

Make Your Team Awesome

- Yes, You Can!



by Maaret Pyhäjärvi







Just a tester

* *but no one is just anything*

*She's like "I want to exploratory test your ApprovalTests" and I'm like "Yeah, go for it", cause it's all written test first and its code I'm very proud of. And **she destroyed it in like an hour and a half.***

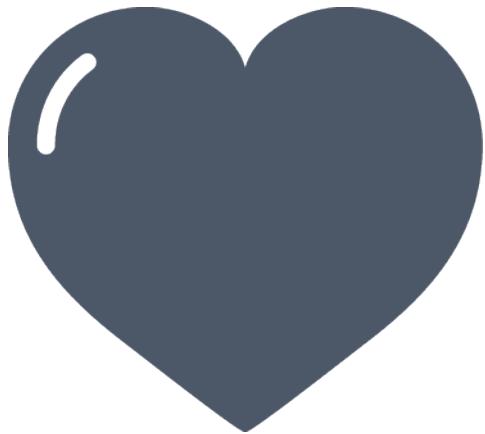
<http://visible-quality.blogspot.fi/2017/03/from-appreciation-of-shallow-testing.html>

**Testers don't break
the code, they break
your illusions about
the code.**

- Adapted from James Bach

*We aren't here to make a great product or a great company, but rather to **make our customers awesome** at whatever they do with our products or services.*

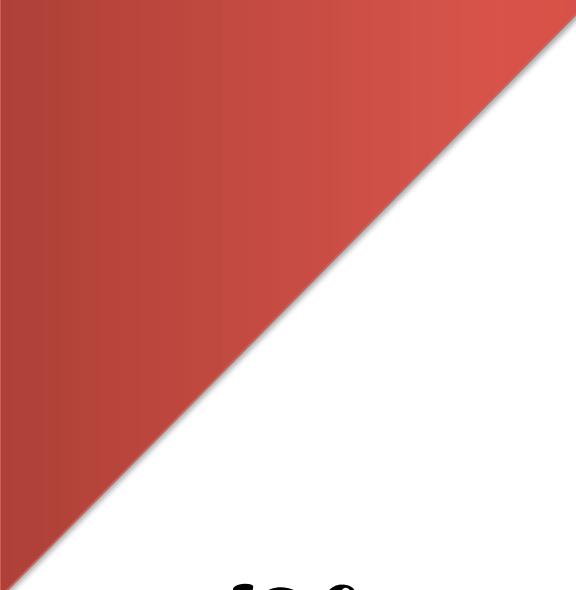
—Kathy Sierra, Badass: Making Users Awesome



Make People
Awesome

<http://modernagile.org>

1. Safety is a prerequisite for learning
2. Learning is a superpower
3. Wanting credit can get in the way
4. Finding a new identity as testers



Psychological safety unlocking performance



Who is on a team matters less than how the team members interact, structure their work, and view their contributions.

—Project Aristoteles, Google

Safety is a
prerequisite for
learning

*What defines me is both
the best behaviors I
amplify and the worst
behaviors I tolerate*

- adapted from Jurgen Appelo



Learning is superpower
an industry of learning

*Every day when I
come to work, my goal
is to be better after the
day.*

The 5-Year Rule

Output

ROI of spending **1 hour** a day
learning for a 1% increase

28 days

2x (6 months)

3x (8.5 months)

4x (10 months)

5x (1 year)


Llewellyn Falco



@maaretp

<http://maaretp.com>

5.5 hrs of learning and
2.5 hrs of working puts
you *ahead after 1 year*
if the gain daily is 1%.

