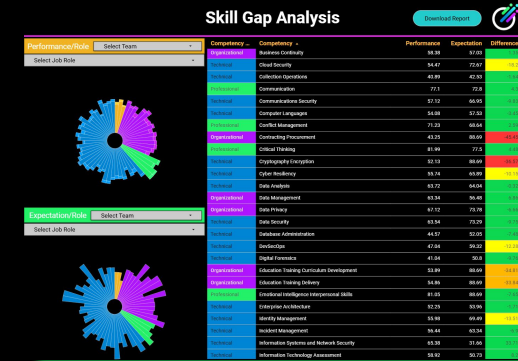
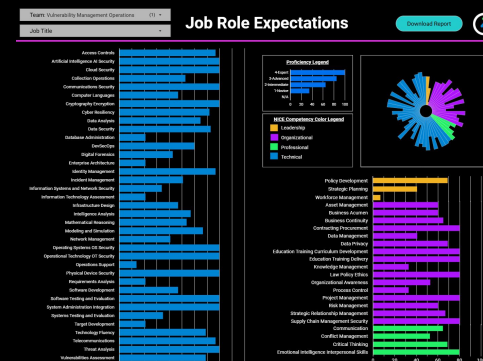




The Intelligence Layer for Cyber Talent

skillrex moves beyond guessing about talent to provide clear insight. We take disparate workforce-related data and turn it into 'Human Firewall Telemetry,' which shows how internal skills align with job requirements, allowing us to measure talent risk.



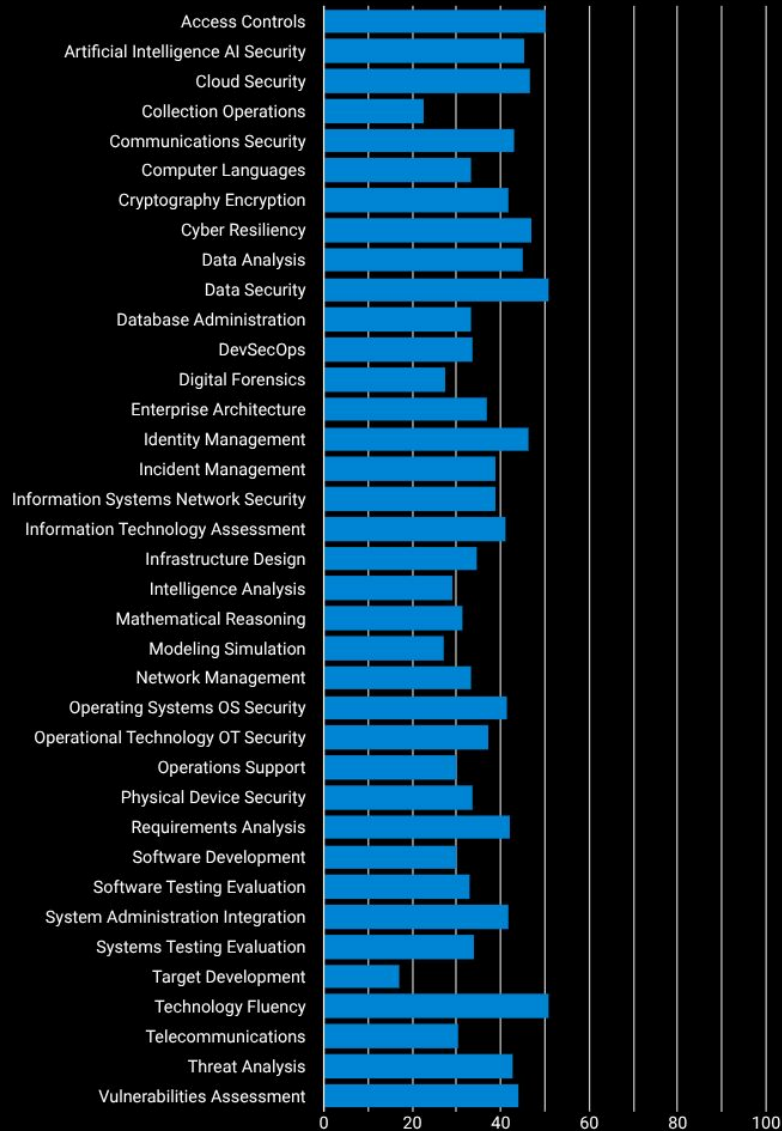
Workforce Data on “Power Skills”

*Enterprise Competency
Expectations*



“Power Skills” Have Become the Performance Ceiling

Power skills are the performance ceiling. Across all functions, the expectation for professional capability (53.9) significantly outpaces technical requirements (38.0).

