



The Human Factor

Empowering Staff to Stay Secure

Stephanie Thero, MLIS, GCIH, GSEC, SSAP
TRAC – Yellowhead Regional Library

outline

- the human factor
- top threats
- mitigation
- integration



personal cybersecurity

Steps and precautions to:

- Secure your information and identity
- Minimize the chances of getting compromised

how much **risk** will you take?

“

Hope is not a strategy.

NATIONAL CYBERSECURITY ALLIANCE

35%

of Gen Z believe that
online security is
not worth the effort

38%

of respondents believe
personal data theft
was **unavoidable**

2024 Verizon DBIR Report

68%

of attacks involved the human element

“

**Only amateurs attack machines;
professionals target people.**

BRUCE SCHNEIER

your role

aware

alert

assertive

your role

aware

alert

assertive

your role

aware

alert

assertive

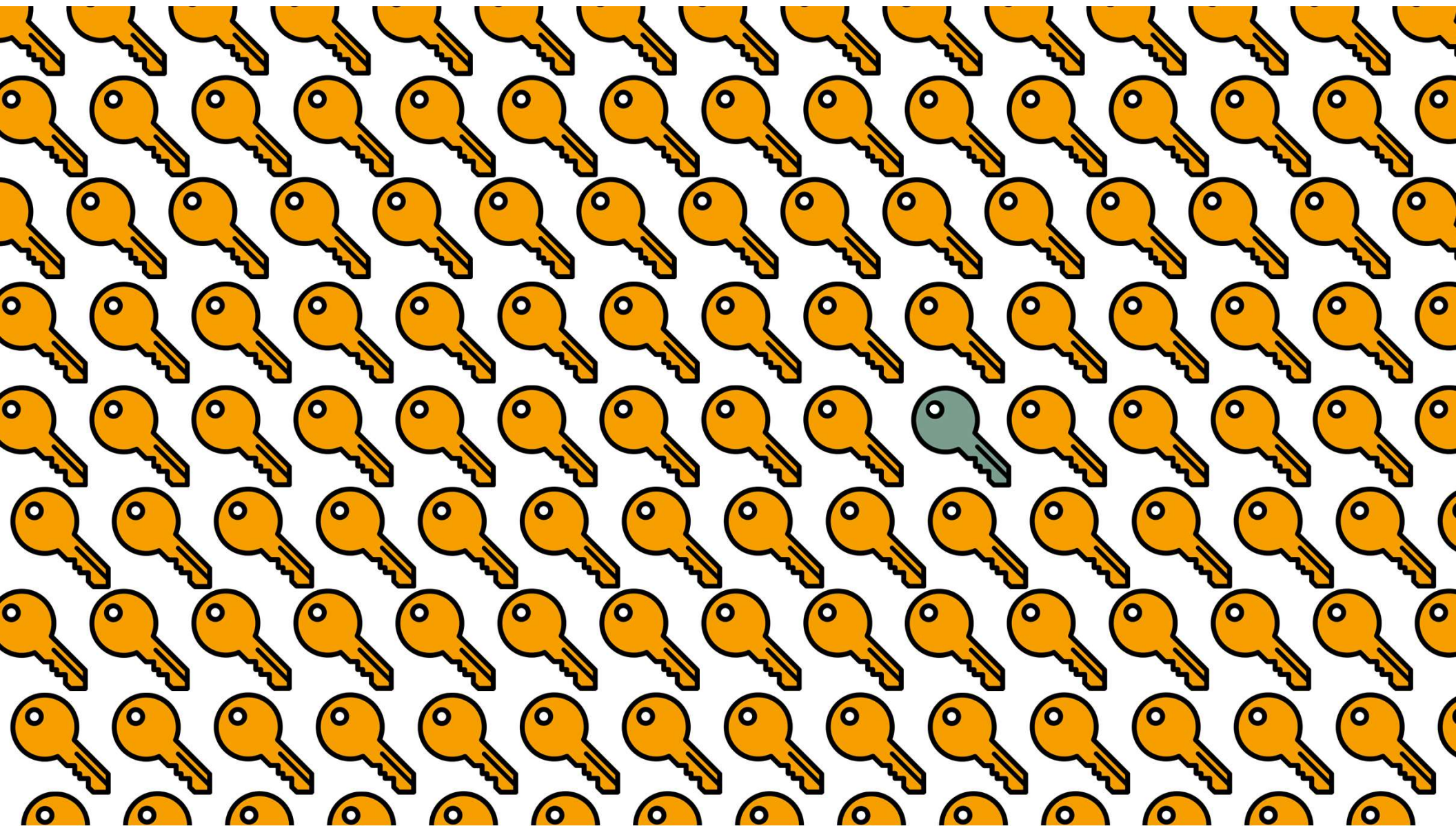


**credential
theft**

top threats



phishing



HOW IT HAPPENS

credential attacks



Get file of usernames and passwords from a breach.



