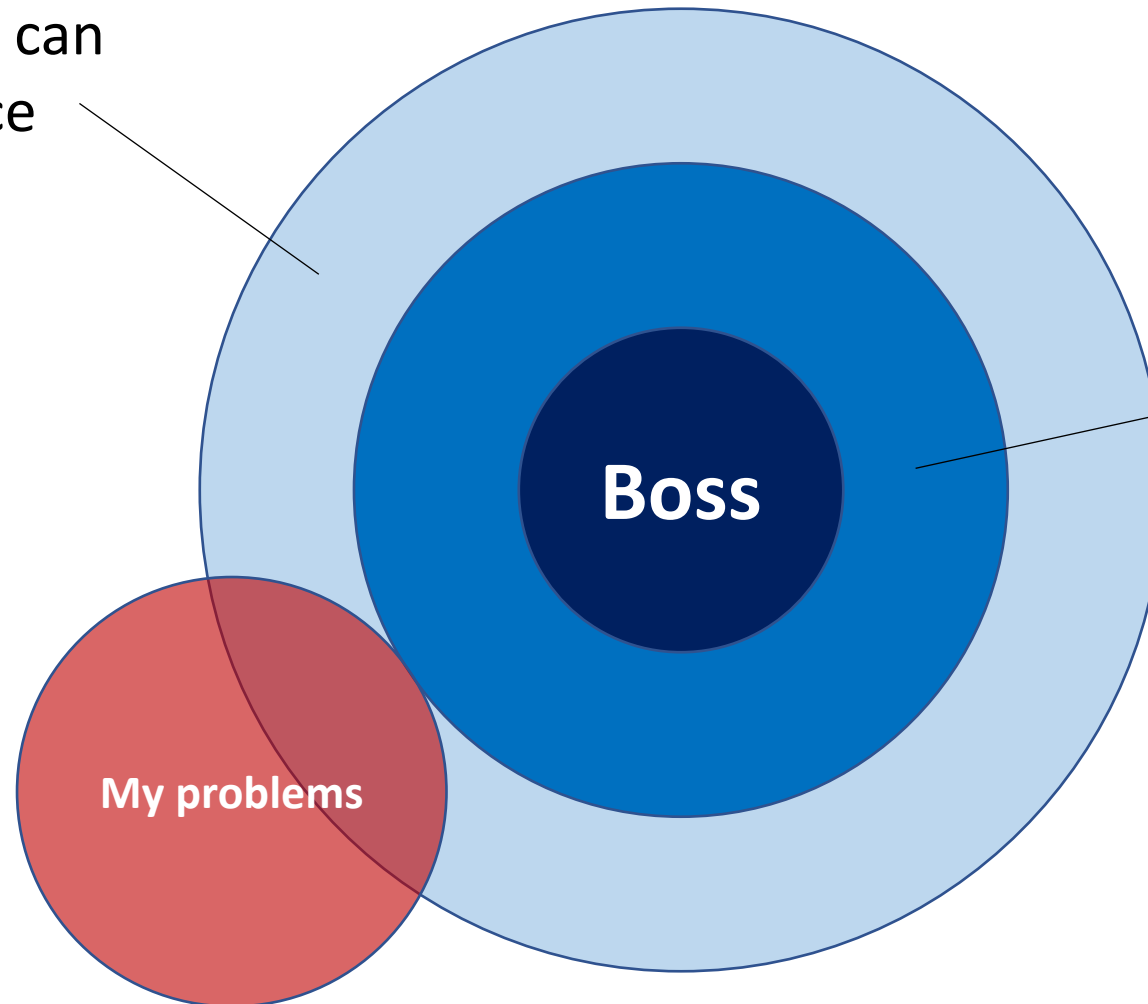
# Work

- Talk to someone

# Work

What they can  
influence

What they know  
about



My problems

**Boss**





**Farce Majeure** 🌹

@vathpela

Replying to @ktemkin

More so in the US than in other places, though. In the Netherlands it's a medical diagnosis, and you get disability pay (which isn't as shitty as in the US either) for it.