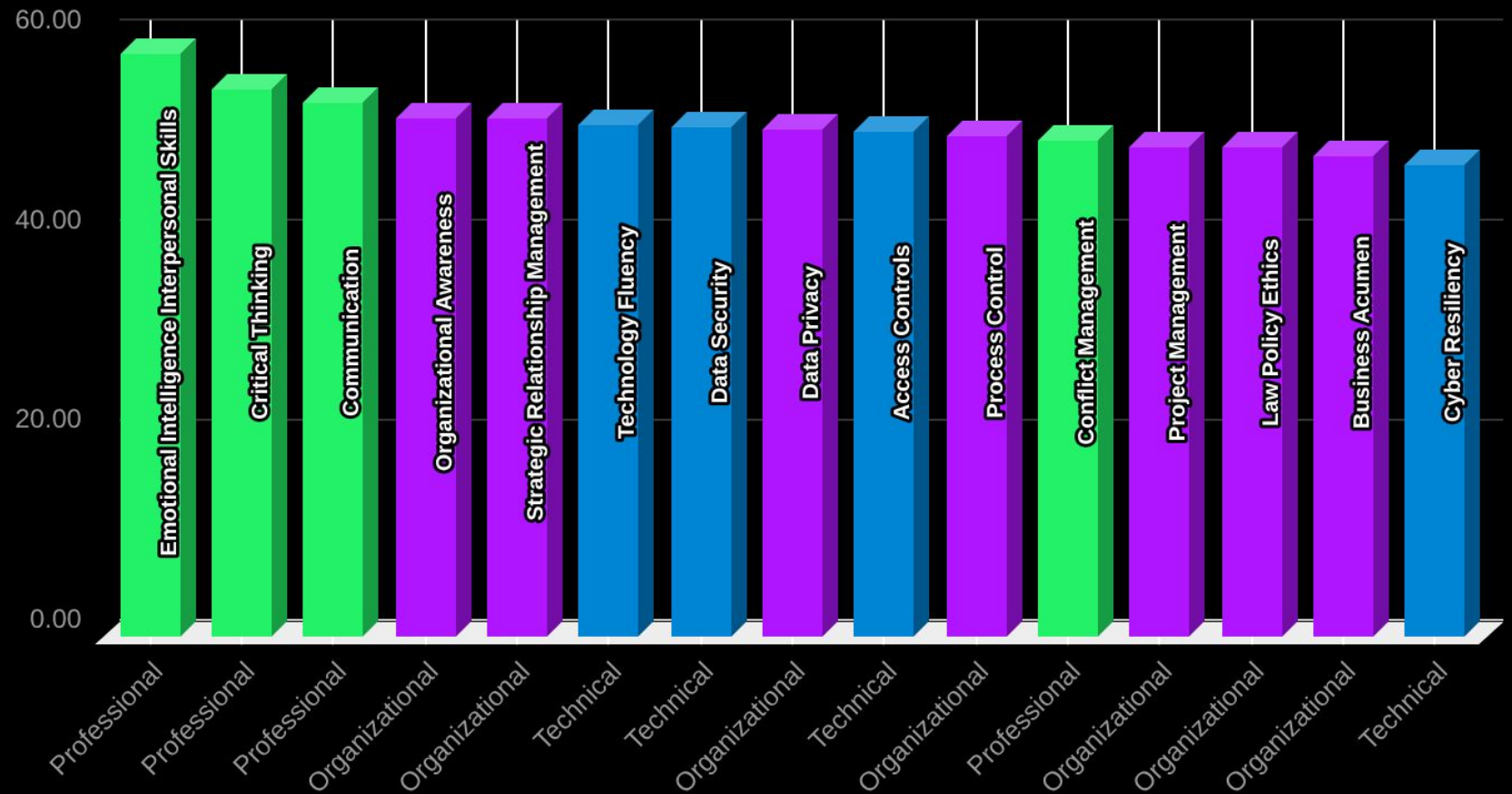


“Power Skills” are Cybersecurity’s ‘Secret Weapon’

