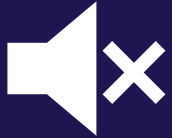


Mental Health in Focus - Managing Burnout and Finding Balance in Cybersecurity Work

December 3, 2025

Notes and Reminders



Attendees are muted: Due to the number of attendees, all participant microphones and cameras are automatically muted.



Webinar Recording: This webinar and the engagement tools will be recorded. An archive will be available at www.nist.gov/nice/webinars.



Submitting Questions: Please enter questions and comments for presenters in the Zoom for Government Q&A. Chat has been disabled for this event.



CE/CPE credits: The CEU form will be available on the event page after the event.



Rodney Petersen

*National Institute of
Standards and
Technology*



Amanda Berlin

Mental Health Hackers



Peter Coroneos

Cybermindz.org

Hey all,
I'm **Amanda!**



“

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of **energy depletion** or **exhaustion**;
- increased **mental distance from one's job**, or feelings of negativism or cynicism related to one's job; and
- reduced professional **efficacy**.

**“
In essence, burnout is an insufficient
coping response to chronic stressors in
the workplace**



Breaches

Overwork

Firedrills

Always On

PTSD

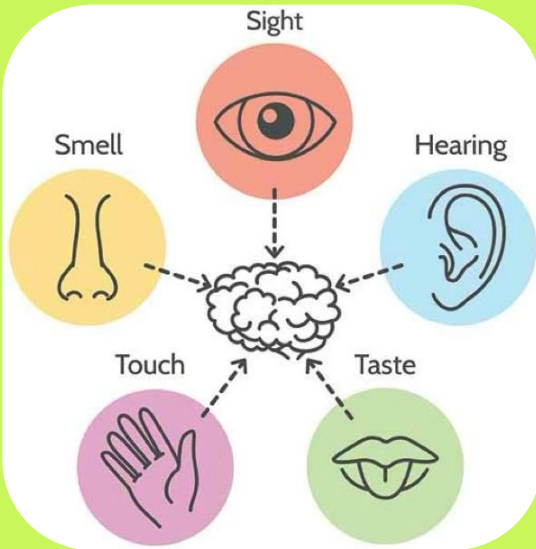
Stigma

Deadlines

Lack of Tools

Responsibility

But what can we do?



Grounding 5-4-3-2-1

**It's now safe to turn off
your computer.**

Find an activity



Get moving!

What can employers do?



>80%

OF EMPLOYEES

Treated for mental illness report improved levels of work efficacy and satisfaction