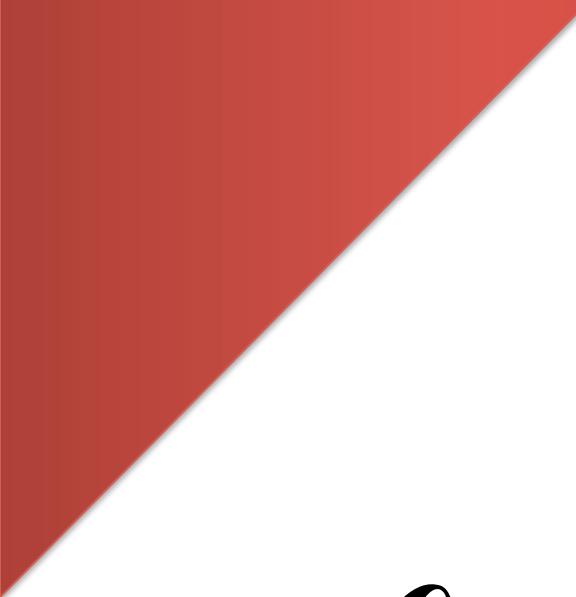
- Llewellyn Falco

<http://lfal.co/LearningHourROI>

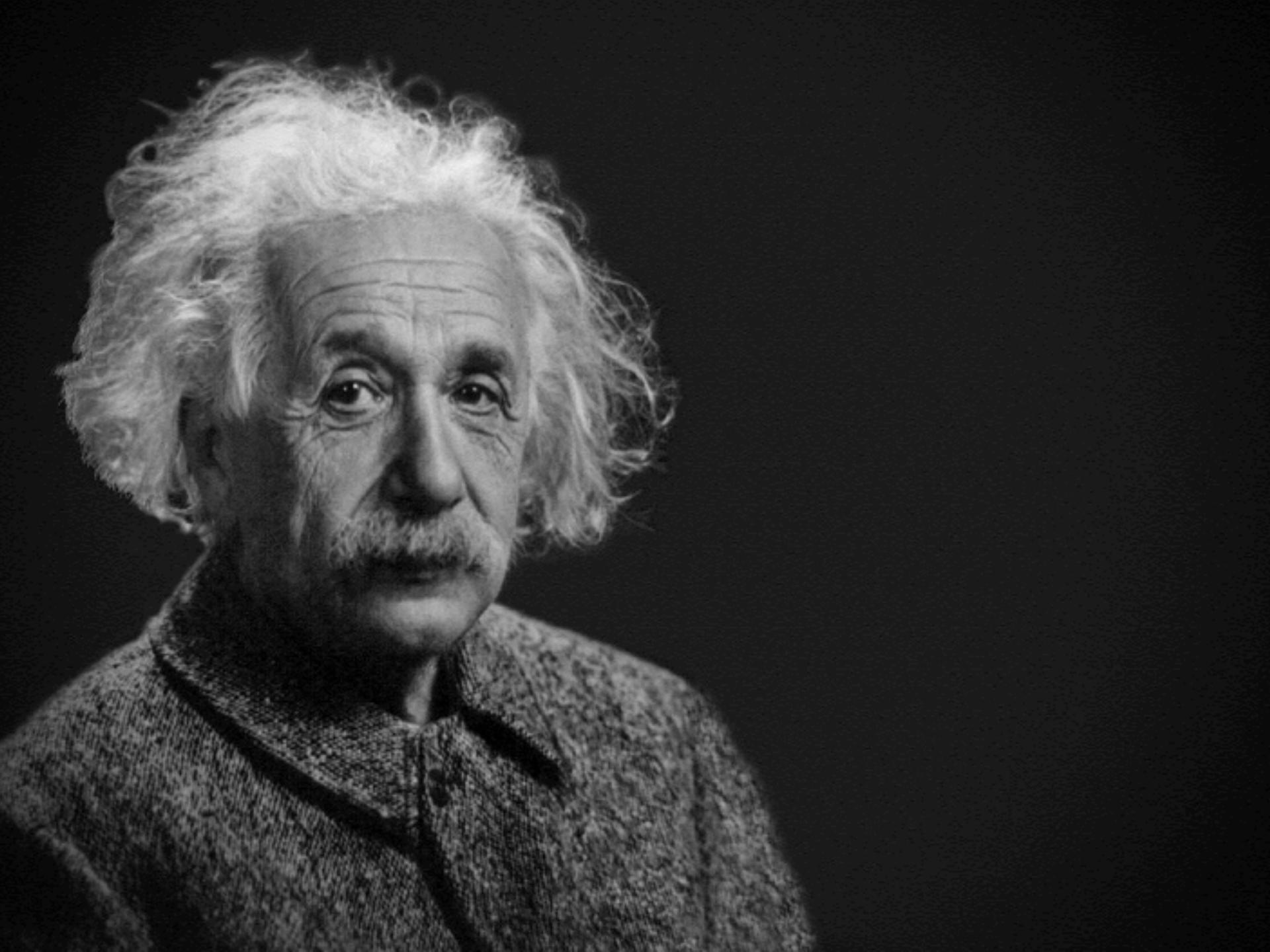
Cognitive Dissonance

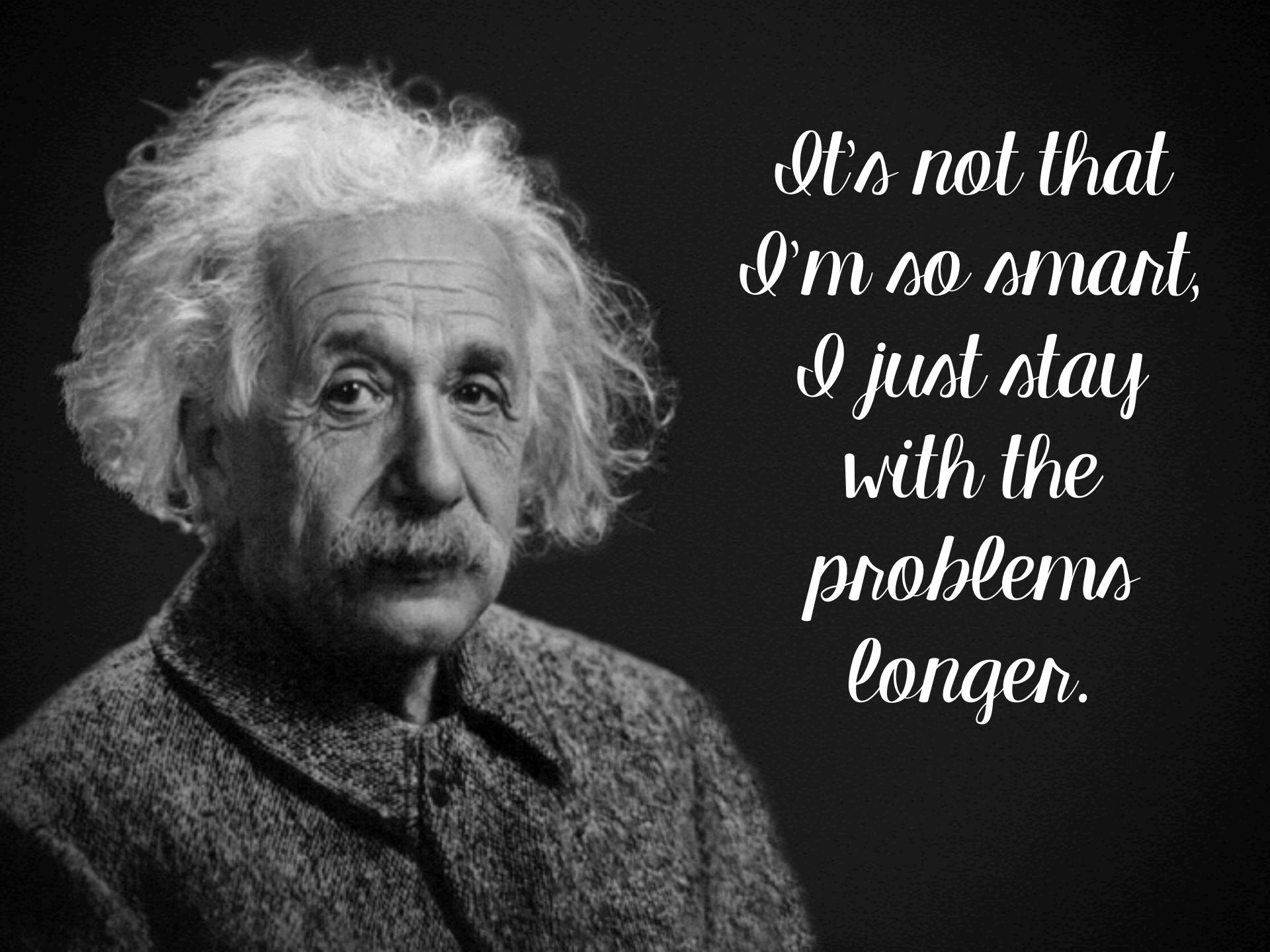


Experts are not the one