Top 15 Desired Competencies

The "Core Trio" of Resilience.
The three most demanded skills across the entire workforce are **Emotional Intelligence** (58.2), **Critical Thinking** (54.7), and **Communication** (53.3).

Technical skill is the baseline; EQ is the differentiator.
The highest-rated technical expectation (**Technology Fluency** at 51.0) still lags behind the enterprise demand for professional maturity.

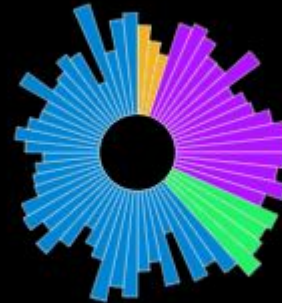


The Seniority “Power Skills” Multiplier

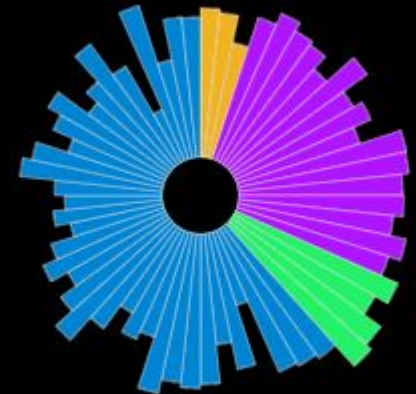
Junior



Mid-Level



Senior



Competency	Junior
Emotional Intelligence Interpersonal Skills	36.04
Technology Fluency	33.96
Data Security	32.98
Access Controls	32.76
Critical Thinking	32.01
Organizational Awareness	31.74
Communication	31.66
Strategic Relationship Management	30.33
Process Control	29.69
Data Privacy	29.65

Competency	Mid
Emotional Intelligence Interpersonal Skills	50.47
Technology Fluency	46.55
Critical Thinking	45.71
Communication	45.54
Strategic Relationship Management	45.17
Data Security	45.01
Organizational Awareness	44.71
Process Control	44.69
Data Privacy	44.66
Conflict Management	43.77

Competency	Senior
Emotional Intelligence Interpersonal Skills	75.70
Critical Thinking	73.10
Communication	70.37
Law Policy Ethics	68.23
Strategic Relationship Management	67.98
Organizational Awareness	67.74
Data Privacy	66.31
Project Management	65.39
Process Control	64.88
Data Security	64.86

Monday Morning Action Plan for Power Skill Building

01

Identifying the "Power" Blind Spot

Certs validate the floor; performance data reveals the ceiling.

Passing a test isn't the same as executing under pressure.

02

Prioritize Work-Based Learning

Soft skills aren't taught; they're forged in high-pressure feedback loops.

Theory is a baseline—real-world experience builds the interpersonal muscle.

03

Architect Your Workforce with Precision

Stop hiring for boxes on an org chart. Map the functional drivers instead.

Identify the "T-shaped" operators who bridge technical silos and business risk.

04

Optimize AI-Human Synergy

Use AI to clear the technical noise so humans can focus on the outcome.

AI handles the data; human leadership handles the "so what?"

2026 WiCyS Cyber Talent Study

Preliminary Executive Findings



2026 WiCyS Cyber Talent Study: Preliminary Executive Findings



WiCyS Performance Edge

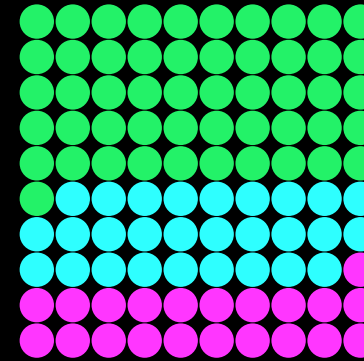
14.5% ⁺ Avg.

