

# 2<sup>ND</sup> INTERNATIONAL SYMPOSIUM ON INSIDER THREAT MITIGATION

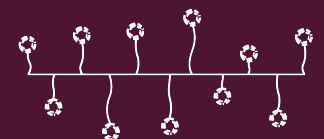
TO ERR IS HUMAN: HOW TO PROTECT AGAINST ACCIDENTS, ERRORS, AND SOCIAL ENGINEERING

## MITIGATING THE EFFECTS OF SELF-DISCONTINUITY IN EMPLOYEES AND THE WORKPLACE

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Christina L. Winters, PhD  
[info@rainpsychology.com](mailto:info@rainpsychology.com)

**R A I N S**  
PSYCHOLOGY



# SELF-CONTINUITY V SELF-DISCONTINUITY



Self-continuity is the subjective sense of connection between one's past and present selves, between one's present and future selves, or among one's past, present, and future selves (Seikides et al., 2023).

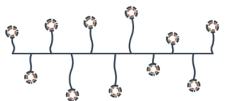
Self-discontinuity is a sense of disconnect between the temporal selves... a perception that one's present self is not connected to their past self (Chandler et al., 2003).

# SOCIAL READJUSTMENT RATING SCALE (HOLMES-RAHE LIFE STRESS INVENTORY, 1967)

Life event	Life change	Life event	Life change	Life event	Life change
Death of a spouse	100	Death of a close friend	37	Change in schools	20
Divorce	73	Change to different line of work	36	Change in recreation	19
Marital separation	65	Change in frequency of arguments	35	Change in church activities	19
Imprisonment	63	Major mortgage	32	Change in social activities	18
Death of a close family member	63	Foreclosure of mortgage or loan	30	Minor mortgage or loan	17
Personal injury or illness	53	Change in responsibilities at work	29	Change in sleeping habits	16
Marriage	50	Child leaving home	29	Change in number of family reunions	15
Dismissal from work	47	Trouble with in-laws	29	Change in eating habits	15
Marital reconciliation	45	Outstanding personal achievement	28	Vacation	13
Retirement	45	Spouse starts or stops work	26	Major Holiday	12
Change in health of family member	44	Beginning or end of school	26	Minor violation of law	11
Pregnancy	40	Change in living conditions	25		
Sexual difficulties	39	Revision of personal habits	24	<b>Score of 300+:</b> At risk of illness.	
Gain a new family member	39	Trouble with boss	23	<b>Score of 150-299:</b> Risk of illness is moderate	
Business readjustment	39	Change in working hours or conditions	20	<b>Score &lt;150:</b> Only have a slight risk of illness.	
Change in financial state	38	Change in residence	20		

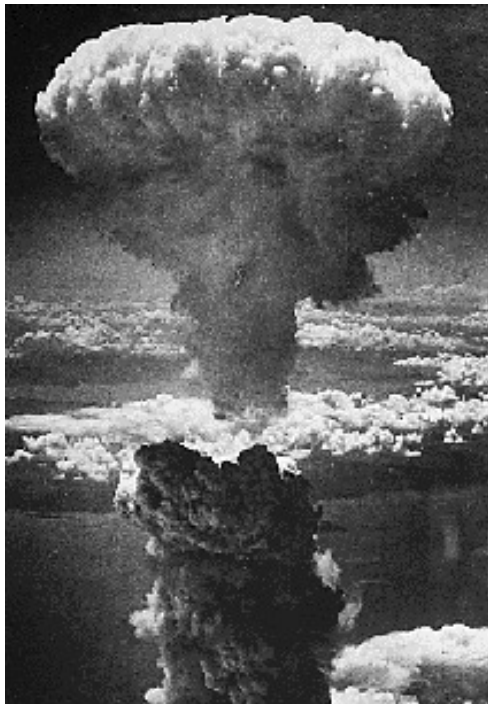
# CONTRIBUTORS TO MODERN SELF-DISCONTINUITY

- Increasing wealth divide
  - Housing instability
  - Migration
  - Change in peer group identification
  - Loss of retirement expectation
- Climate change affecting major life decisions (migration, family planning, employment)
- Increase in mental health diagnoses and psychotropic pharmaceutical use
- Increased peer group mortality
  - communicable diseases
  - deaths of despair (drug overdose, suicide)
- Technology affecting relationships (e.g., social media, dating apps, video games, pornography)
  - addiction, loneliness, privacy loss
  - rise in familial estrangement
  - rise in singlehood
- Change in privilege with social changes, ideologies, and movements



# SECURITY EVENTS THAT LED TO DISCONTINUITY

“Discontinuities are the unanticipated events that can suddenly shift the landscape in an industry or for a company, requiring an immediate response either to mitigate loss or to capture opportunity”  
(Shrader & McConnell, 2002).