ones who know the
most but ones who
learn the fastest

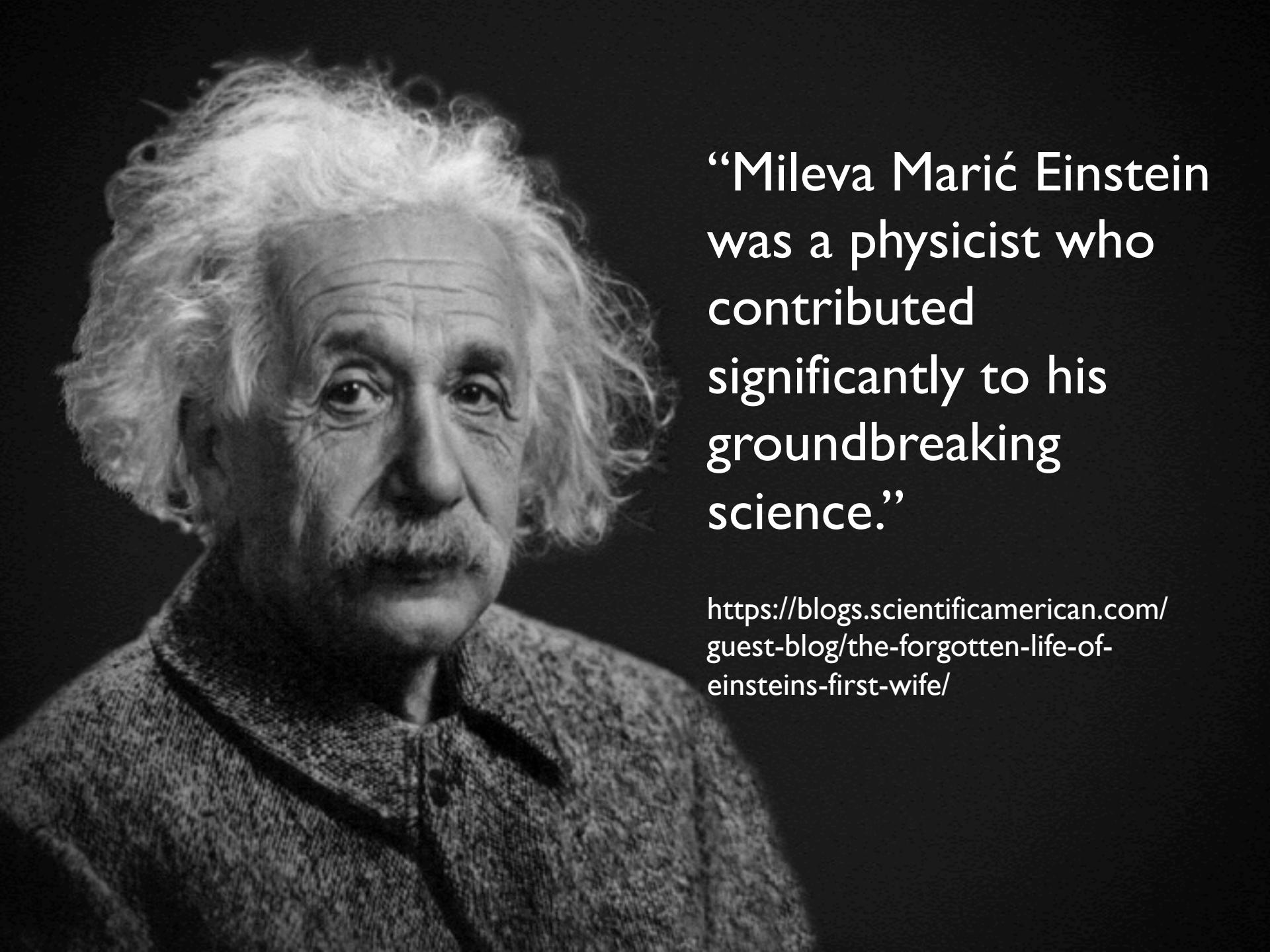


Caring for Credit teamwork conditions



A black and white portrait of Albert Einstein, showing him from the chest up. He has his characteristic wild, grey hair and a well-groomed, bushy beard. He is looking slightly to the right of the camera with a thoughtful expression. The background is dark and out of focus.