21.35% Junior

14.46% Mid-Career

7.75% Senior

WiCyS Participants



532

- Junior: 51% (273)
- Mid-Career: 28% (150)
- Senior: 21% (109)

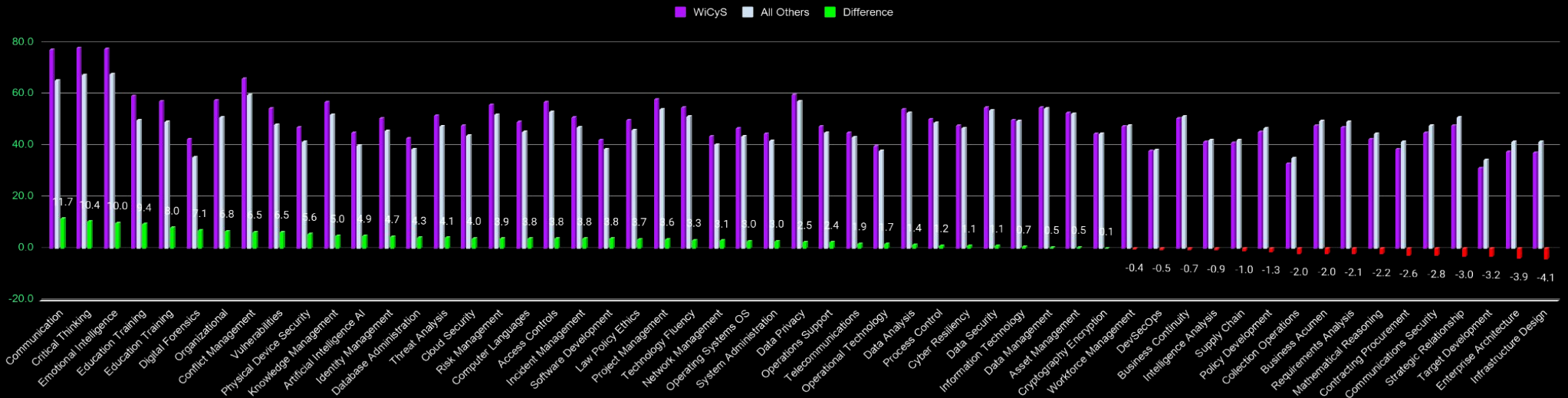
WiCyS Performance Edge (Aggregate)

All Competencies

WiCyS (Aggregate) vs. All Others (Aggregate)

