



ENIGMA

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Burnout and PCSD: Placing Team At Risk

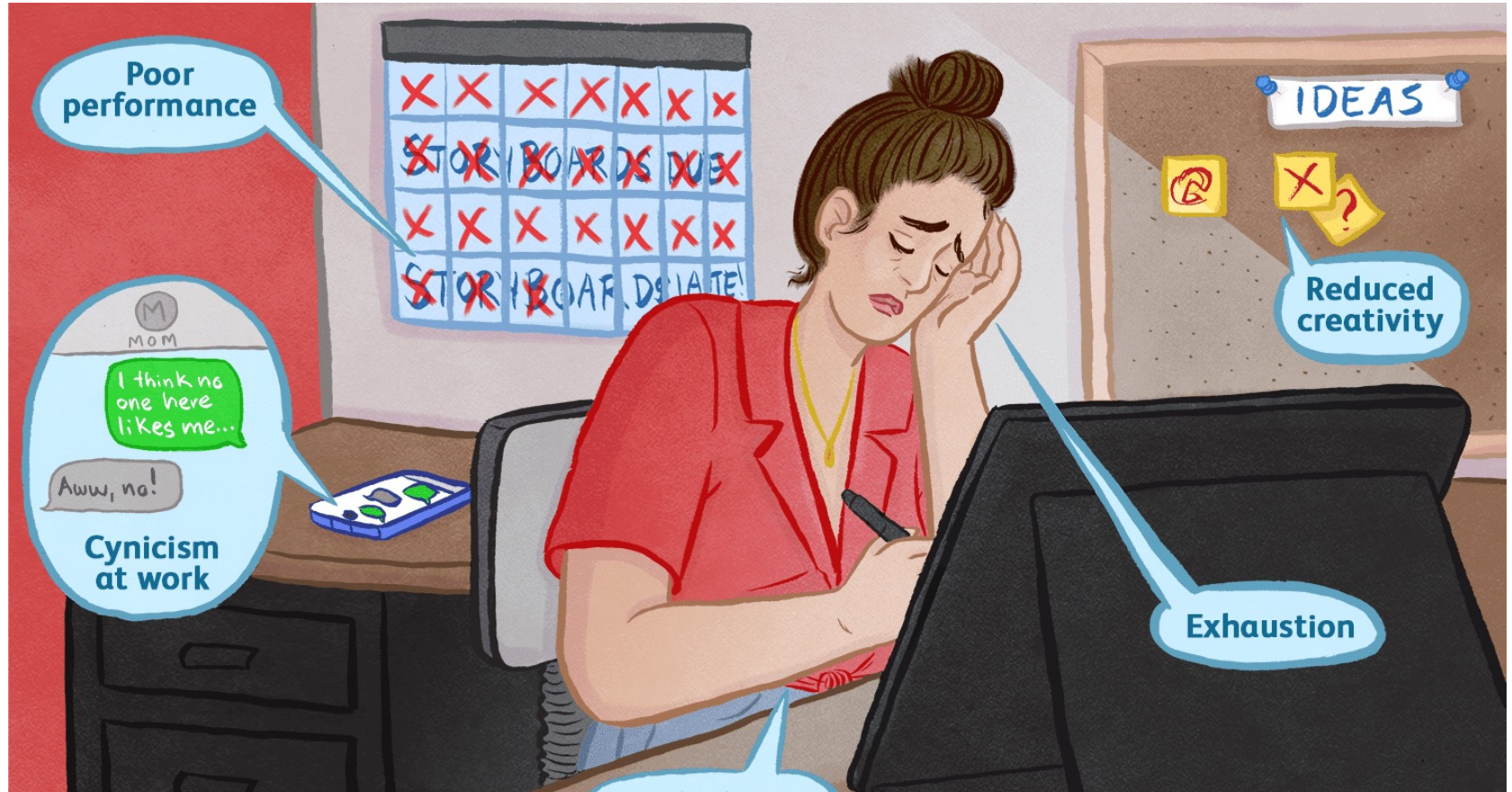


Warning: This talk discusses heavy subjects around mental health, including PTSD and suicide.