Flexibility

Start from the top

56% of employees think their company's execs care about their well-being

91% of the C-suite think their employees believe they care about it

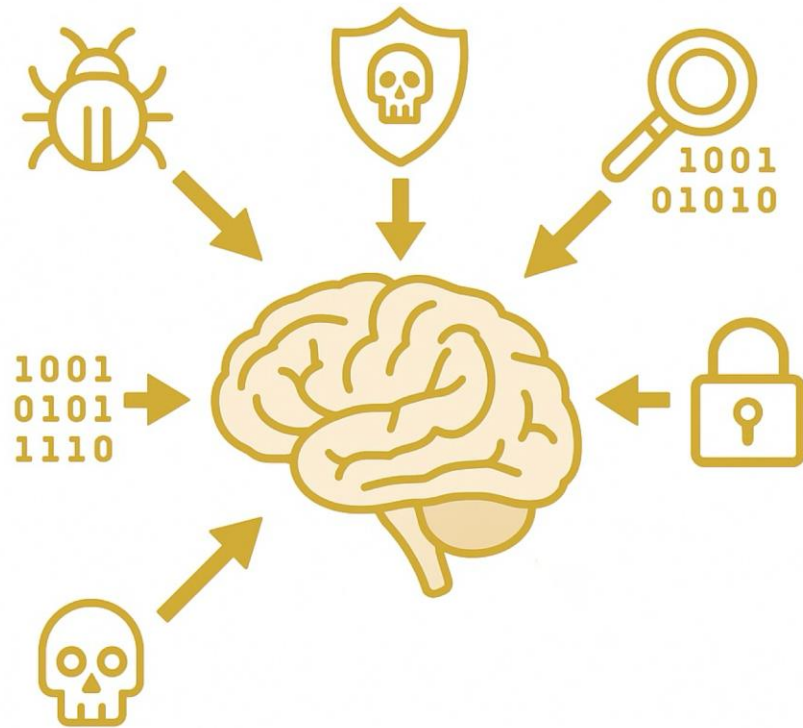


Q&A

Managing Burnout as a Operational Risk

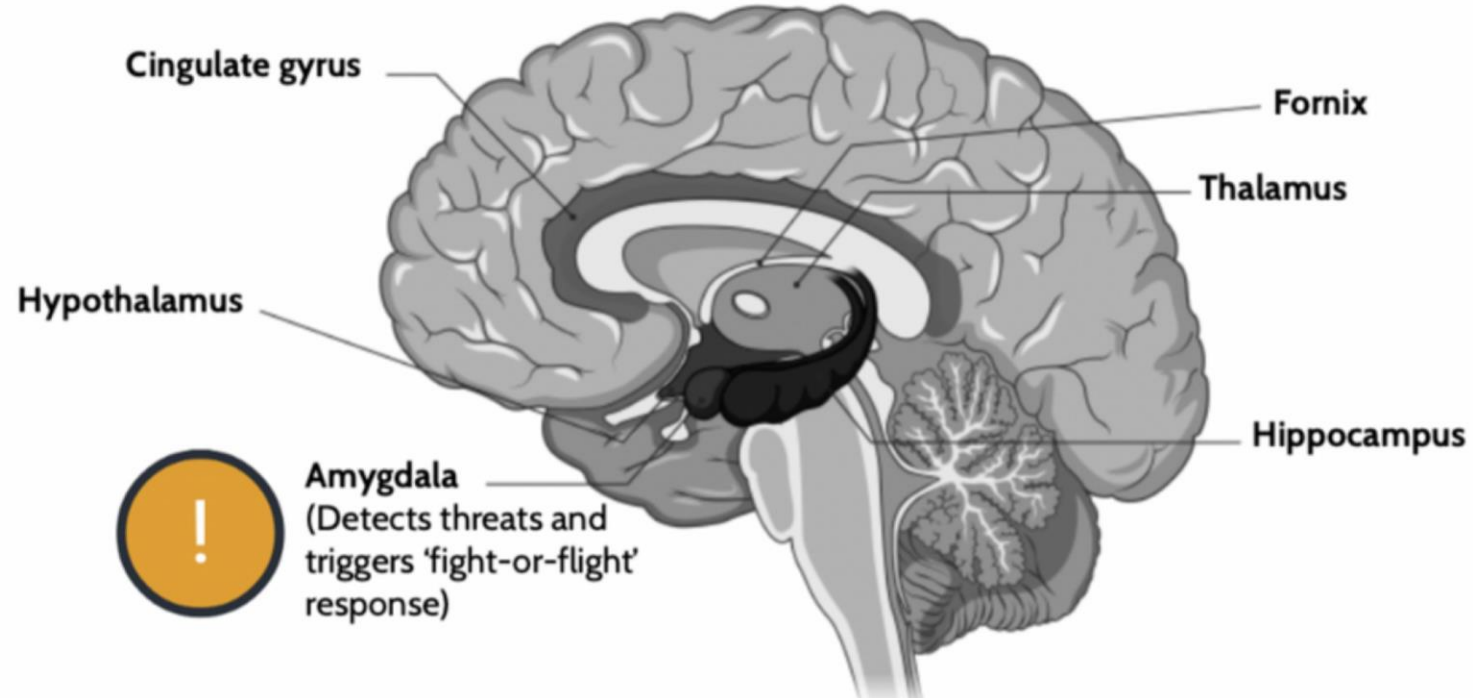
Protecting people to protect the mission

