CYBERSECURITY CAREER TOOLKIT

INTRODUCTION

Welcome to your cybersecurity career toolkit!

Have you ever felt like breaking into cybersecurity is like skydiving without a parachute?

We get it! In fact, the question I am asked most frequently is 'there's so much information out there - where do I start? How do I know what is good and what isn't?'

To get you started with the answer, we've created this FREE resource to guide your jump into cybersecurity.It is inspired by 'The Flower Exercise' in the excellent book 'What Colour is Your Parachute?'

What You're Looking For:
- A roadmap to a cybersecurity career
- A mentor who 'gets you'
- A way to translate passion to skills

What We Offer:
- Mentoring for individuals - more than just talks; it's active learning.
- Mentoring for organisations - more than coaching; it reduces risk through 'borrowed' experience.

Why You Need This:
- Clarify your goals, as if you're picking the right landing spot.
- Build your capabilities, like strapping on a high-tech parachute.
- Cultivate confidence so you can leap without second thoughts!

Once you have completed this workbook you will have a much better idea of what you have to offer and what you are looking for in your career.

Best wishes,
Michala Liavaag
Founder of Cybility Consulting

Tool 1: Decoder Ring

"Choose a job you love, and you will never have to work a day in your life." - Confucius
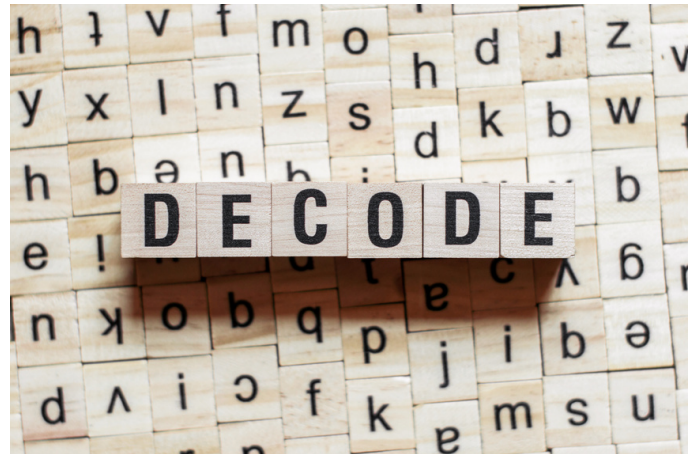
The Decoder Ring represents your skills and your ability to 'decode' what makes you happy in your job.

List the cybersecurity skills you find engaging.
Is it ethical hacking, risk analysis, or maybe incident response?

Prioritise them based on your level of interest.

Analysis	Programming	Incident Response	Security Ops
Data Analysis	Python	Incident Detection	Intrusion Detection
Risk Assessment	Java	Incident Coordination	Traffic Analysis
Threat Modeling	C++	Incident Reporting	Firewalls
Log Analysis	Shell Scripting	Triage	VPNs
Networks	**Cryptography**	**Systems Admin**	**Cloud Security**
TCP/IP	Key Management	Virtualization	Cloud Config
DNS	Symmetric Crypto	Patch Management	Cloud Monitoring
Routing	Asymmetric Crypto	Backups	Cloud Firewalls
Compliance	**Testing**	**Forensics**	**IoT Security**
GDPR	Penetration Test	Disk Imaging	Device Hardening
ISO 27001	Code Review	Data Recovery	Network Isolation
SOC 2	Usability Testing	File Analysis	IoT Encryption

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Tool 1: Decoder Ring

Feel free to refer to this alphabetised list when building or evaluating skillsets

Active Listening	Decision Making	Problem-Solving
Adaptability	Diplomacy	Project Management
Analytical Thinking	Emotional Intelligence	Resilience
Attention to Detail	Ethical Judgement	Resourcefulness
Business Acumen	Initiative	Risk Assessment
Change Management	Influence/Persuasion	Sales Skills
Client Management	Interpersonal Skills	Self-Awareness
Coaching Skills	Leadership	Self-Motivation
Communication	Learning Agility	Stakeholder Management
Compliance Understanding	Mentoring	Strategic Planning
Conflict Resolution	Multitasking	Teamwork
Critical Thinking	Negotiation Skills	Time Management
Cultural Awareness	Presentation Skills	Tolerance for Ambiguity
Customer Service	Prioritisation	Written Communication

Decoding...