**The National Suicide Prevention Hotline:
800-273-8255**







**Biology impacts psychology.
Psychology impacts biology.**



Physical health

You always feel exhausted

Struggle to sleep

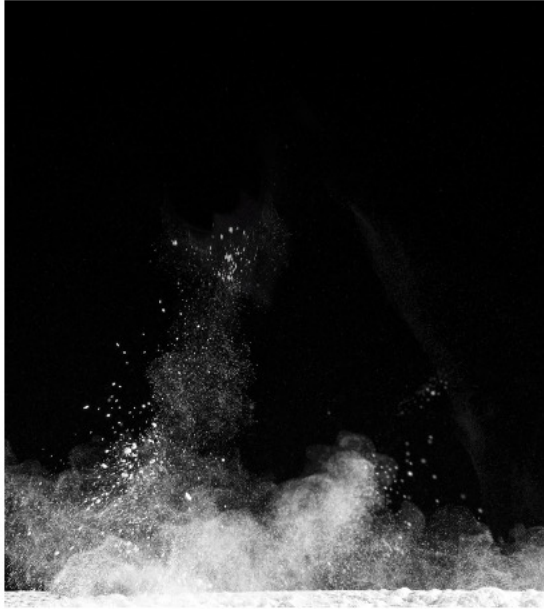
You suffer from anxiety and
depression...suicidal thoughts increase

You get sick often

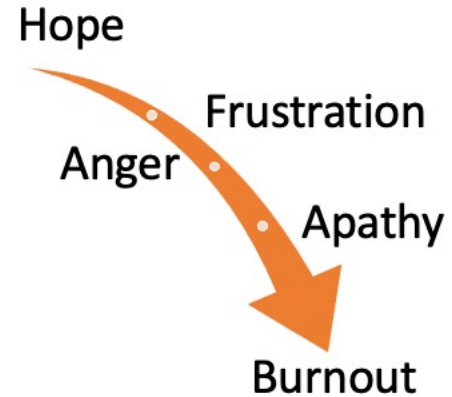
Your muscles get tight and sore (not in
a good way)

Cardiovascular problems increase





Burnout descent is quick



PTSD

Avoiding situations or people

Nightmares

Flashbacks

Changes in mood

Easily frustrated



Burnout & PTSD

- Exposure to trauma or extreme stressor
- Respond with fear, hopelessness, horror
- Sleep disturbances and nightmares
- Depression or withdrawal
- Mood changes, generalized irritability
- Avoid activities that promote recall of traumatic event



Post COVID-19 Stress Disorder (PCSD)

- Lack of hope, restriction of movement, grief/loss, and predictability by the pandemic has increased anxiety and depression
- Across the US, suicide idealization and attempts have dramatically increase due to COVID-19
- Increase of substance abuse and relapse has been noted across the US
- PCSD → Post COVID Stress Disorder introduced in 2020 as a result of growing PTSD connected to pandemic impact



How did we get here?

Hint: We are failing employees.



Top 10 reasons employers cause burnout

1. Poor leadership

2. Lack of organization caring

3. Role of other workers

4. Politics & Sabotage

5. Lack of organizational resources

6. Overly emphasis on ROI

7. Work overload

8. Poor communication

9. Unethical/illegal requests

10. No vision or direction by change leaders



WARNING



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No time to plan.

74% of orgs report having an ad-hoc or no Incident Response (IR) Plans.

52% with plans have no review or testing schedule.

94% of the Forbes 2000 list don't have vulnerability disclosure policies



Ignore the human element. Instead throw tools at it!

Organizations use more than 45 different security tools
(unknown trust level).

IR requires coordination of approx. 19 tools.

More tools cause slower remediation time and cost more
money.





Takeaway: Your behavior impacts the lives of your employees... and causes terrible security practices.

So be kind and make the following changes.



Step 1

Leaders need to face their created toxic environments



Step 2

Accept the new.



Step 3

Take some time off



Step 4

Support mental health by providing resources.



Last Step

Be kind and respect boundaries.



**Most importantly: we have the power
to change our industry and make it
better.**

Please don't forget that.



Thank you for existing!

Feel free to reach out @ChloeMessdaghi