0:00 · 23 Aug 22 · [Twitter for Android](#)

1 Quote Tweet 19 Likes



**Ryan Basden** 🌻 @\_rybaz · 3d

Replying to @vathpela and @ktemkin

Hey there, I'm doing a talk on burnout this weekend, specifically around the idea of recovering. I would love to know more about this if you'd be willing to share details!



5



# Work

- Talk to someone
- Defend your sleep



# Work

- Talk to someone
- Defend your sleep
- Reclaim your phone





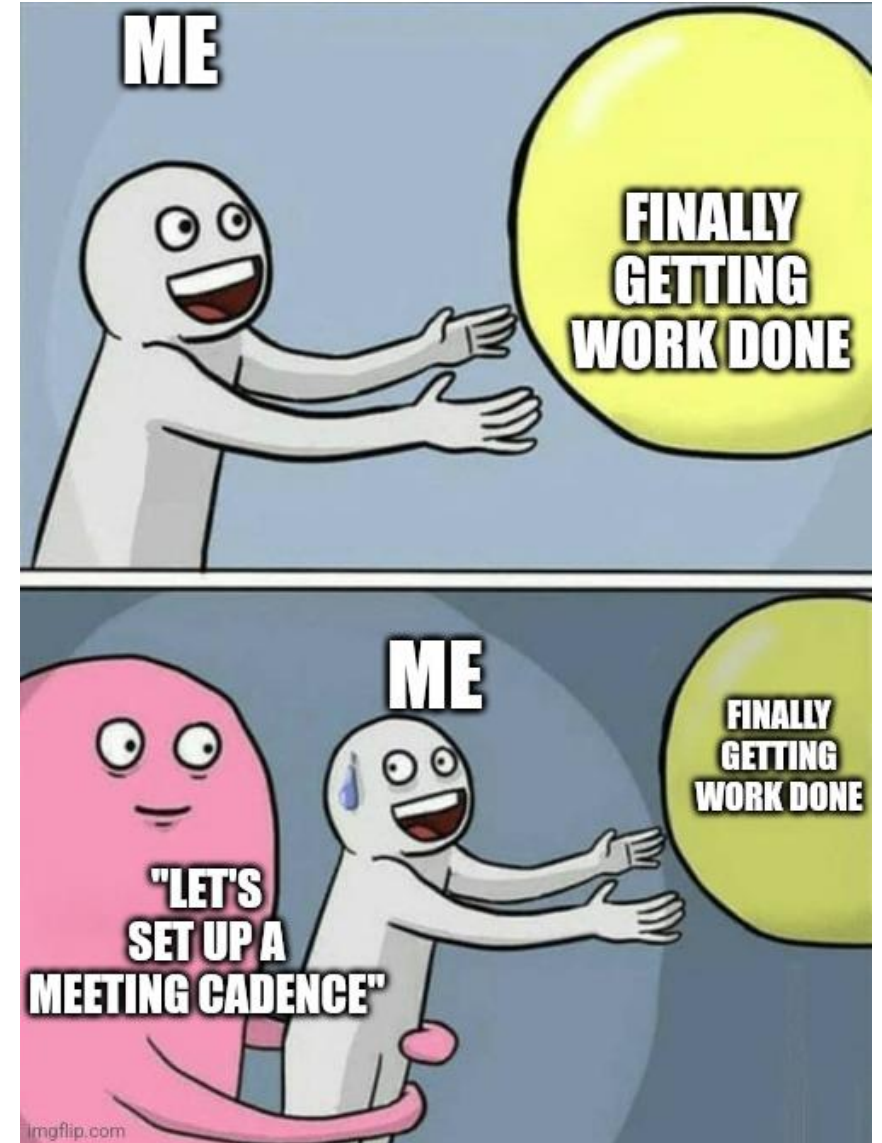
# Work

- Talk to someone
- Defend your sleep
- Reclaim your phone
- Consider the commute