Strengths	Weaknesses

My decoder ring of choice is...

Tool 2: Compass

"Culture eats strategy for breakfast."
- Peter Drucker

The Compass represents the work environment that makes you happy in your job.

Describe your ideal cybersecurity workspace. Is it a startup, a corporate SOC, or remote work?

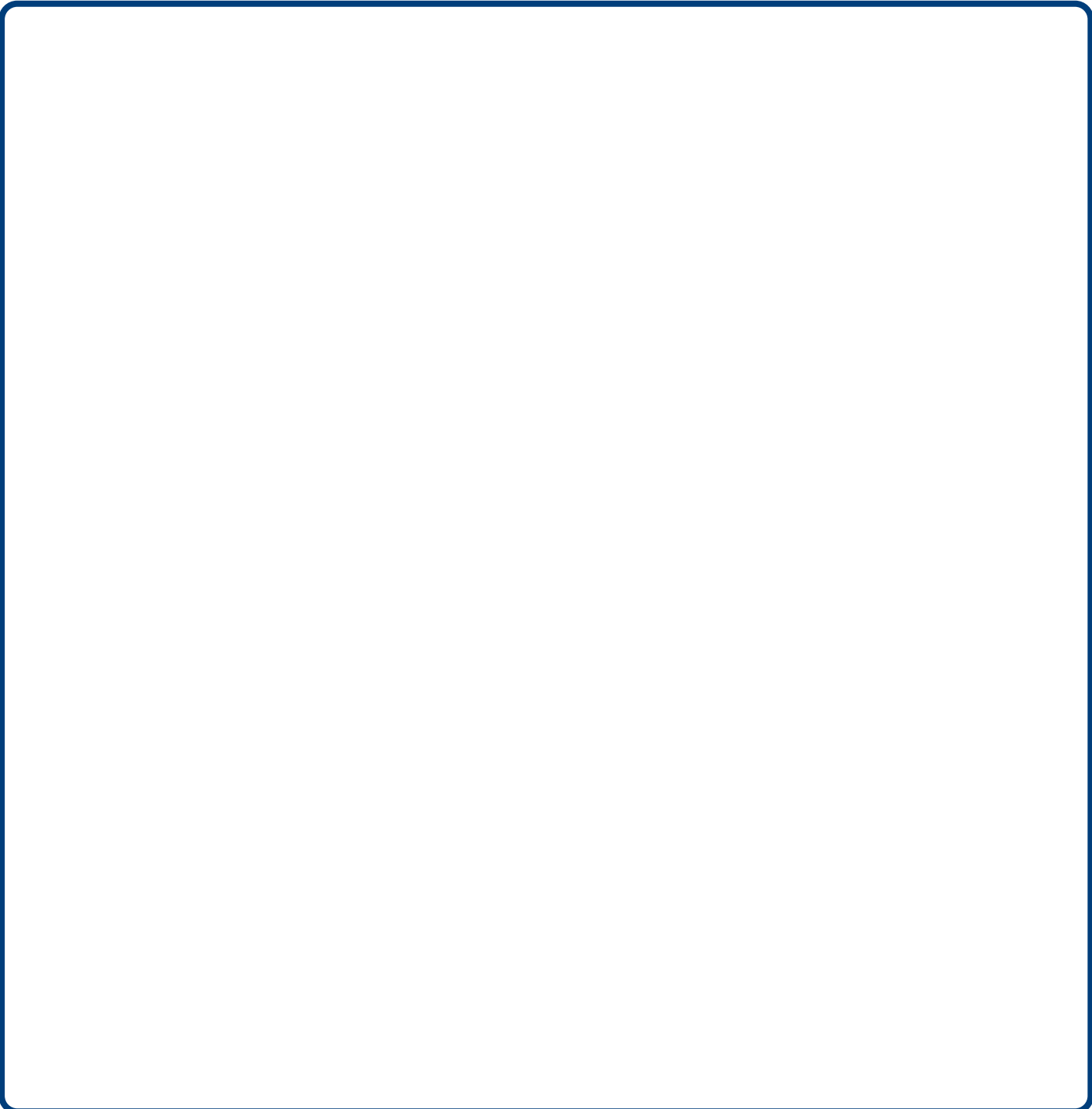Do you want to work full-time, part-time, or have flexible contracts?
What is important to you?

