Programmer

1. First job, fresh out of school

2. Many years of experience, but new in this organization

3. Long-term employee, but new to this programming language

4. A high-priced contractor, expert in the technology

5. Long-term employee, counting the last few years to retirement.

6. The "go to" programmer with the answer to any situation

<u>Programmer</u>

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Tester

1. First job, fresh out of school

2. Many years of experience, but new in this organization

3. Experienced tester trying to learn test automation

4. Experienced Business Analyst turned tester

5. Former programmer turned tester to support test automation

6. Highly experienced in this business domain

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Manager

1. Recent MBA degree

2. Recently promoted from a senior programming position to manager

3. Former deputy for a well-respected manager, promoted when that manager moved on

4. Long-time manager from the "School of Hard Knocks"

5. Hoping to reclaim reputation after two straight "failed" projects

6. Reads all the classic management books

Product Owner

1. Recent liberal arts graduate, hired because of a shortage of Product Owners

2. Business Analyst retitled to Product Owner when the organization transitioned to Agile

3. Lead UX designer

4. Customer Service manager for the product

5. Marketing manager for the product

6. Director of the business division

<u>Scrum Master</u>

1. Recent college graduate with a brand-new CSM certificate

2. Project Manager retitled to Scrum Master when the organization transitioned to Agile

3. Programmer, interested in the people side of things

4. Business Analyst, taking a new role as the development teams works more directly with users

5. Development team member selected by the team to fill the Scrum Master role

6. Experienced as Scrum Master for several successful teams

Role Card

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Role Card

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