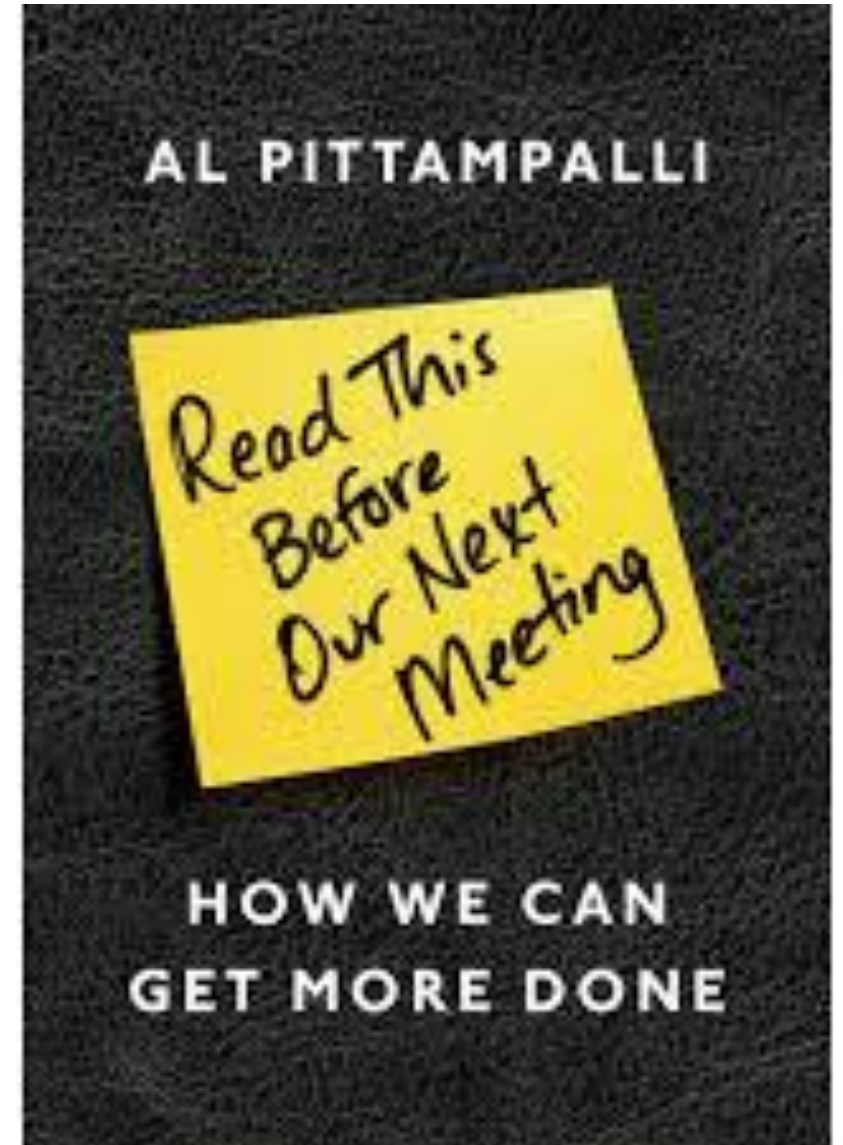
# Work

- Talk to someone
- Defend your sleep
- Reclaim your phone
- Consider the commute
- Reduce meaningless meetings