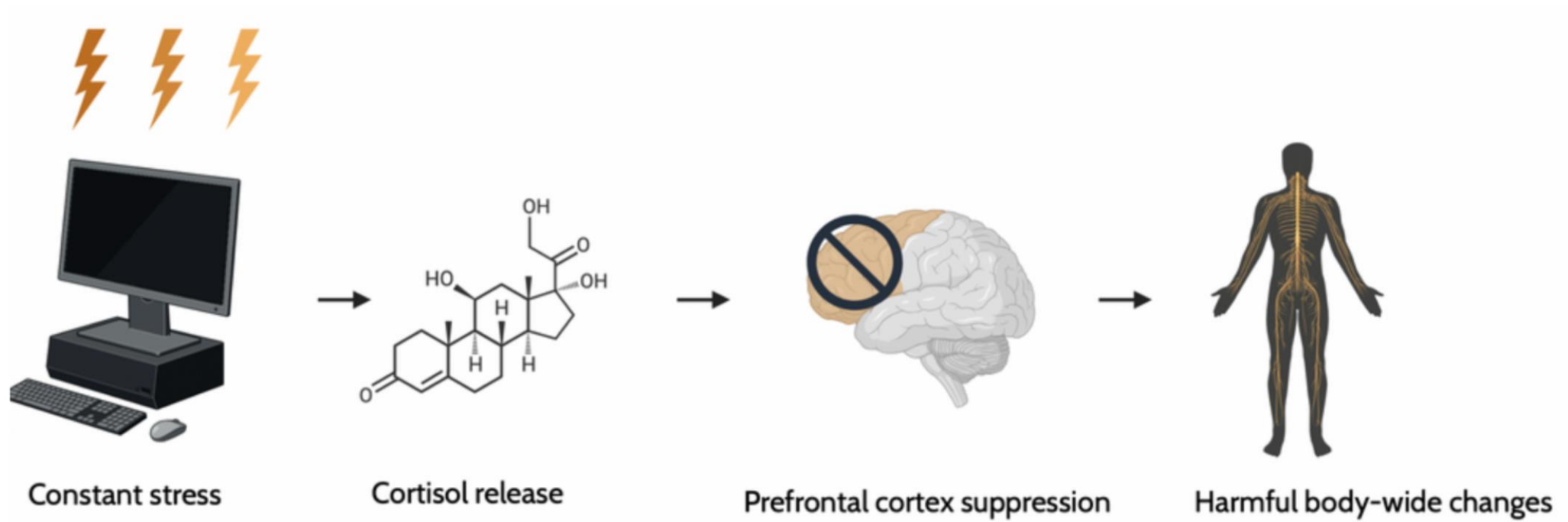
The Neuroscience of Burnout



The defender's brain is the new attack surface

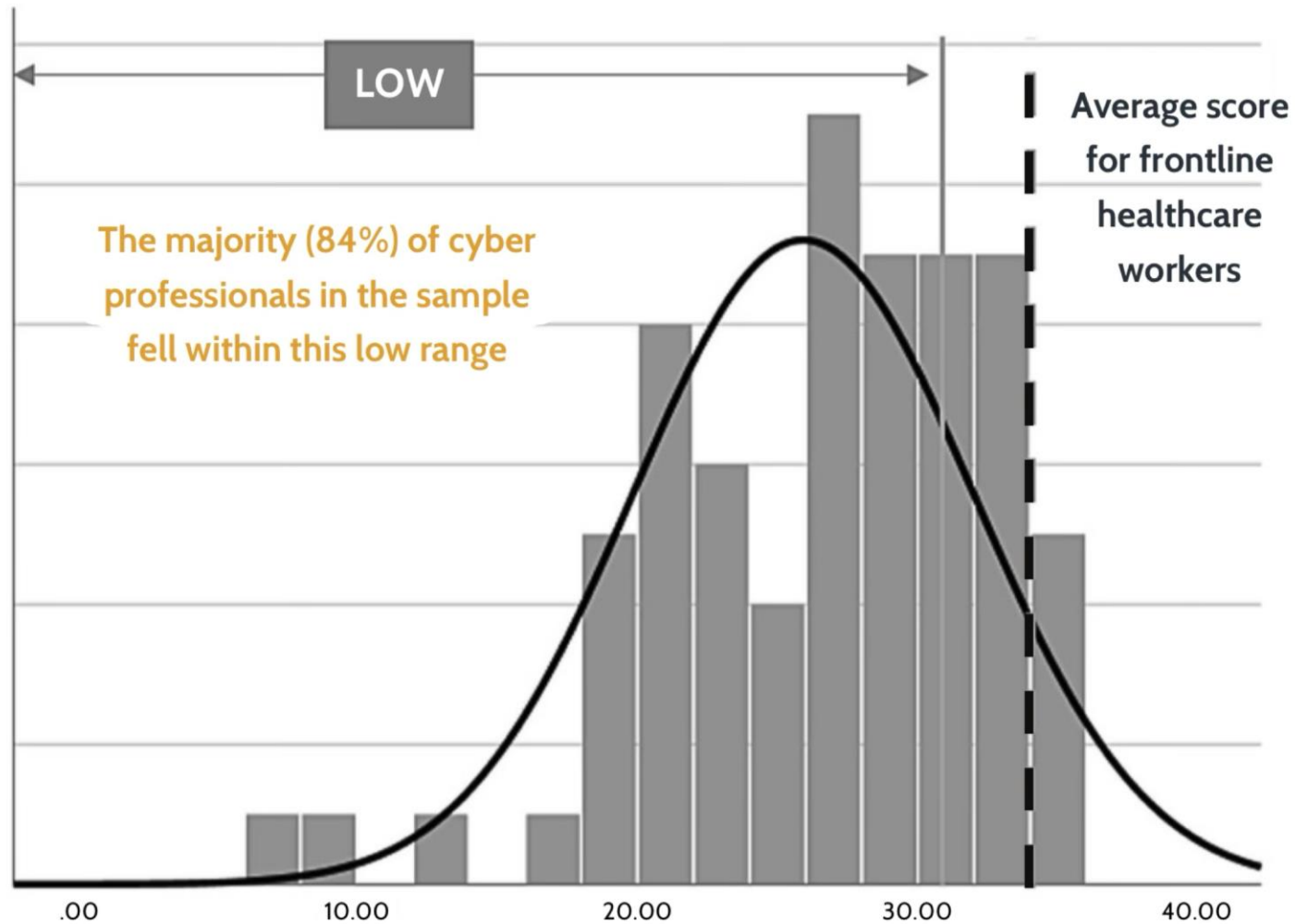
The Limbic System



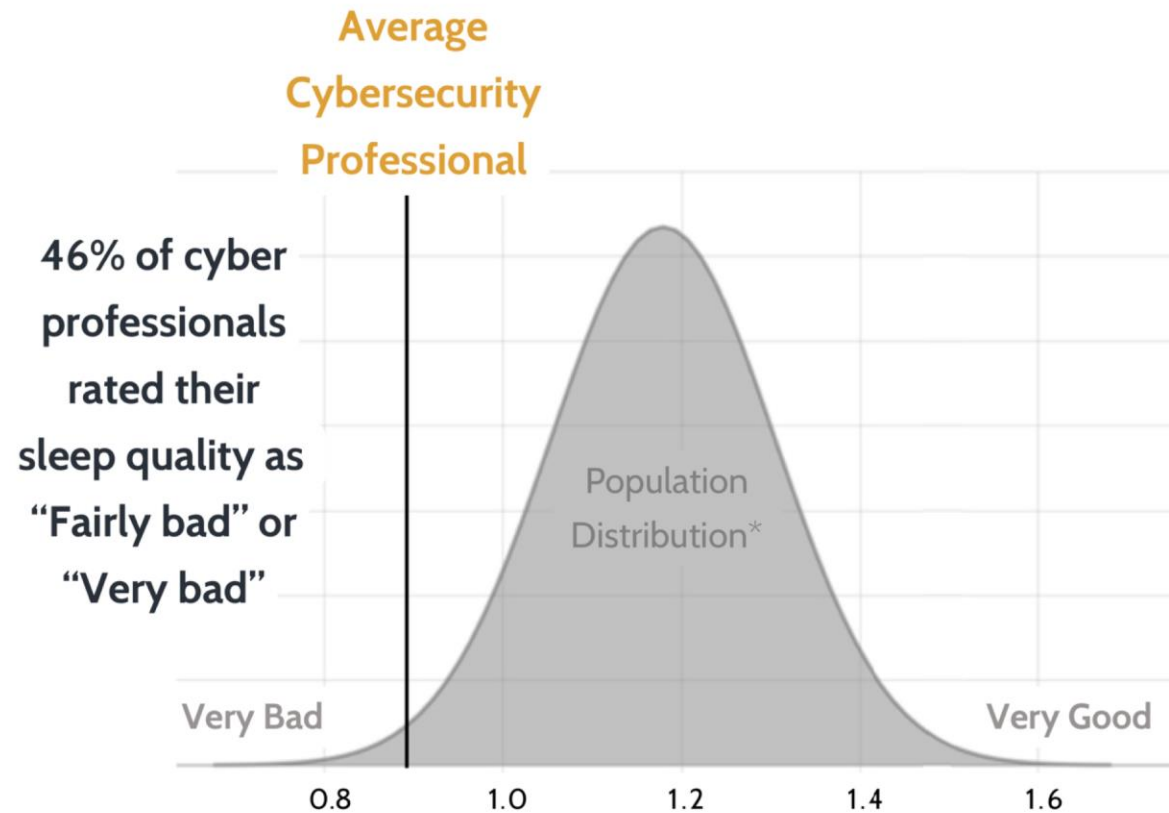


Burnout is the consequence of unmanaged chronic stress. It has three dimensions.





Lee, R. T., & Ashforth, B. E. (1996). A meta-analytic examination of the correlates of the three dimensions of job burnout. *Journal of applied Psychology*, 81(2), 123.



**Poor sleep
quality
=
progressively
and linearly
associated
with burnout**

Our latest research findings (released December 3, 2025)

N= 524 Global sample

Measurement using the Cybermindz Resilience Index™ (CRI) tool comprising 3 standardized psychometrics:

- Perceived Stress Scale (PSS)
- Pittsburgh Sleep Quality Index (PSQI)
- Maslach Burnout Inventory (MBI)

Stress Findings (from Cybermindz Resilience Index™ December 2025)

Groups showing the highest perceived stress levels in our dataset were:

Technical Operations & Infrastructure roles

(Tech Ops scored ~3x higher on stress than Consultants)

Participants aged 60+

(Respondents aged 60+ scored ~31% higher on stress than younger participants)

Female respondents

(Women showed stress scores around 25% higher than men.)

Cyber vs. non-cyber practitioners

(Cyber roles scored ~18% higher on stress than non-cyber roles.)