Run script in tool across multiple websites.



Wait.

long
strong
unique

p@55w0rdS

- ✓ 15+ characters
- ✓ use passphrases

long
strong
unique

p@55w0rdS

- ✓ numbers
- ✓ cases
- ✓ symbols

long
strong
unique

p@55w0rdS

- ✓ don't reuse/recycle
- ✓ be truly random,
avoid formulas

avoid

p@55w0rdS

- ✗ single dictionary words
- ✗ simple substitutions
- ✗ personal information
- ✗ any compromised password

**password
managers**

credential attacks

PROTECT YOURSELF



get a checkup

haveibeenpwnd.com



clean up

unused accounts



wear layers

MFA everywhere



work/life balance

separate everything

business email compromise

Targeted phishing attack
that attempts to conduct
financial fraud.

A social engineering attack
that attempts to steal
sensitive or personal data.

phishing

smishing

via
text message

vishing

via
phone/voice

quishing

via
qr code

**more
*ishing**

**Median time to click on a
malicious link after
email is opened**



common indicators

Act now!

Is it urgent or threatening?
Is it too good to be true?

(Im)personal

Is it asking for personal info?
Is it too generic?

Something's off

Spelling/grammatical errors
Voice/tone is wrong
Unexpected

b.e.c.

PAYROLL DIVERSION SCAM

From: Stephanie Thero <cvpdrv@gmail.com>
Sent: December 19, 2023 7:34 AM
To: Wendy [REDACTED]
Subject: Request: D/D

Hi Wendy,

I want to update my banking information
before payday.

What specific details do you need?

Regards,

Stephanie Thero
Manager, Technology Services

Email address

Time

Urgency

From: Stephanie Thero <cvpdrv@gmail.com>
Sent: December 19, 2023 8:43 AM
To: Wendy [REDACTED]
Subject: Re: Request: D/D

Please, find attached void check.

Kindly send me a confirmation when the changes have been made.

And what Pay date the changes will take effect?

Thank you.

Email address

Time

Tone

Grammar/Misspellings

From: Tatiana [REDACTED]
Sent: Thursday, December 21, 2023 11:24:17 AM
To: Stephanie Thero <SThero@yrl.ab.ca>
Subject: Bank information changes

Hi Stephanie,

Hope you are doing well. Just wanted to let you know that the changes in your bank information will be made on Tuesday, January 2nd and it will take effect for the payroll of January 5th, 2024.

Kind regards.

Tatiana

From: Stephanie Thero <SThero@yrl.ab.ca>
Sent: Thursday, December 21, 2023 11:30 AM
To: Tatiana [REDACTED]
Subject: Re: Bank information changes

Hi Tatiana,

Sorry for the dumb question, what changes to my bank information are being made?

Thanks,
Stephanie

From: Tatiana [REDACTED]
Sent: Thursday, December 21, 2023 11:36:07 a.m.
To: Stephanie Thero <SThero@yrl.ab.ca>
Subject: RE: Bank information changes

I have received the void cheque from Wendy,
and your request to sent the future payroll to
the new bank - BMO.

Tatiana

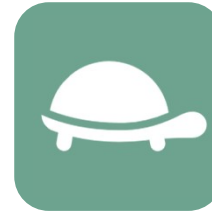
phishing attacks

PROTECT YOURSELF



think first

look for red flags



slow down

go to source directly



share wisely

social media, ads



report it

add-ins and 7726

just ask

leadership and IT

training policies

- ✓ ongoing, practical
- ✓ prioritized
- ✓ behaviour-focused
role-based
- ✓ physical

leadership and IT

training
policies

- ✓ IT policy
- ✓ passwords
- ✓ BYOD
- ✓ social media
- ✓ AI

team routine

everyone

- ✓ monthly updates
- ✓ acknowledge
- ✓ identify champions
- ✓ talk and share

team routine

everyone

- ✓ lock it before you leave it
- ✓ password safety
- ✓ see something, say something



THANK YOU

Questions?

STEPHANIE THERO

sthero@yrl.ab.ca

[linkedin.com/in/stephaniethero](https://www.linkedin.com/in/stephaniethero)



bit.ly/IUGhumanfactor

#IUG2025