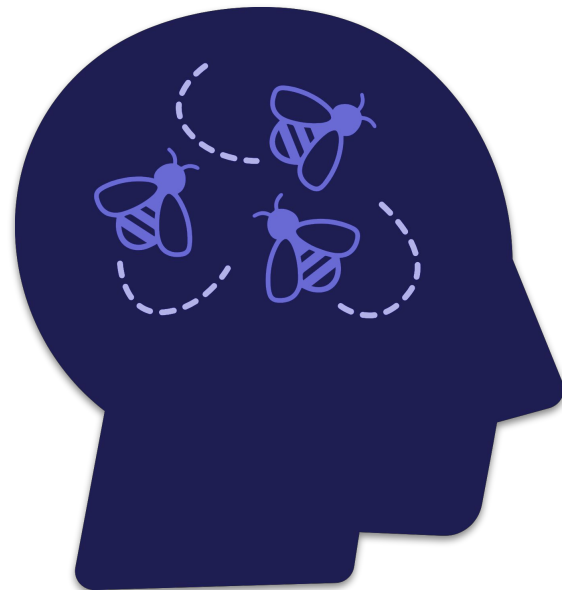


I'M OK, YOU'RE OK, WE'RE OK:

LIVING WITH AD(H)D IN INFOSEC



BSides Dublin – May 27 2023

WHO AM I?



I WAS FIRED TWICE IN THE LAST TWO YEARS...


Best thing ever!

Why?

Let me start from the beginning...




I HAVE ADHD.. AND IT'S OK

- Was diagnosed 3 years ago
 - That explained a lot to me..
 - Increasingly harder to find a job I cared about
 - Many short employments
 - Something had to change
- 



ADHD 101

ADHD? ADD?

- AD/HD
 - *Attention* Deficit /
 - *Hyperactivity* Disorder
 - Can have both or just one
 - Attention Deficit alone = ADD
- 

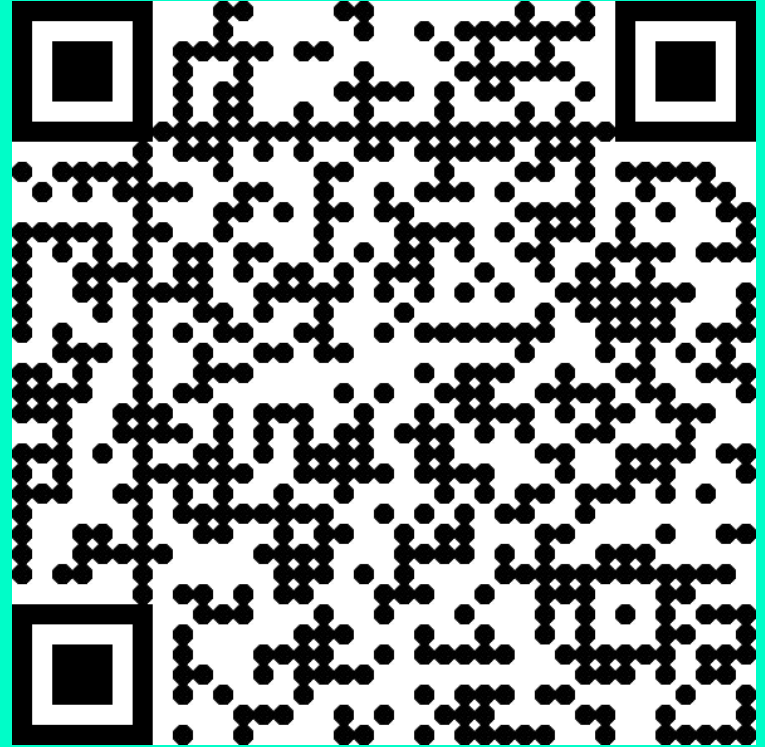
EXAMPLES OF GENERAL INDICATORS (1/2)

- Can't finish a project
- Difficulty organizing things
- Forget appointments or obligations
- Procrastinate focus tasks
- Fidget with hands or feet
- Overly active, compelled to things

EXAMPLES OF GENERAL INDICATORS (2/2)

- Careless mistakes on boring/difficult projects
- Can't keep attention to boring/repetitive tasks
- Can't keep focus when people are speaking to you
- Distracted by noise around you
- Feel restless or fidgety
- Difficulty unwinding, can't relax
- Talking too much in social situations
- Interrupt other people's sentences
- Can't wait for your turn
- Interrupting others while busy