Evaluate the fit of different environments with your work style and values.

Job Autonomy

Clear Communication

Work-Life Balance

Career Development Opportunities

Recognition and Rewards

NAVIGATING...

TOOL 3: SHIELD

"Integrity is doing the right thing, even when no one is watching."
- C.S. Lewis

The Shield represents what you defend in your professional life.

What values are essential in your cybersecurity role? Is it data privacy, national security, or corporate integrity?

1. What ethical principles are non-negotiable for you in a cybersecurity role?
2. How do you see these values reflected in the work that you do?
3. Are there any recent cybersecurity incidents that challenged your values, and how did you react?

Align these values with potential job roles in cybersecurity.

Accountability	Integrity	Professionalism
Collaboration	Lifelong Learning	Respect
Commitment	Open-Mindedness	Responsibility
Confidentiality	Patience	Self-Discipline
Creativity	Persistence	Strategic Thinking
Curiosity	Problem-Solving	Transparency
Ethical Conduct	Proactivity	Trustworthiness
Honesty	Pragmatism	Unbiased Judgment
		Vigilance

Shielding...

My Shield of choice is...

TOOL 4: BLUEPRINT

"The future belongs to those who believe in the beauty of their dreams."
- Eleanor Roosevelt
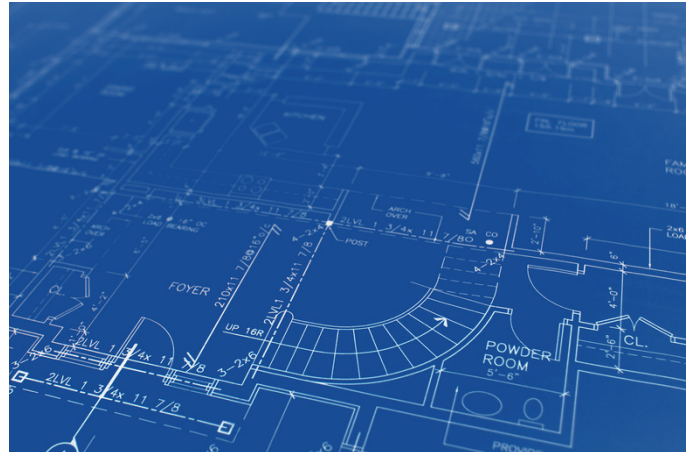
The Blueprint outlines the architecture of your career goals..

What are your long-term goals in cybersecurity? Becoming a CISO, a consultant, or starting your own firm?

What challenges do you anticipate and how will you navigate them?

Break these down into achievable milestones.

Goals Timescales

Long Term Vision & Goals

3 year Goals (3 Year Vision)

1 year Goals

3 month Milestone

3 month Strategy

1 month Strategy

Weekly Master List

Daily "To Do's"   Daily Habits

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BLUEPRINTING...

My blueprint of choice is...

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Tool 5: Multi-tool

"Alone we can do so little; together we can do so much."
- Helen Keller

The multi-tool signifies a diverse team with a diverse skill set.

Do you want to work with a diverse team, a small focused group, or solo?

What qualities do you value most in colleagues and team members?

Do you prefer to work in multidisciplinary teams or with specialists in the field?

How do you handle conflict or differences in a team setting?

Consider how team dynamics could affect your job satisfaction.

Use the Holland party exercise on the next page.

Tool 5: Multi-tool

People to work with - Holland party exercise

1 **Preparation**

Prepare 6 sheets of paper, each labelled with one of Holland's six career personality types. Lay the sheets on the floor or tape them to the wall.

2 **Role Sorting**

Write down roles, tasks, or skills you enjoy on small cards or post-it notes.
Place these cards on the sheet that best aligns with each role or task.