# WHAT COUNTERACTS SELF-DISCONTINUITY?

## Resilient coping:

- Autobiographical reasoning (e.g., sensemaking via arguments like “gaining insight,” “learning a lesson”)
- Self-affirmation (focus on valuable parts of self)
- Nostalgia
- Emphasis on the self as part of a legacy (familial, spiritual, etc.)
- Identification with collective self-continuity (group identification; esteem tied to perception of historical continuity of an organizational or cultural group)
- Recognizing one’s distinctiveness, i.e., identification with multiple subgroup identities (e.g., baseball player, Asian, student, Belgian, etc.)
- Higher prior self-continuity (e.g., “I am the same as I always was”)

## Poor coping:

**Denial / rumination / preoccupation / avoidance / narcissism / dissociation**





# VIGNETTE #1: SAFEGUARDING WHO AND HOW?

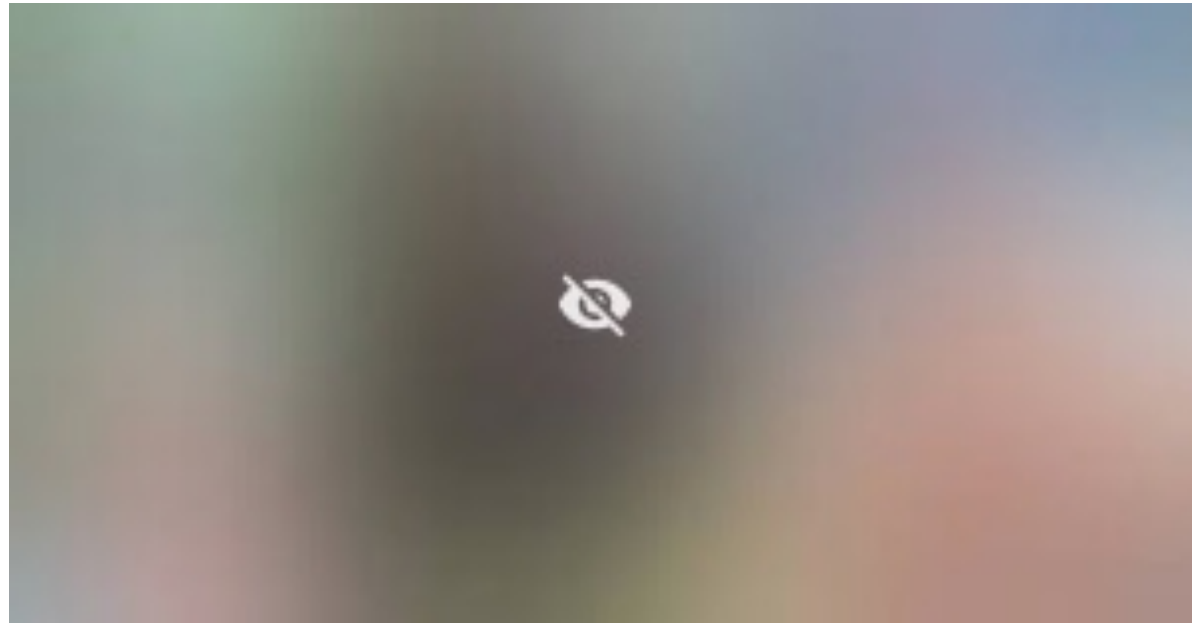


VIGNETTE #2:  
DAMNED IF YOU DO, DAMNED IF YOU DON'T





# VIGNETTE #3: NOT EVEN A PERSON



# VIGNETTE #4: THE PRICE OF AUTHENTICITY



THANK YOU FOR YOUR TIME & PARTICIPATION!

Get in touch:

[rainspsychology.com](http://rainspsychology.com)

[info@rainspsychology.com](mailto:info@rainspsychology.com)

<https://www.linkedin.com/in/christinalwinters/>