Sleep Findings (from Cybermindz Resilience Index™ December 2025)

The CDC defines “sufficient sleep” for adults as 7 or more hours per night.

*The average sleep duration in our U.S. sample was **just over 6 hours** (6.13h)*

*With an average PSQI score of **8.6/21** [higher = worse], our global sample meets the criteria for poor sleep quality and borders on clinically significant sleep disturbance.*

The top sleep issue in our US sample was waking up during the night or very early in the morning.

***43%** experienced this at least three times a week."*

*Globally, **43%** of respondents would rate their sleep as **bad or very bad**.*

Burnout Findings (from Cybermindz Resilience Index™ December 2025)

Emotional Exhaustion:

73% of respondents report moderate or high emotional exhaustion

Emotional Exhaustion in our US sample is ~10% higher than the global norm.

61% reported feeling 'used up at the end of the workday' on at least a weekly basis, with 23% feeling that way daily.

Professional Efficacy:

47% of respondents report moderate or low professional efficacy

Professional Efficacy in our US sample is ~4% higher than the global norm.

Cynicism:

79% of respondents report moderate or high cynicism

Cynicism in our US sample is ~13% higher than the global norm.

'I just want to do my job and not be bothered' — 61% feel this way at least once a week, including 26% who feel it every day.

The organisations leading the way treat mental resilience as a risk control measure.

By 2027, CISOs investing in cybersecurity-specific personal resilience programming [citing Cybermindz training] will see 50% less burnout-related attrition than peers who don't.

Gartner

The iRest® Protocol

Measurable outcomes from resilience training

Sleep

- sleep quality improved by over 30%
- use of sleep medications decreased by over 40%

In the last month, how often have you felt that you were not on top of things?



In the last month, how often have you been angered because of things that were outside of your control?



In the last month, how often have you felt difficulties were piling up so high that you could not overcome them?



In the last month, how often have you been
angered because of things that were outside of
your control?



In the last month, how often have you felt
difficulties were piling up so high that you could
not overcome them?



It begins with measurement



Additional resources



CYBERMINDZ.ORG

Defending our Defenders

Q&A

Panel Discussion

A photograph of a person's hands typing on a laptop keyboard, positioned on the left side of the image and partially obscured by a diagonal dark blue overlay.

Submit an event survey!

<https://www.surveymonkey.com/r/Dec2025NICEWebinar>

NICE Webinar Series



