# What impairs the test automation in practice? (Problem statement)

With a host of open-source and commercial test automation tools available in market, the testing teams struggle to deliver value at scale.

# Evidence of the problem widespread across industry

See below examples. Sound familiar?

## The “Hero” problem

An expert joins the team, brings the delivery on track through expertise and heroic effort. (S)he soon becomes the apple of every eye including that of the almighty Client person. It is a celebration time until the Hero is around. But not forever. What happens when the hero decides to leave?

## The “Skill” problem

What is the ratio of

**Total Candidates Interviewed / Total Candidates Offered the Job / Total Candidates Actually Joined**

in your experience?

Mine is 100 : 10 : 1

## The “Complexity” Problem