

# HOW MATURE IS YOUR SECURITY CULTURE

## ACCORDING TO SANS

### 1 NON-EXISTENT

Without a formal program or leadership support, there are no measurable indicators, as employees remain uninformed and fail to adopt secure daily habits.

**TO MOVE BEYOND:**  
Identify organizational needs and secure basic leadership support.

### 2 COMPLIANCE FOCUSED



Focuses on meeting audit requirements through basic annual training that doesn't change behavior.

#### PROGRAM INDICATORS

- No strategic plan
- Weak leadership buy-in
- Part time ownership

#### PEOPLE INDICATORS

- Low engagement
- Unclear expectations
- Risky shortcuts

#### CORE METRICS

Focus on completion rather than effectiveness.

**TO MOVE BEYOND:**  
Shift from compliance to risk management.

### 3 AWARENESS AND BEHAVIOR CHANGE

Identifies organization's top human risks and replaces annual training with continuous reinforcement of key behaviors.

#### PROGRAM INDICATORS

- Leadership involvement
- Dedicated program lead
- Behavior-driven focus

#### PEOPLE INDICATORS

- Active reporting
- Higher engagement
- Behavior adoption

#### CORE METRICS

Reflect behavior rather than participation.

**TO MOVE BEYOND:**  
Shift from changing individual behaviors to shaping collective attitudes and shared values across the organization.

### 4 LONG TERM CULTURE CHANGE

Security becomes embedded into the organization's culture, shifting the focus from individual behaviors to shared beliefs, attitudes, and expectations.

#### PROGRAM INDICATORS

- Strong leadership support
- Dedicated awareness team
- Regular program reviews

#### PEOPLE INDICATORS

- Peer to peer guidance
- Proactive engagement
- Open communication

#### CORE METRICS

Help understand perceptions, cultural strengths, and opportunities.

**TO MOVE BEYOND:**  
The organization must elevate awareness and culture from a strong internal capability to a strategic function aligned with business objectives.

### 5 OPTIMIZATION AND RESILIENCE

Fully integrated into strategy, this level uses data and measurable impact to demonstrate risk reduction.

#### PROGRAM INDICATORS

- Continuous measurement
- Framework alignment
- Part of business strategy

#### PEOPLE INDICATORS

- Shared accountability
- Strategic engagement
- Confidence and resilience

#### CORE METRICS

Demonstrate organizational level impact and long-term resilience.

**VISIT [HACKERRANGERS.COM](https://www.hackerrangers.com) AND LEVEL UP YOUR MATURITY**

