

Insider Threat Defense Zero Trust Rollout Guide

Three types. Privilege ladder. UEBA / DLP / PAM. Shadow AI. Zero trust.

Three Types of Insider Threat

MALICIOUS

Intentional harm

Defense:

PAM + monitoring + HR correlation

NEGLIGENT

Unintentional carelessness

Defense:

Training + controls + safe defaults

COMPROMISED

Account taken over

Defense:

MFA + UEBA + zero trust

Privilege Ladder — Watch Every Rung

USER

Standard access

POWER USER

Install rights

LOCAL ADMIN

Full workstation

USER ADMIN

Manage accounts

DOMAIN ADMIN

Game over

Detection Signals — Watch Behavior, Not Presence

UEBA

- New systems accessed
- Data volume up 10x+
- Off-hours activity
- New tool usage

DLP

- Large personal cloud upload
- Customer data → personal email
- USB writes of tagged files
- Sensitive data screenshots

PRIVILEGED

- Admin from unusual endpoint
- No JIT approval flow
- Standing privileges present
- No session recording

CONTEXT

- Activity near HR events
- Impossible travel logins
- Contractor post-project access
- Shadow AI data pastes

Shadow AI Policy — The New Insider Risk

- **Approved AI tool list**
Publish which tools employees may use (ChatGPT Enterprise, Claude Team, etc.)
- **Data classification rules**
Public / Internal / Confidential / Restricted — mapped to allowed AI tools
- **Enterprise agreements**
SOC 2, no-training clauses, data retention limits, DPA in place
- **DLP for AI endpoints**
Block sensitive data patterns from reaching consumer AI URLs
- **Training + acknowledgment**
Employees signed off. Refreshed quarterly. Real examples included.

Zero Trust Rollout — Order of Operations

1 Inventory

Users, devices, apps, data — what exists

2 Least Priv

Strip standing privileges — right-size access

3 MFA + PAM

Every user MFA. Admins in a vault.

4 Segment

Break flat network — workload isolation

5 Continuous

Verify every request. Assume compromise.