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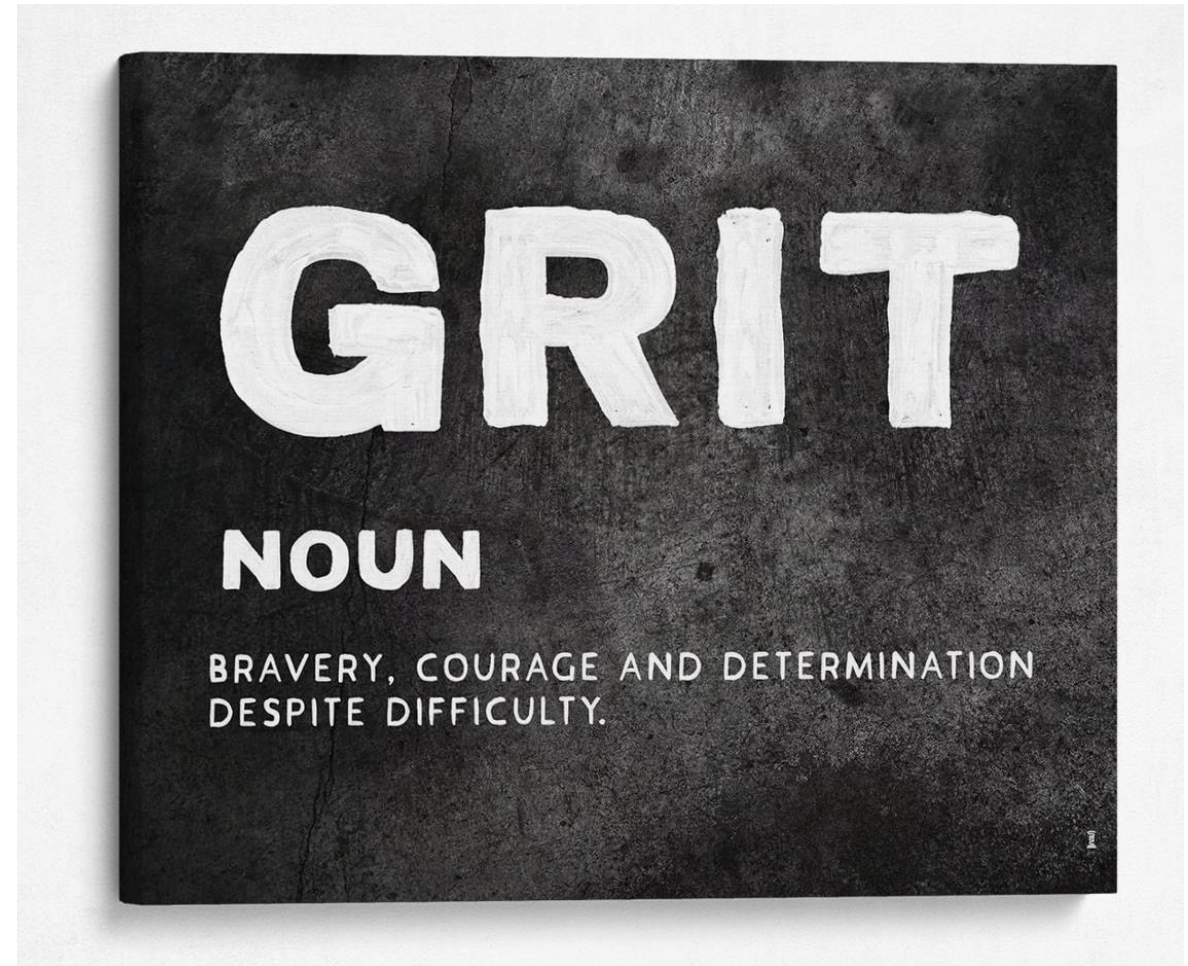
# Work

- Talk to someone
- Defend your sleep
- Reclaim your phone
- Consider the commute
- Reduce meaningless meetings
- Start and stop at the same times



