

What makes a great Software Test Engineer?

Thank you for agreeing to participate in this survey. The purpose of this study is to uncover the attributes of great software test engineers (also known as Test Analyst or simply QA). Our aim is to improve how test engineers attract, retain and grow talent in their teams.

This survey is conducted by a joint team of <CONFIDENTIAL-INFORMATION>.

Should you be interested in being informed about the outcome of this study or any resulting publication, you will be provided an opportunity to indicate this and provide us with your email address. You are welcome to reach out to us if you have any questions or comments related to this research project:

<CONFIDENTIAL-INFORMATION>.

This survey is anonymous and no personal information will be collected. We do not record any identifying information. We plan to include the results of this survey in a scientific publication, but the responses to this survey will remain private and confidential.

It should take you only **15 minutes** to complete the survey, and upon conclusion you can enter a drawing for one \$50 Amazon gift card. Instructions for entering the drawing will be provided at the end of the survey.

Thank you!

ELECTRONIC CONSENT

Please select your choice below. Selecting the "yes" option below indicates that:

- i) you have read and understood the above information,
- ii) you voluntarily agree to participate, and you can withdraw from participating at any time.

If you do not wish to participate in the research study, please decline participation by selecting "No".

*** Required**

1. I am a Test Engineer and consent to participating in this research study. *

Mark only one oval.

☐ Yes

☐ No

Demographic Information

This section aims to collect demographic and general information about you and your experience as a Test Engineer.

2. Gender with which you most identify *

Mark only one oval.

- ☐ Female
- ☐ Male
- ☐ Non-binary
- ☐ I Prefer not to say
- ☐ Other: _____

3. How old are you? *

Mark only one oval.

- ☐ Under 18 years
- ☐ 18 -25 years
- ☐ 26 - 35 years
- ☐ 36 - 45 years
- ☐ 46 - 55 years
- ☐ Over 55 years
- ☐ Other: _____

4. In which Country do you currently work? *

If you've been working from home, please respond with the country in which your company is located.

5. What is your highest educational qualification? *

Mark only one oval.

- ☐ Graduated High School or GED
- ☐ Trade/technical school
- ☐ Bachelor's Degree
- ☐ Advanced degree (Master's, Ph.D., M.D.)
- ☐ Other: _____

6. How many years of experience do you have working in the field of software quality industry ? *

Mark only one oval.

- ☐ Less than a Year
- ☐ 1 - 2 years
- ☐ 3 - 5 years
- ☐ 5 - 7 years
- ☐ 8 - 10 years
- ☐ 10++ years

7. What is the role that best describes your job as Software Test Engineer/ Quality Assurance (QA)? Please, select all that apply. *

Check all that apply.

- ☐ Jr. Software Test Engineer / Test Analyst (I-II)
- ☐ Software Test Engineer / Test Analyst (III)
- ☐ Sr. Software Test Engineer / Test Analyst (IV)
- ☐ QA Engineering Specialist
- ☐ QA Team Lead or QA Engineering Manager
- ☐ QA Engineering Coordinator (Head of QA)
- ☐ Other: _____

8. Do you manage other employees? *

Mark only one oval.

☐ Yes *Skip to question 10*

☐ No

9. If your answer was yes for the previous question, how many people directly report to you?

Test Engineer/QA Activities

10. How often do you perform the following activities at work: *

Mark only one oval per row.

	Never or rarely	Once or twice a month	Once or twice a week	Many times a week	Every day
Analyze automation test reports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help to define user story acceptance criteria	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Define metrics to measure the quality of the product	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create manual test cases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create/Maintain automated test scripts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Debug the development code	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deploy code to test environments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demo a functionality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Document part of the system that is not specified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Execute manual tests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Study tools being considered for	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

adoption by the project					
Estimate the test effort for a feature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in the design review of a new feature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create a test plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Report a bug	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Review/approve test cases (manual or automated)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Select test scenarios for automation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Share knowledge with the team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. What types of testing do you usually perform at work? (Check all the apply) *

Check all that apply.

- ☐ Acceptance Testing
- ☐ End-to-end Testing
- ☐ Integration Testing
- ☐ Interface Testing
- ☐ Load Testing
- ☐ Performance Testing
- ☐ Regression Testing
- ☐ Sanity Testing
- ☐ Security Testing
- ☐ Smoke Testing
- ☐ Stress Testing
- ☐ Unit Testing
- ☐ Usability Testing
- ☐ Other: _____

Attributes of a great Software Test Engineer

Please rate your level of agreement about how important each attribute is for distinguishing a great test engineer from a good one.

12. Personal Attributes *

A great test engineer is ...

Mark only one oval per row.

