

## Personal Factors Often Linked With Malicious Insiders

The following personal factors have been associated with malicious insiders.

### Personal or Behavioral Problems



- Vulnerable to blackmail: Involved in extra marital affairs, gambling, or fraud.
- Experiencing family/financial problems:
  - Experiencing marital conflicts or separation from loved ones.
  - Burdened with excessive debt or overwhelming expenses.
  - Having the belief that money can fix all problems.
- Prone to compulsive/destructive behavior: Involved in drug or alcohol abuse or other addictive behaviors.
- Subject to ego/self-image issues:
  - Having an “above the rules” attitude, or a desire to repair wounds to self-esteem.
  - Vulnerable to flattery or the promise of a better job.

### Personal Desires



- Seeking adventure/thrill: Feeling a need to add excitement to one’s life or intrigued by clandestine activity.
- Seeking approval and returned favors: Having a desire to please or win the approval of someone who could benefit from insider information with the expectation of returned favors.
- Professing allegiance<sup>1</sup>: Professing allegiance to another person or company, or to a country besides the United States.

### Workplace Issues



- Experiencing problems at work:
  - Facing termination due to substandard performance or workforce reduction.
  - Experiencing other problems associated with assigned duties, performance, or other work-related issues.
- Feeling anger or need for revenge: Overly hostile feelings toward supervisors, coworkers, or the organization.

<sup>1</sup>Note: Insiders acting for ideological or allegiance reasons may exhibit few outward signs to managers and coworkers.

Source: Federal Bureau of Investigation

## Organizational Factors and Descriptions

The following organizational factors may encourage or present opportunities to potential malicious insiders.

### Access and Availability



- Acquisition: The availability and ease of accessing and acquiring proprietary, classified, or other protected materials, such as providing access privileges to those who do not need them.
- Removal: The ease with which someone may exit the facility or network system with proprietary, classified, or other protected materials.

### Policies and Procedures



- Policies: Undefined policies regarding working from home or during unscheduled times on projects of a sensitive or proprietary nature.
- Prevention: A lack of security procedures or monitoring to prevent theft or misuse of information and materials.
- Labeling: Incorrect or nonexistent labeling of proprietary, classified, or controlled information or materials.
- Lack of training: Employees are not sufficiently trained on how to properly protect sensitive or proprietary information and materials.

### Time Pressure and Consequences



- Time pressure: Employees under time pressure may inadequately secure proprietary or protected materials, or not fully consider the consequences of their actions.
- Consequences: The perception that security is lax or the consequences for theft or other malicious activities are minimal or non-existent.

Source: Federal Bureau of Investigation