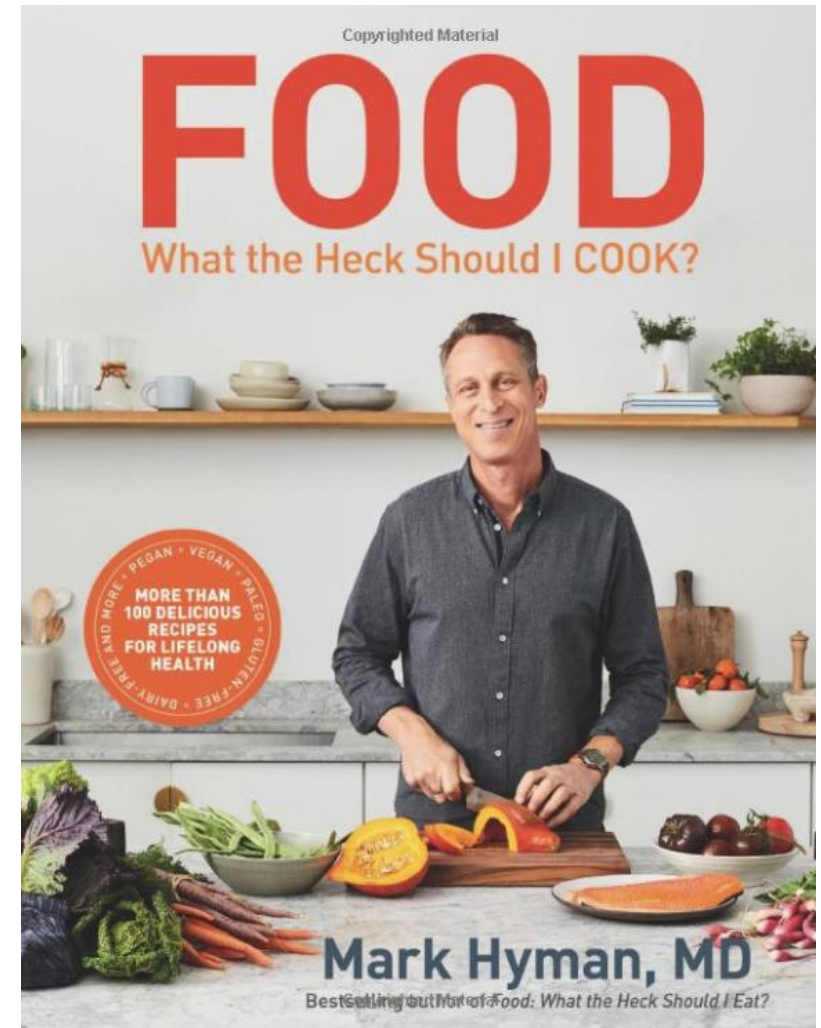
# Work

- Talk to someone
- Defend your sleep
- Reclaim your phone
- Consider the commute
- Reduce meaningless meetings
- Start and stop at the same times
- Learn when you can say “NO”



# Diet and Exercise

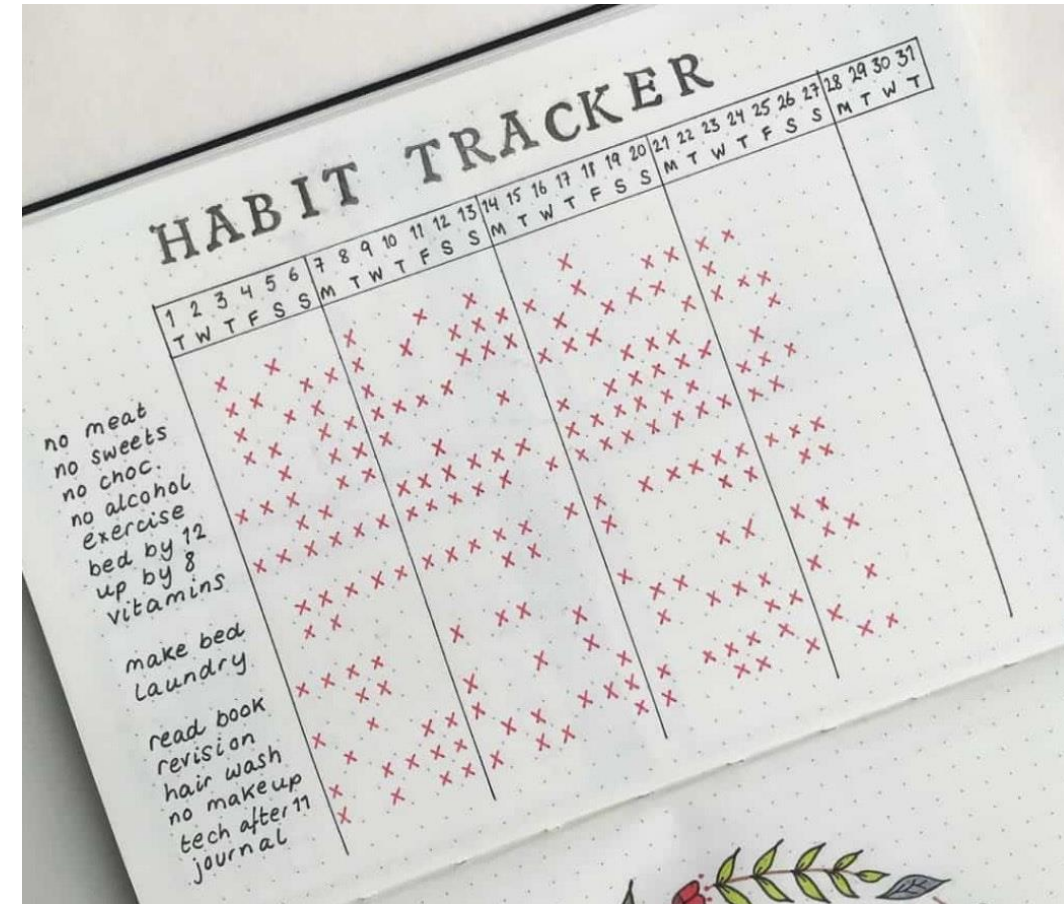
- Your energy levels are directly tied to what you consume
- Any exercise is good exercise
- **BONUS:**
  - Positively impacts your sleep





