STRENGTHEN YOUR SECOPS TEAM BY LEVERAGING NEURODIVERSITY
Outline

- Introduction
- The Problem
- The Solution
- Supporting Evidence
- How to Adapt
  - Examples
1. Introduction
Introduction

- High Productivity
- Extreme attention to detail
- Logical/calculated
- Passionate
- Hyper-focused
Introduction

High Functioning Autistics
2. The Problem
The Problem

High Functioning Autistic (HFA) individuals are being overlooked

15% of people with autism in UK are employed full time; no stats for US (probably similar)
Why?

1. HFA individuals struggle with traditional interviews.
2. A widespread misunderstanding about the HFA community
3. High Functioning Autistic (HFA) behave... “uniquely”
Why?

I'm unable to control the pitch or volume of my voice.
SHOULDN'T HAVE SAID THAT

I SHOULD NOT HAVE SAID THAT.
3. Evidence
Software giant SAP wants 1% of their workforce to be made up of autistic employees by 2020.

Microsoft, New Relic, HP, etc. have autism hiring programs.
Israeli Army’s Visual Intelligence Division

Soldiers monitor high-res sat images for suspicious objects or movements
Exhibit 3
Personal Experience

- **Education**
  - Success in Academia; B.S. in Math at 18; M.S. in DF at 21

- **Work**
  - Almost 1 year as an analyst w/ little prior experience in Cyber Security

- **Other**
  - Speaking at DEFCON
4. The Solution
● Awareness
  ○ Look at the benefit they bring, not the challenges associated with their condition
● You will need to adapt for the employee
  ○ That is not a bad thing
● Like any other disability, be sure never to weigh your decision on such things
5. How to Adapt
Forget how you manage neurotypical employees
Example 1

Scenario: Employee tries to approach you with idea for a project. The team does not have the bandwidth for new projects at this time.
Example 1

Response to neurotypical employee:
We don’t have the bandwidth for that right now. Bring it up again when we are less busy.

Response to HFA employee:
We don’t have the bandwidth for that right now. Bring it up again in two weeks.
Scenario: An analyst is on a couple major projects, has a handful of assigned tasks, and the regular day-to-day work.
Example 2

Working w/ neurotypical employee:

Make sure you are clear on what projects they are on, what tasks they have, and what their regular job duties are.

Working w/ HFA employee:

Same, but also help them learn what the priorities are.
What HFA employees need

- Structure/Routine
- Clarity
- Patience/Understanding

What you get in return

- Productivity
- Thorough Work
- Dedicated/Passionate Employee
● Try to be as specific as possible w/ tasks

● As time progresses, help teach the employee how to enable themselves
● Surprisingly beneficial to the employer
Thank you!