HOW ABOUT
YOURSELF?
ADHD
SELF-ASSESSMENT



DON'T LET ADHD CONTROL YOUR LIFE


MY CHALLENGES

Downers:

- Brain wants to avoid focus at all costs!
 - Hard to concentrate/keep focus
 - Bad at planning
 - Bad short term memory
 - Flatlined feelings
 - Low level of dopamine
- 

MY CHALLENGES

Uppers:

- Getting ideas
 - Thinking differently
 - I rarely see limitations
- 

MITIGATING

- Medicine
- Learning about ADHD – Teach spouse
- Headphones with ‘ADHD focus music’
- Breathing exercises
 - Art of Living (available in [Ireland](#) too)
- Job situation



Elvanse[®]
(lisdex**amfetamine**
dimesylaat)

MAKE THE BEST OUT OF YOUR
(WORKING) LIFE

GET THE BEST JOB SITUATION FOR YOU

No matter who you are:

You deserve the best job for you

Work to achieve that (no one else will)



WHY GETTING FIRED WAS A GOOD THING

Working towards what I am good at and requires:

- Diversity in tasks
- Only accept tasks I want
- Flexibility in working (when, how)
- Need for things to be simpler to be motivating

Conclusion:

I'm going freelance!



LESSONS LEARNED

LESSONS LEARNED

- No problem? No diagnosis!
- ADHD is 'normal' to have. Nothing to be ashamed about
- Find your weaknesses. Mitigate.
- When people know they can better understand; spouse, employer, friends..
- If you've met one person with ADHD..
- This is my ADHD. Not anyone else's

ADHD AT WORK

ADVICE FOR EMPLOYEES

What can your employer do?

Make ADHD your superpower

Own responsibility to mitigate
The right employer will support you

ADVICE FOR EMPLOYERS

- Company policy is a good start (like in infosec)
- People all have different needs
- Be open to supporting it - diagnosis or not
- Think more flexible
- Don't ask 'what can I do to help you'
- Avoid letting people go is literally a win-win

HELPING COMPANIES UNDERSTAND THE COMMUNITY

Understanding nerd culture (employees)

How to use the infosec community for:

- Marketing
- Employer branding

Where do they start? (by asking me 😊)

CAREER HACKING 101

- Focus on the job you want
- If that job doesn't exist, create it
- *It's all about happiness!*
- Bottom line: Careers can be hacked, too! (scan QR for a great talk on this)



QUESTIONS?

I AM ALWAYS THERE TO HELP

 @klausagnoletti

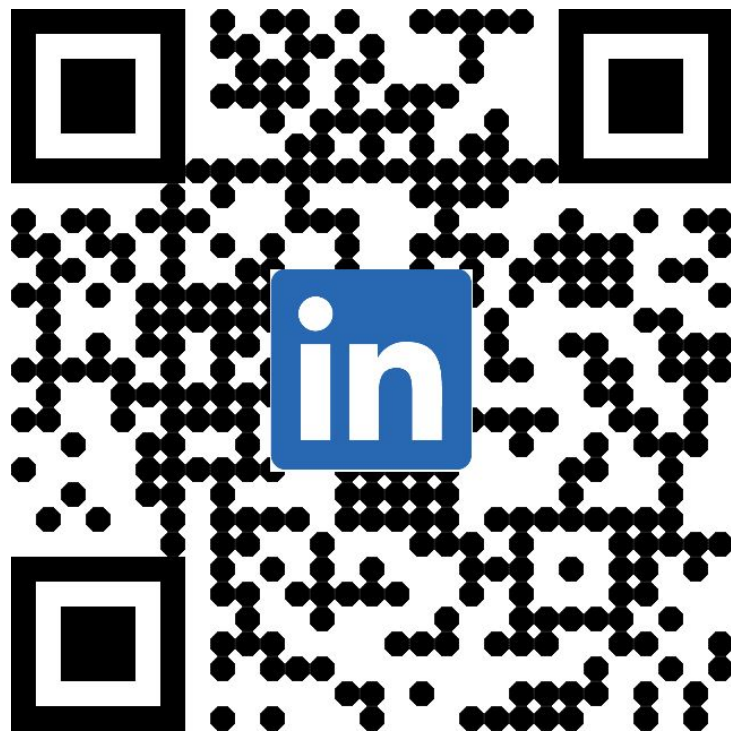
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 klaus@relationssec.net

 Coming soon(ish)

- Opinions (I have a lot of those)
- Whatever else I can help with (btw, I am freelance consultant)



THANKS FOR YOUR
TIME

