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1. Operational Definition: A state of high anxiety that impairs cognitive function, leading to procedural errors, misconfigurations, and clumsy execution during security-critical tasks.

2. Main Metric & Algorithm:

- **Metric:** Anxiety-Induced Error Rate (AIER). Formula: $AIER = \frac{N_{errors_during_high_anxiety}}{N_{total_errors}}$. We proxy “high anxiety” periods via high-severity incident counts.

- **Pseudocode:**

```
python

def calculate_aier(error_log, incident_log, time_window='1h'):
    """
    error_log: Logs of configuration errors, failed login bursts, failed script runs.
    incident_log: List of security incidents with severity and time.
    """
    # Identify time bins with active HIGH or CRITICAL severity incidents
    high_stress_windows = get_high_severity_incident_windows(incident_log)

    total_errors = len(error_log)
    errors_in_stress = 0

    for error in error_log:
        # Check if this error occurred during a high-stress window
        if is_during_window(error['time'], high_stress_windows):
            errors_in_stress += 1

    aier = errors_in_stress / total_errors if total_errors else 0
    return aier
```

- **Alert Threshold:** $AIER > 0.6$ (Over 60% of errors occur during high-anxiety periods).

3. Digital Data Sources (Algorithm Input):

- **SIEM/Syslog:** Logs for authentication failures, configuration management errors, script execution failures.
- **Ticketing System (Jira):** API to fetch incident data, including **severity** and **start_time/end_time**.

4. Human-to-Human Audit Protocol: During a low-stress period, interview analysts about recent high-severity incidents: “How did you feel during the incident? Can you walk me through your actions? Do you recall making any mistakes under pressure?”

5. Recommended Mitigation Actions:

- **Technical/Digital Mitigation:** Implement automated sanity checks and pre-commit checks for critical commands to catch errors before they are executed.

- **Human/Organizational Mitigation:** Introduce mindfulness and stress-management training into the SOC. Ensure adequate staffing and break schedules during major incidents.
- **Process Mitigation:** Develop and practice high-fidelity runbooks and playbooks for common high-stress scenarios to reduce cognitive load.