+4.0%
Technical Competencies

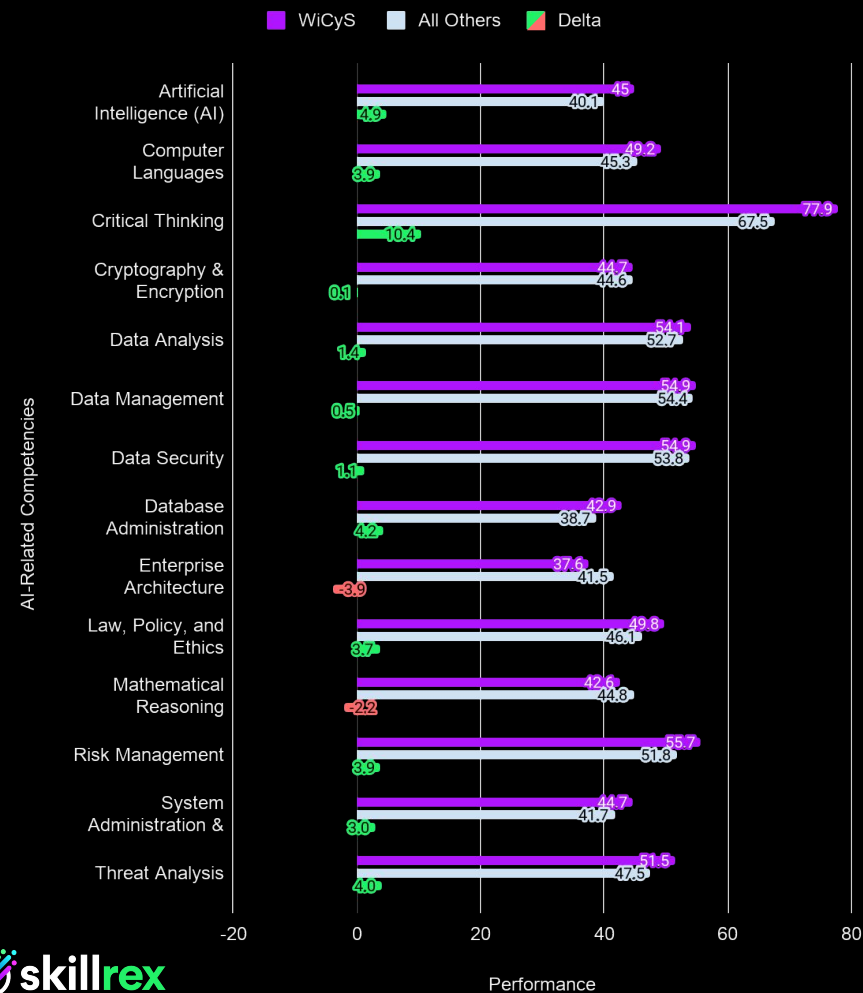
+5.5%
Power Competencies



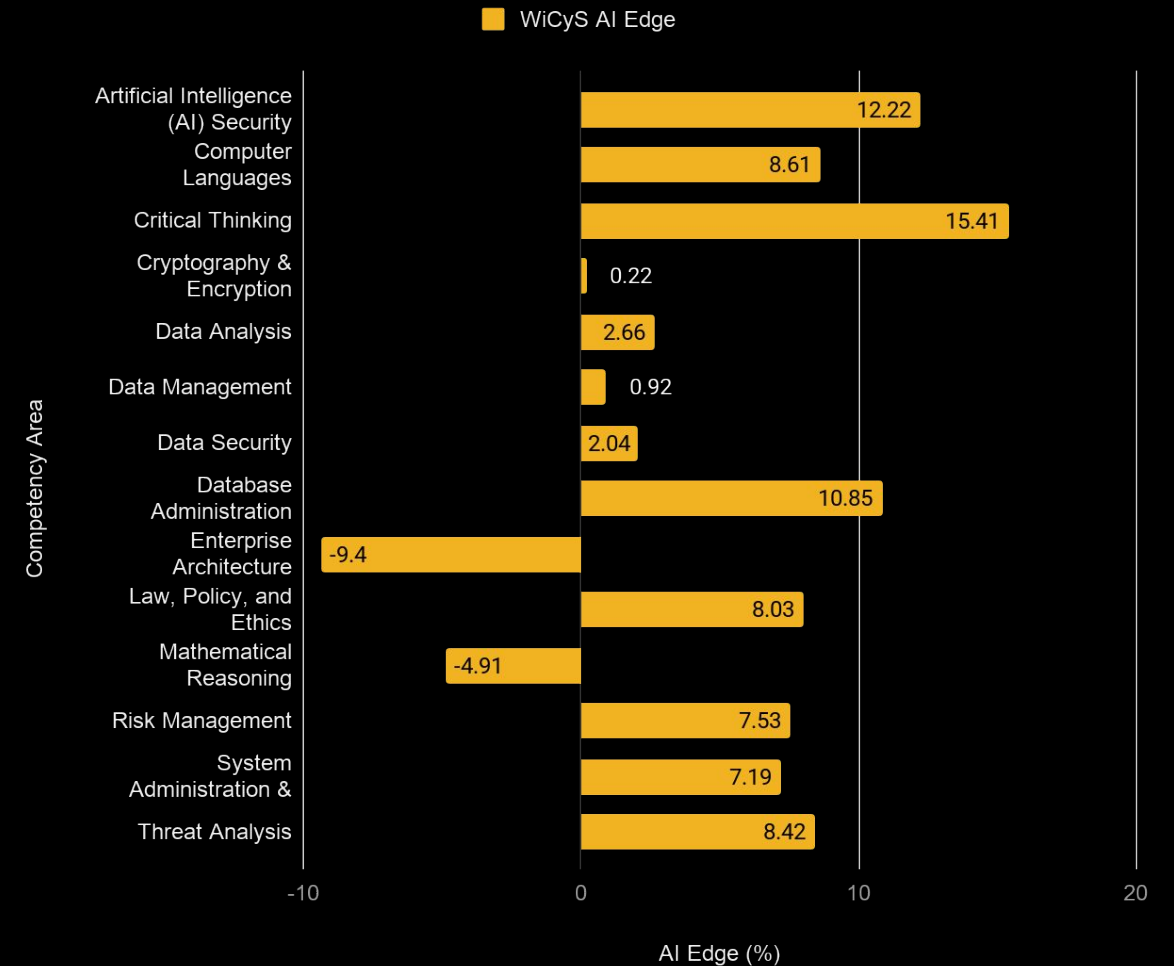
2026 WiCyS Cyber Talent Study: Preliminary Executive Findings on AI

