NARRATIVE IDENTITY & SECURITY: WHY DIVERSITY MATTERS

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We are the stories we tell
Narratives are key to our evolution

HOMO SAPIENS  LANGUAGE  STORYTELLING

Source/Concept for slide: Kevin Scott’s LinkedIn Pulse article “We Are The Stories We Tell”
https://www.linkedin.com/pulse/we-stories-tell-kevin-scott/
My Story
Narrative Identity Starts Early

Pick the title that best describes me:

- Mighty Mathematician
- Tremendous Team Player
- Ravenous Reader
- Amazing Artist
- Stellar Scientist
- Harmonious Helper
- Marvelous Musician
- Genius Geographer
- Awesome Athlete
How Security Folks See Themselves

DEFENDER / PROTECTOR

CLEVER TRICKSTER

ENGINEERING WIZARD

ACTUARIAL ASSESSOR
(I am large, I contain multitudes.)

Pick the title that best describes me:

- MIGHTY MATHEMATICIAN
- TREMENDOUS TEAM PLAYER
- WONDER WRITER
- RAVENOUS READER
- STELLAR SCIENTIST
- MARVELOUS MUSICIAN
- HARMONIOUS HELPER
- GENIUS GEOGRAPHER
- AMAZING ARTIST
- AWESOME ATHLETE
How Security Folks See Themselves
What We Do: Catalog vs. Identity

**OPERATIONS**
- Incident Response
- Vulnerability Management
- Consistent, thorough, practiced.

**CONSULTING**
- Offensive and Defensive
- We're the best firm out
- Timed and thousand engagements

**ENGINEERING**
- Security Automation and Monitoring
- Deciding and solving problems. Masters of scale.

**GOVERNANCE**
- Policy and procedures
- Enforce security and destiny.
- We're the best. What's right, and we make hard decisions.

**FOUNDATION**
- Executive

**TEAM**
- SRE, LEGAL, TRUST/SAFETY
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How do you know it’s working?

- The case of the cool bug
- The case of the money pit
Our Team Culture

- WIDE RANGE OF BACKGROUNDS & CAREER PATHS
- SUPPORTIVE CULTURE
- ROOM TO GROW
- TALENT MAGNETS
Our Approach

Fostering Development
- Mentorship
- Clear expectations for growth
- Manager accountability

Ensuring the best Hiring
- Work sample tests
- Standardized interview process
- Engage under-represented talent pools

Building the right Culture
- Recognition of unconscious bias
- Monitor and measure
- Dream Big, Know How to Have Fun, Get Stuff Done
Diversity Across Organizations

Aanchal Gupta
Director of Security at Facebook

Diversity of thoughts is so important in a team. We all got the same instructions, and yet the output is so diverse. #Diversity #Teambuilding #Hiring
Apply What You Have Learned

• Next week you should:
  • Brainstorm ideas about your team’s narrative.

• In the first three months following this presentation you should:
  • Have each team member identify their own roles and personality types.
  • Reorganize your team structure; find the balance between keeping the ship on course and optimizing for your team members’ strengths.

• Within six months you should:
  • Build these narrative principles into your hiring practices with an eye on hiring for team diversity.
Q&A

We Are the Stories We Tell