Tending to Your Tester Garden

yvrTesting, January 8th, 2014
Keith McIntosh, PQA
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Growing a Great Test Team
- How do you find the right seeds to sow?
- How do you provide an environment in which your seeds can grow into strong plants?
- How can you help your plants thrive?

Seeds or Plants?
- Cultivating strong plants from seeds
- Sowing seeds in rich and healthy soil
- Supplying enough water and sunlight
- Providing the right nutrients
- Minimize the need for intervention
- How these seeds influence and how they grow

What Makes a Good Team?
- What is your team like?
- What does your team need?
- What does your team require?
- What are the key characteristics?
- What steps are needed to take?
- What are the next steps in the process?

Gardening
- Commitment and responsibility
- Attention to detail
- Knowledge of the environment
- Continuity of growth

Planning Your Garden
- What seeds do you need?
- What do you need?
- What do you need to do?
- What are the next steps?
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- How do you find the right seeds to sow?
- How do you provide an environment in which your seeds can grow into strong plants?
- How can you help your plants thrive?

Seeds or Plants?
- Cultivating strong plants from seeds takes a lot of time and money.
- Buying already grown plants that require less attention is more expensive, but you have less influence on how they grow.

What Makes a Good Team?
- The team needs to be made up of people who have different skills and strengths.
- Communication is key to maintain a high-functioning team.

Planning Your Garden
- What sorts of plants do you want?
- What will you need to grow them?
- What will you need to keep them alive?

Gardening
- Continuously monitor your plants' health.
- Use appropriate growing conditions for each plant.

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Growing a Great Test Team

• How do you find the right seeds to sow?
• How do you provide an environment in which your seeds can grow into strong plants?
• How can you help your plants thrive?
What Makes a Good Tester?

- What qualities do we look for?
- How do we help testers grow those qualities?
- Can all qualities we look for be developed?

Ten Qualities to Consider

...this is of course not a complete list...
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Curiosity

"It is a miracle that curiosity survives formal education."
Albert Einstein

Empathy

"Empathy is about feeling echoes of another person in yourself."  
Mahatma Gandhi

Expression

"Expression is the expression of happiness."
Buddha

Passion

"There is no passion like the passion of reading."
Mark Twain

Observation

"The ultimate court of appeal is observation and experiment, not authority."
Thomson-Houston

Abstraction

"Abstraction is real. Probabilities are real."
Josef Albers

Courage

"Courage is what it takes to stand up and speak."
Winston Churchill
Curiosity

“It is a miracle that curiosity survives formal education.”

Albert Einstein
Focus

“Concentrate all your thoughts upon the work at hand. The sun's rays do not burn until brought to a focus.”

Alexander Graham Bell
Observation

“The ultimate court of appeal is observation and experiment... not authority.”

Thomas Huxley
Abstraction

“Abstraction is real, probably more real than nature.”

Josef Albers
Empathy

“Empathy is about finding echoes of another person in yourself.”

Mohsin Hamid
Communication

“The single biggest problem in communication is the illusion that it has taken place.”

George Bernard Shaw
Courage

“Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen.”

Winston Churchill
Perseverance

“Perseverance is the hard work you do after you get tired of doing the hard work you already did.”

Newt Gingrich
Passion

“There is no passion to be found playing small - in settling for a life that is less than the one you are capable of living.”

Nelson Mandela
Technology Aptitude

“Any sufficiently advanced technology is indistinguishable from magic.”

Arthur C. Clarke
Seeds or Plants?

- Cultivating strong plants from seeds takes a lot of time and energy
- Buying already cultivated plants that require less attention is more expensive, and you have less influence on how they grow
Planning Your Garden

- What seeds and/or plants do you select?
- What criteria matter to you?
- What do you need to keep in mind?

Can the Quality be Trained?

- Whether a quality can be trained or not needs to affect how you select your seeds/plants

Companion Plants

- Create a diverse mix of plants that can help each other grow
- Find symbiotic plants and plant them close together
Can the Quality be Trained?

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Companion Plants

• Create a diverse mix of plants that can help each other grow
• Find symbiotic plants and plant them close together
Gardening

- Continuous fertilization, watering and weeding
- Hard but rewarding work
- Every garden needs a caring gardener to thrive
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Growing a Great Test Team

- How do you find the right seeds to sow?
- How do you provide an environment in which your seeds can grow into strong plants?
- How can you help your plants thrive?

Seeds or Plants?
- Cultivating strong plants from seeds takes a lot of time and money
- Buying already mature plants that require less attention is more expensive, but you have less influence on how they grow

Gardening
- Continually evaluate, improve, and adapt
- Your garden needs constant care and attention

Planning Your Garden
- What seeds or plants do you want?
- What environment will they need?
- What will you need to keep them alive?