3 **Party Time**

Imagine you're at a party where each sheet of paper is a different room.
Walk from 'room' to 'room,' and decide where you'd spend the most time, the second most, and so on.

4 **Code Creation**

Create your Holland Code based on where you'd spend the most to least time. For example, if you like Investigative the most and Social the least, your code might be 'IREASC.'

5 **Analysis**

Use your Holland Code to explore careers or educational paths that align with your interests.

6 **Next Steps**

Investigate real-world opportunities that match your Holland Code. Could be courses, job openings, or networking events.

REALISTIC
Practical hands-on problem solvers who prefer physical activities

INVESTIGATIVE
Curious thinkers who enjoy research and exploring patterns

ARTISTIC
Creative individuals drawn to self-expression and originality

SOCIAL
People-persons who thrive in helping, nurturing, or teaching roles

ENTERPRISING
Ambitious leaders who seek out influence and public-facing roles

CONVENTIONAL
Detail-oriented folks who excel in structured, rule-based tasks

YOUR HOLLAND CODE:

☐ ☐ ☐ ☐ ☐ ☐

TOOLING...

My Multi-tool of choice is...

Tool 6: Calculator

"Know your worth, then add tax."
- Anonymous

The Calculator measures your worth and what you should aim for.

What are your salary and benefits expectations?
What is your expected salary range based on your skills and experience?
Beyond salary, what benefits or perks are important to you (certifications, training, work-life balance)?
Are you open to variable components like bonuses or stock options?

Research industry standards and tailor your expectations.

Figure 6.11: Mean salary offers for core cyber job postings, by region (where the salary or salary range is advertised)

| Region	Mean salary	Base
London	£71,000	5,966
UK Wide	£59,400	18,328
West Midlands	£57,100	1,167
North West	£56,800	1,759
East of England	£56,500	1,065
South West	£55,700	1,641
North East	£55,300	417
Yorkshire and The Humber	£55,100	1,554
South East	£54,700	2,338
Scotland	£54,500	991
Northern Ireland	£53,800	336
East Midlands	£53,700	639
Wales	£52,200	450

Source: Lightcast
Base: 18,328 core cyber online job postings with salary data that can be mapped to a specific UK region from January 2022 to December 2022 (the remainder are based in the UK but may include national or remote locations)

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"Where we love is home —home that our feet may leave, but not our hearts." - Oliver Wendell Holmes, Sr.
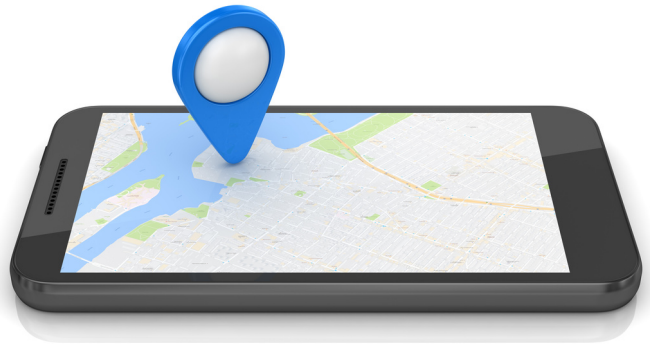
The GPS navigates your ideal work location

Where would you like your cybersecurity career to be based? Tech hub, abroad, or local?

Would you consider relocation or hybrid / remote work options?

How important is work-life balance and how does location play into this?

Weigh the pros and cons, considering work-life balance

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Locating...

My location of choice is...

We tailor our services to your organisations' needs to provide clarity, build capability, and cultivate confidence for you, and your team.

CLARITY

We go beyond the terminology, helping you make sense of the complexities of cybersecurity, and understand what this means for your organisation day to day.

CAPABILITY

We help you build cybersecurity capability at all levels; from mentoring individuals and training your teams, to providing expertise in IT, governance, risk and compliance functions.

CONFIDENCE

We increase your confidence by reviewing your business processes and systems and provide you with either (a) assurance that your organisation manages security risks well, or (b) report on the weaknesses and how to fix them.

WORK WITH US

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