AI-Competency Comparison

WiCyS vs. All Others



WiCyS AI Edge Advantage by Competency Area



WiCyS Cyber Talent Study: What's Next?

Download Exec. Report

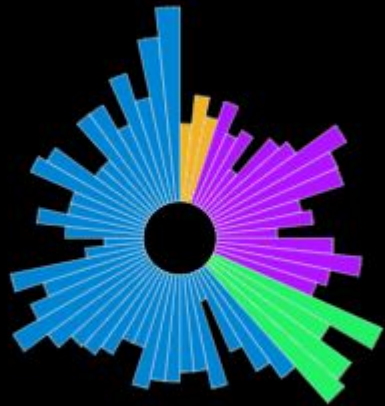


FX + EXPERIENCE LEVEL ANALYSIS

PROFOUND COHORT-LEVEL INSIGHTS

INDIVIDUAL ANALYSIS & REPORTING

DYNAMIC TALENT INTELLIGENCE & INSIGHTS



WiCyS, Senior-Level
Offensive Security Operations
Performance Profile

Cross-section
analysis on
Functional Group +
Experience Level

Cohort-level insights
(pre vs post) &
program
effectiveness

Enhancements to
member experience
& individualized
insights

Shift from a
'point-in-time' view
to a '*dynamic
operating picture*'

01

02

03

04

Conclusion

Strategies for Success



Taking Action on Your Cyber Workforce Strategy

Overall Call to Action:

- **Deep Dive Analysis.** Conduct a detailed skills/competencies vs. role expectations analysis to highlight cyber professionals' value.
- **Strategic Partnerships.** Secure strategic partners to collaborate on this initiative.

Cybersecurity Leaders:

- **Align Talent Strategy w/ Business Goals.**
Annually define how your cyber talent strategy & initiatives support business objectives.
- **Create a Strategic Team Map.**
Outline required skills and roles to achieve strategy/program goals.
- **Collect Team Data.**
Gather skills data on current and potential team members.

HR Business Partners:

- **Utilize Skills/Role Data.**
Assess workforce, plan for future needs, and develop talent strategies.
- **Refine Job Architecture.**
Collaborate with cybersecurity teams to define and map cybersecurity roles.

Hiring Managers:

- **Accurate Job Descriptions.**
Draft and review job descriptions reflecting current and future role requirements.
- **Skills-Based Assessment.**
Interview and assess candidates based on required skills.
- **Prioritize Professional Development.**
Lead teams with a focus on staff growth for current and future needs.

Individuals:

- **Seek Skills-Focused Employers.**
Choose employers that prioritize skills and professional development.
- **Embrace Lifelong Learning.**
Demonstrate a commitment to continuous learning for career advancement.

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Let's Connect.