

IR - Neurodiversity and The Mainframe

Respond versus React – *how these two words can impact your success*

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- What is the difference between *Reacting And Responding*?
- Why do we react?
- What happens when we react?
- How can we empower others to forward success?
- What tools can we use to mentor and build stronger teams?





Take Away Food for Thought



Quotes

- **And remember: "Reaction weakens you, but Response empowers you."**
~ Leyla Novruz
- **"When what you get is what you don't want, Don't react, respond"**
~ Pearl Jam - React, Respond (2024)



Understanding the Difference

- **Reacting** is an instantaneous, impulsive, and unthinking response, often fueled by immediate emotion and potentially destructive.
- **Responding** is a well-thought-out, appropriate, and intentional action that involves conscious choice and self-control.

Respond; don't react.
Listen; don't talk.
Think; don't assume.

Your gain

RESPOND DON'T REACT

@quotesshotsofwisdom

When you react to a person's negative comments or actions in an angry, overly emotional or aggressive way, then you are giving that person power over you. If a person can easily get a rise from you, then you are no longer in control.

If you take a moment and respond in a calm, healthy, honest and real way, then you are in control. You are not allowing anyone to take your power away, or invoke a reaction from you. Unfortunately there are certain people who want nothing more than to make you look bad by provoking you to react in a hostile or negative manner. (Feel free to disappoint)

-Maria Consiglio

How to Respond, Not React

- **Pause and Breathe:**
Take a short break, even for a few seconds, to calm your emotions and allow the prefrontal cortex to engage.
- **Identify Your Triggers:**
Become aware of the situations, people, or feelings that tend to provoke an immediate reaction in you.
- **Reflect and Think:**
Give yourself time to process the situation, understand your feelings, and consider what is happening before acting.
- **Practice Active Listening:**
Truly listen to the other person's perspective rather than formulating your defense, which helps you stay present and calm.
- **Maintain Boundaries:**
Clearly understand your own responsibilities and what is within your control, as this clarity helps maintain a more deliberate response.
- **Practice mindfulness:**
Engage in mindfulness practices like meditation, yoga, or mindful breathing to strengthen your ability to respond rather than react.
- **Seek External Input (When Needed):**
If you're too immersed in a situation, call on someone trusted for their opinion to gain a fresh perspective before making a decision.

Benefits of Responding

1. Improved & Stronger Relationships
2. Increased Emotional Intelligence
3. Greater Peace and Clarity
4. Learning Opportunities
5. Stronger Teams
6. Happier life





Links

Find more information via Google: **don't react respond**

Links provided are not in any order or recommended over the next – good thoughtful inspirational reading material to learn more in your journey.

- Respond, don't React "**Reaction weakens you, but Response empowers you.**" - <https://www.linkedin.com/pulse/respond-dont-react-leyla-novruzova/>
- Respond Not React: Why It Matters in Work and Life - <https://pathwise.io/respond-not-react/>
- React vs Respond: Why You Should Respond, Not React - <https://www.livingopenhearted.com/post/respond-dont-react>
- How to respond and not react by Jefferson Fisher - <https://www.youtube.com/watch?v=lqzlkRg6j7I>
- Learn to make a conscious choice to response not react - <https://www.bcbsm.mibluedaily.com/stories/virtual-well-being/learn-to-make-a-conscious-choice-to-respond-not-react>

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Who is Steve?

- Dad to two amazing individuals, Husband, Friend and Mentor to many, and a US Marine Corps Veteran.
- Credentials: CISSP-ISSAP, CISM, CISA, CGEIT, CRISC, CDPSE
- 39+ years as an active security practitioner in mainframe cybersecurity and compliance.
- Provides Mainframe cybersecurity advisement to Broadcom clients worldwide
- <https://www.facebook.com/groups/ProfessionalMainframers/> FB group with over 31,000 members and growing.
- Mainframe Cybersecurity and Compliance Professionals - <https://www.linkedin.com/groups/36083/>
- Organizer of ["Veterans in IT"](#) group on LinkedIn
- Founder of the world's largest social media group of USMC Veterans with over 147,000 members and growing.

Dusty Rivers



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Who is Dusty?

- **Husband** to the beautiful Betty for 48 wonderful years
- **Dad** to three amazing individuals
- **Pops** to 8 amazing grandchildren
- **First IBM Z Lifetime Champion** (2020)
- Over 48+ years in the Mainframe space
- **SHARE Board of Directors** (Leadership/ New to Z/ Students)

Brittney Painter



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Who is Brittney?

- **Married** to an amazing Purple Heart Marine Veteran and a **mother** to a beautiful and talented 18- year-old daughter
- Late diagnosed with **ADHD** (25) and **Autism** (36)
- **Masters Degree in Clinical Mental Health Counseling** from Campbell University (2010) and **Bachelors of Psychology** (2008)
- **Executive MBA student** at UNC Wilmington Cameron School of Business- will complete Fall 2026
- **15+ Years in Healthcare Leadership**
 - Director of Admissions at an inpatient psychiatric hospital
 - Assistant Director of Program Development for an outpatient behavioral health clinic
 - Designed and implemented the first telepsychiatry program in North Carolina (2012) which laid groundwork for the NC telemedicine legislation
 - On the Development Team in Wake County NC to open the first community-based Sexual Assault Forensic Examination Center with SANE certification and clinical training, law enforcement, and crisis services on site
 - Opened and Operated Personal Touch Dog Rehab & Rescue- a non-profit dog rescue specializing in abused dogs at risk for euthanasia. I started a workforce development program with community partners and Swansboro High School for Autistic High School Seniors developing social and vocational skills while getting hands-on therapy training abused animals. Participation counted towards academic credit and SAT hours.
- **Advocate, Educator, and Presenter**
 - Host of the VSEnME Podcast
 - Mainframe Skills Counsel
 - Past Presentations for corporate workshops, company trainings, campus outreach, and community enrichment events

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