

Redmind

2014 Survival Skills for Testers Julie Gardiner

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What do we mean by “survival”

- Wikipedia: “it is the struggle to remain alive and living”
- Surviving means different things to different people



- A “survivor” has to be better than those who don’t survive!
 - using special skills to ensure survival rather than “surviving by accident”
- Being a survivor in today’s IT world will involve using skills so that we can “stand out and make a difference”

Survival is standing out and being different



My lessons for survival in 2014 (and beyond)



Lesson 1: Stand out by estimating quality



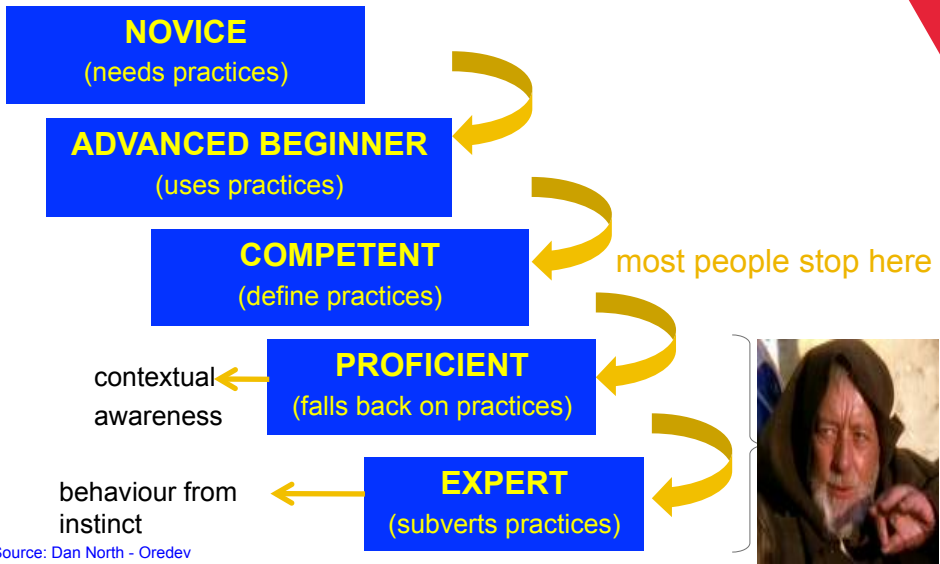
Lesson 2: Stand out by having passion for testing (*enjoy testing and have fun*)

- life is too short not to have fun
 - if testing isn't fun something is wrong
- how can we make it fun?
 - have a variety of work for people
 - constant learning (techniques, tools, etc.)
 - see improvements and make them happen
 - find opportunities to test anything (test me...test me...)
- find out what is motivating/de-motivating to you
 - Dreyfus model, Maslow etc.
- understand your strengths and how you interact with others
 - testers style analysis

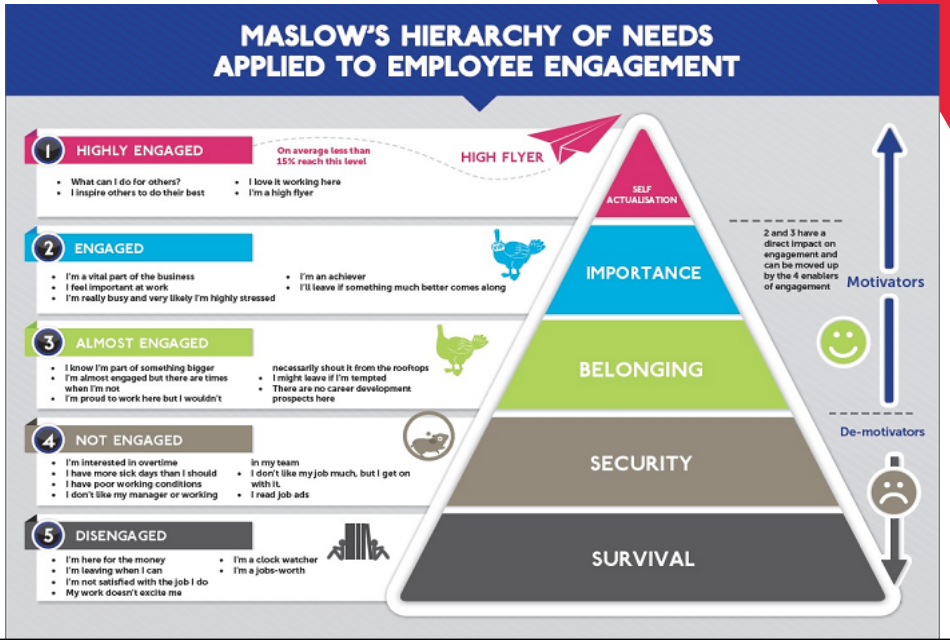


move out of your comfort zone and into the creative zone

Dreyfus Model (for skills acquisition):



Maslow's model includes survival



“Tester Styles” - the questionnaire

things to note

- there is no right or wrong answer
- try not to think too much
- it helps us to assess our strengths
- can be used with other psychometric questionnaires (e.g. Belbin, Myers/Briggs, DISC)
- two parts
 - answer questionnaire
 - plot the values on the graph



The questionnaire - how to complete (x axis)