*It's not that
I'm so smart,
I just stay
with the
problems
longer.*

A black and white portrait of Albert Einstein, showing him from the chest up. He has his characteristic wild, grey hair and a well-groomed, bushy beard. He is looking slightly to the right of the camera with a thoughtful expression. The background is dark and out of focus.

“Mileva Marić Einstein
was a physicist who
contributed
significantly to his
groundbreaking
science.”

[https://blogs.scientificamerican.com/
guest-blog/the-forgotten-life-of-
einstein's-first-wife/](https://blogs.scientificamerican.com/guest-blog/the-forgotten-life-of-einsteins-first-wife/)



**Best ideas win
when you care
about work over
credit**



*Why are there no baby
dinosaurs?*

*5/12 identified types of
dinosaurs did not exist*

Four C's of a Modern Tester making us awesome!



Jukka Talvio
Manager Extraordinaire
*Quality Director,
HERE Consumer*

A Job Description for me:
20 – 60 % of hands-on testing
20 – 60 % of helping others test
Rest: do **whatever you like** that
is beneficial for the company

*Catalyst
Conscience
Cheerleader
Critical thinker*





Catalyst

increasing rate of reaction

Holding space

*It is easier to ask
forgiveness than it is
to get permission.*

- Grace Hopper

Changing myself and
environment, not the
others

Lending Privilege



Conscience
sense of right and wrong



Being brave when
others are not
with a survivorship bias warning

Avoiding decision is a decision

From gatekeeper to advisor



Cheerleader power of the positive



*Whatever anybody
says or does, assume
positive intent.*

– Indra Nooyi

GREAT JOB!



VERY HAPPY!



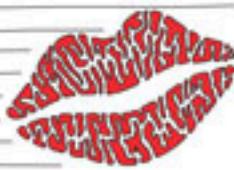
TOTALLY AWESOME!



THANK YOU!



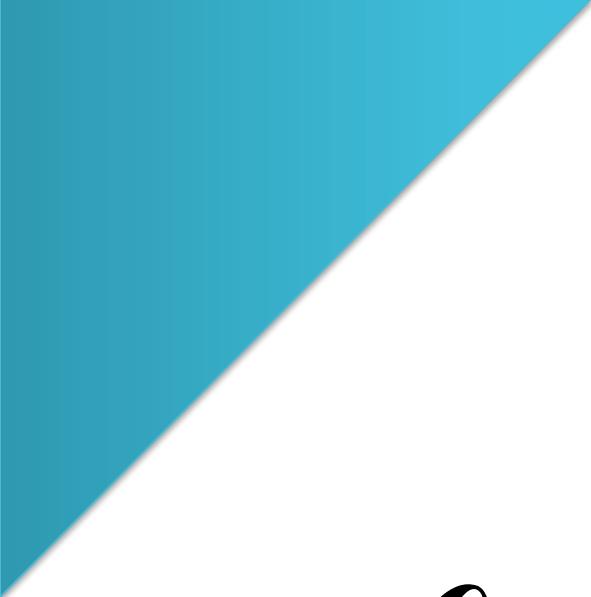
MANY THANKS!



CONGRATULATIONS!



Being Authentic



Critical Thinker
seeing things others don't

Product is my external imagination

I am my developer's external imagination

Pool is not a bigger
bathtub

*Catalyst
Conscience
Cheerleader
Critical thinker*



PRETEND IT IS POSSIBLE AND
ASK FOR IT. DON'T LET YOURSELF
TELL YOU IT CAN'T BE DONE.





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