# Self-appreciation and Mindfulness

- Track your successes, no matter how small
- Track your recovery
  - Got up on time
  - Made coffee
  - Went for a walk





# Anything Other Than Infosec


- You need some hobbies (ideally that involve other people/nature)




# Getting Help



# Preventing More Burnout



Recovery  
==  
Implementation

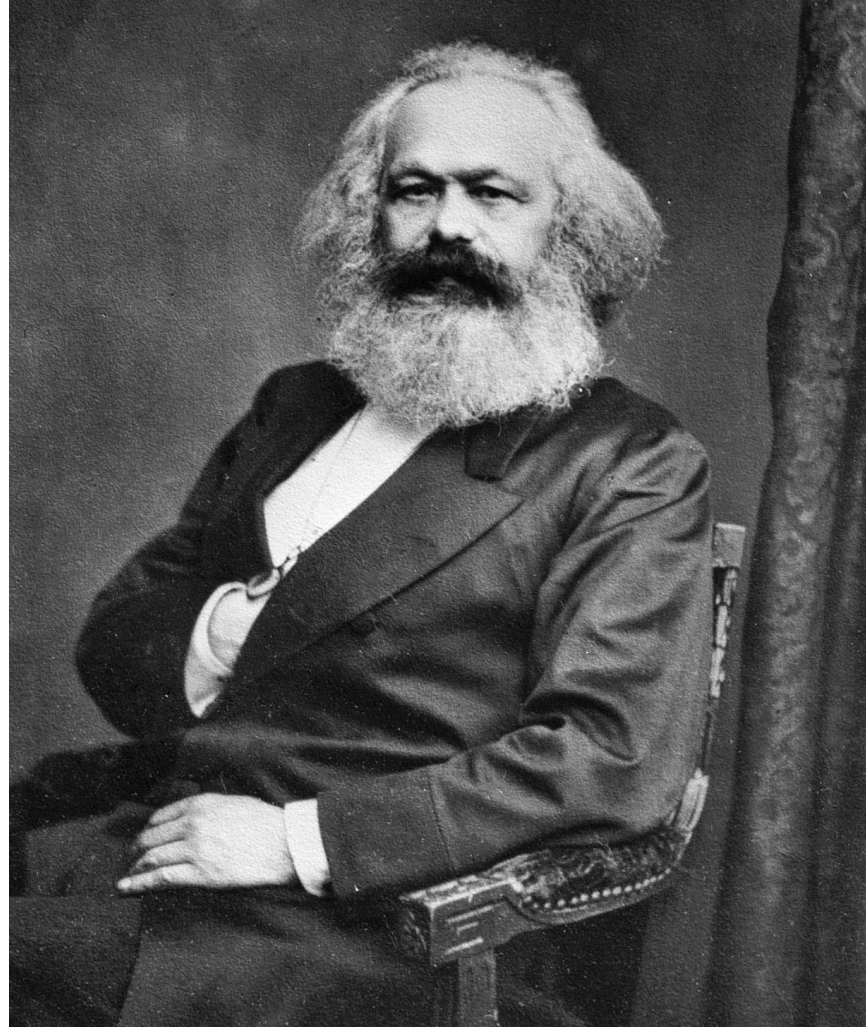


Prevention  
==  
Maintenance



What if it's not enough?

# Seize the means of production





~~Seize~~ Synthesize the means of production



# How the world changes

Thesis



Antithesis



Synthesis

?

Choose to be what companies compete for.