X - Axis

Friendly	<u>X</u>	Formal	—
Approachable	<u>X</u>	Retiring	—
Casual	—	Business Like	<u>X</u>
Open	—	Guarded	<u>X</u>
Unstructured	<u>X</u>	Organised	—
Social	—	Introvert	<u>X</u>
Intuitive	<u>X</u>	Logical	—
Random	<u>X</u>	Focused	—
Warm	—	Cool	<u>X</u>
Perceptive	<u>X</u>	Insensitive	—

6

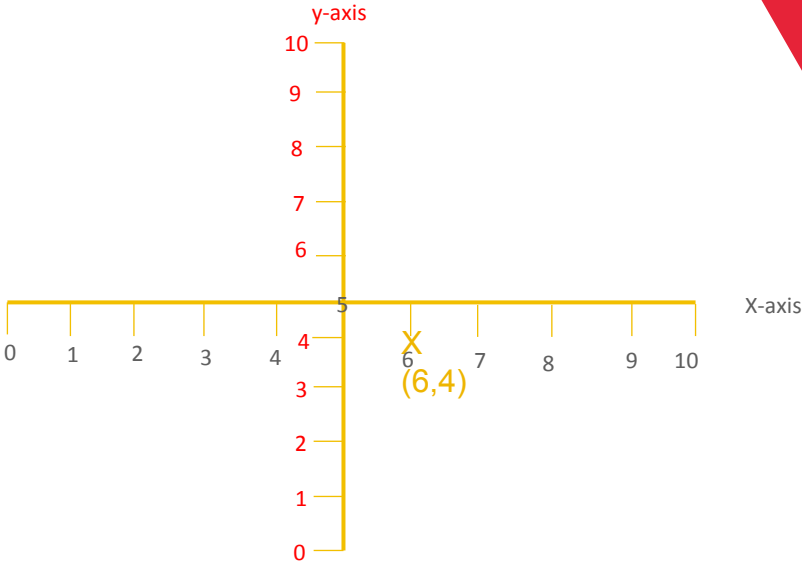
The questionnaire - how to complete (y axis)

Y - Axis

To the point	—	Indirect	X
Challenging	X	Accepting	—
Quick	—	Leisurely	X
Insistent	—	Thoughtful	X
Lively	—	Relaxed	X
Impatient	X	Patient	—
Adventurous	X	Cautious	—
Confronting	—	Receptive	X
Competitive	X	Co-operative	—
Strong Minded	—	Analytical	X

4

Plot your score on the grid



The Model



Lesson 3: Stand out by taking ownership of your career

“how can you possibly expect senior management to take you seriously until you take your career seriously”

James Whittaker



what you can do

- ◆ learn
 - various ways of learning
 - self-education is paramount
- ◆ find a mentor
- ◆ create an action plan
 - where do you want to go?
 - how are you going to get there?

provide some slack



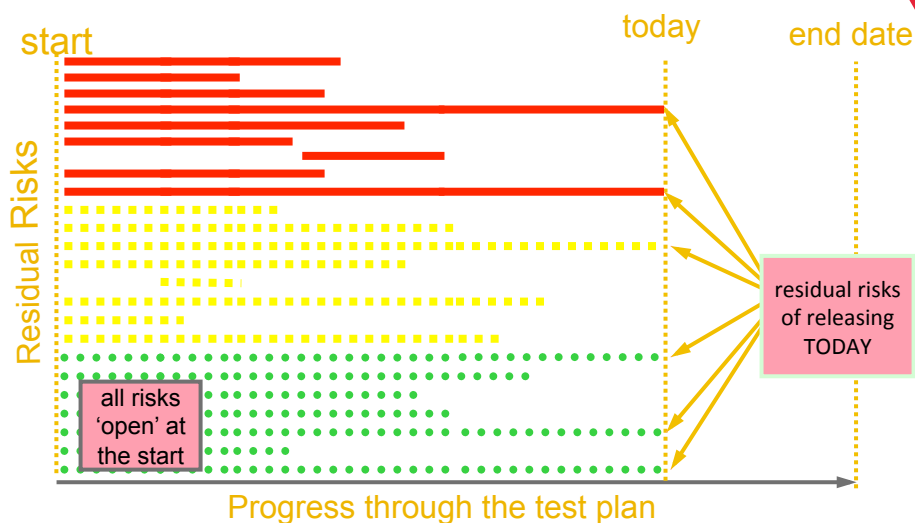
give yourself time to reflect on what you want and the investment you can make

Lesson 4: Stand out by demonstrating and reporting the value of testing

- testing is expensive?
 - compared to what?
- show the value by:
 - reporting how much we saved the company
 - demonstrating test effectiveness
 - use language management understand
 - risk rules – test cases don't!



Risk-based reporting



Source: Risk Based E-Business Testing – Paul Gerrard & Neil Thompson

Lesson 5: Stand out by retaining integrity (don't sell at any price)

definition

"integrity is consistency of actions, values, methods, measures and principles"

- being a sycophant doesn't help
 - avoid being a 'yes' person
- be the conscience of the project/management
 - hold true to your values
- stand up and be counted
 - 2 + 2 does equal 4



Choose your battles



there are battles worth fighting
but there are some battles that
may not be worth fighting

good leaders
choose their battles carefully so
the army is not worn out



To Help You...Julie's Survival Pack



Survival means standing out and making a difference



“There are many ways of going forward, but only one way of standing still.” - Franklin D. Roosevelt.

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