	Very unimportant	Somewhat unimportant	Neutral	Somewhat important	Very important
Continually learning - building skills, seeking new improvements, continuously searching for knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Courageous - willing to say NO to allowing things to be released when he is not comfortable approving it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Curious - investigates beyond what has been specified, questions everything until fully understands what he is going to test	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Detail-oriented - pays attention to details when testing a feature or when reporting a bug; writes like a sophisticated journalist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Easy to adapt -	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

handle changes in priorities well, adapts to the company's context, is always up to date

Proactive - find gaps and room for improvements, organizes and improves processes, willing to challenge himself.

☐

☐

☐

☐

☐

Passionate - intrinsically interested in the area he is working on

☐

☐

☐

☐

☐

Perfectionist - demanding the highest standards possible

☐

☐

☐

☐

☐

Resilient - ability to withstand or recover quickly from difficult conditions

☐

☐

☐

☐

☐

Suspicious - doubts everything, wants to know everything; evidence-oriented

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☐

☐

☐

☐

Destructive creativity - finds creative ways to break

☐

☐

☐

☐

☐

ways to break
the system;
thinks as the
end-user
would do

13. Decision Making Attributes *

A great test engineer...

Mark only one oval per row.

	Very unimportant	Somewhat unimportant	Neutral	Somewhat important	Very important
Takes an analytical and systematical view - ability to perform root-cause analysis and to perform a risk analysis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has the ability to think critically - proposes brainstorming discussions to confront ideas and get insights; challenges common assumptions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Takes a holistic view - ability to see the system as a whole; addresses problems in an organized, principled manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is customer centric - Always looking to be aligned with the customer so that their expectations have always been met	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Management Attributes *

A great test engineer...

Mark only one oval per row.

	Very unimportant	Somewhat unimportant	Neutral	Somewhat important	Very important
Acts as a leader without the position; guides the team and cares about the performance of the entire team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deals well with priorities - even when working with several tasks at the same time, he knows how to assess the risks and impacts of each change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deals well with time management - ability to estimate what is needed to deliver a task with the highest quality possible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Social Attributes *

A great test engineer...

Mark only one oval per row.

	Very unimportant	Somewhat unimportant	Neutral	Somewhat important	Very important
Communicates effectively when reporting a bug, when asking questions or when dealing with different stakeholders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaborates with others - Supporting the team, being active in the QA community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shares knowledge with the team, documents what is relevant to the project, promotes training when needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Technical Attributes *

A great test engineer...

Mark only one oval per row.

	Very unimportant	Somewhat unimportant	Neutral	Somewhat important	Very important
Is knowledgeable about business - understands their product's value, knows the rules and constraints to help build the test plans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has technical expertise - ability to lookup for a log, SQL skills, linux basic commands skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has programming skills - ability to help read, understand and debug a development code, review pull requests with confidence, ability to code if needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has theoretical knowledge of the QA area - knows the best test strategies to apply on each test scenario	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Considering just great Software Test Engineers that you know, please rank the top 5 most * valued qualities that you believe they should exhibit.

Check all that apply.

- ☐ Ability to communicate effectively with the team
- ☐ Ability to easily adapt to a new task or priority
- ☐ Pay attention to details when testing a feature or reporting a defect
- ☐ Being a leader even without the position
- ☐ Being Investigative
- ☐ Being proactive by finding room for improvement
- ☐ Ability to express your opinion about a story or to defend your work
- ☐ Have a depth knowledge of the business rules
- ☐ Have a Critical Thinking
- ☐ Have technical expertise
- ☐ Question everything until fully understand it
- ☐ Share knowledge with the team
- ☐ Study and adopt new technologies
- ☐ Willing to challenge yourself

18. If you think there are attributes of great test engineers which we missed above, please enter them below.

Best test practices

In this section we present some test practices reported by expert Test Engineers from interviews.

19. Please rate your level of agreement about the best practices for distinguishing a great test engineer from a good one. *

Mark only one oval per row.

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree
Avoid test redundant cases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being multidisciplinary impacts positively the quality of your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Build good work relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't reinvent the wheel - study and adopt existing technologies whenever is possible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In testing, if you can do it, you should do it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mobilize others to help testing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Never stop studying	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prioritize demands for risk management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seek ways to communicate effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Take time to see what others are doing and use it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

doing and use it
to improve your
work

Wrap-up

20. Do you consider yourself a great Test Engineer /QA? *

Mark only one oval.

☐ Yes

☐ No

21. If yes, in what ways do you consider yourself a great Test Engineer?

22. Reflecting on everything the survey has talked about, what would be your two key pieces of advice to software test engineers in order to become great QA professionals?

Email Information (optional)

Please enter your e-mail if you would like to be entered in the raffle for a \$50 Amazon gift card. We will not link your e-mail address to your survey responses, nor will we publish your e-mail address in any which way. Participation in the raffle is voluntary.

23. If you do wish to participate, please enter your e-mail address and then submit the survey.
Good luck!

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