



# Great resources!

## A Road to Awesomeness



Remember the 4-hour  
tester experiment?

If you have more time...  
This is the talk for you!

How it started...



Standing in the hall of fame

# How to become a great tester



**Improve**  
QUALITY SERVICES

## 1. Have passion

Follow your bliss, do what you love

## 2. Have courage

Be brave, don't be afraid to fail

## 3. Be curious & skeptical

... and never fake!

## 4. Adapt to context

Everything depends on it's context

## 5. Collaborate

Work together, learn from others

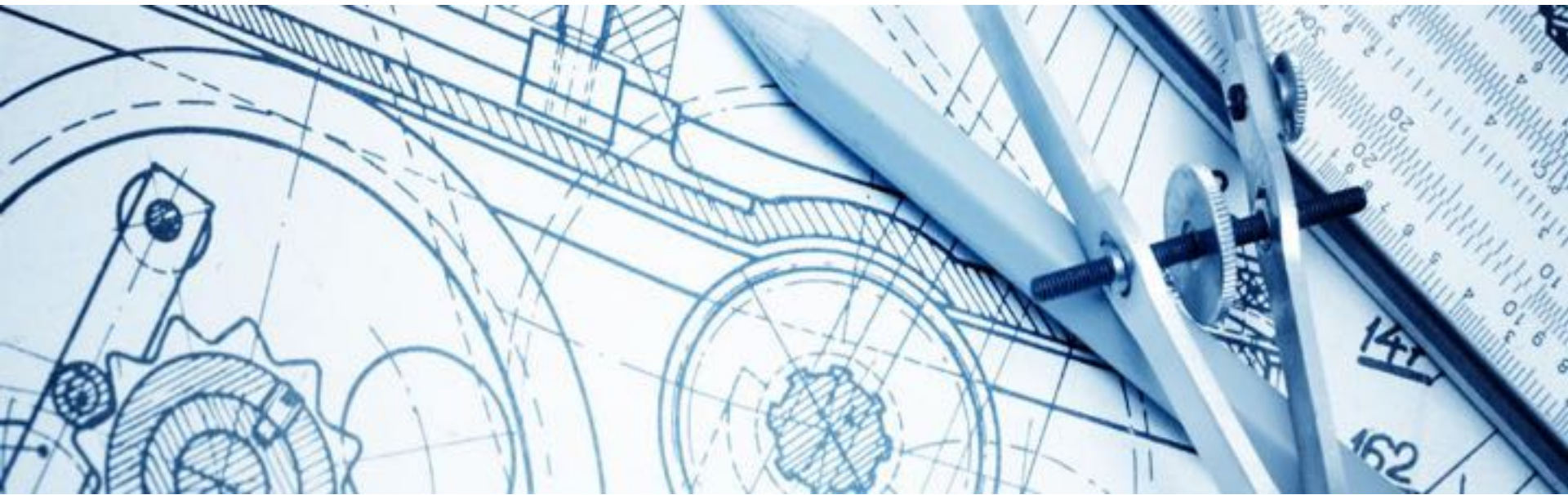
## 6. Learn, play, try & explore

Practice, practice, practice





# Professional Testers



# Professional Testers

- Professional or by profession?
- Basic testing is a straightforward technical process.
- But, excellent testing is a difficult social and psychological process in addition to the technical stuff.

(Critical thinking for software testers - Bach/Bolton)



# Professional Testers



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@HelenaJ\_M



Following

@huibschoots so what are your criteria for professionalism for testers in CDT community?  
#CPHcontext

3:17 PM - 24 Jan 2014



# Heuristics for recognizing professional testers

1. Have paradigm of testing & can explain approach
2. Love what they do & are passionate
3. Consider context first and continuously
4. Consider testing a human activity to solve complex problems
5. Know that SW development is a team sport
6. Know that things can be different

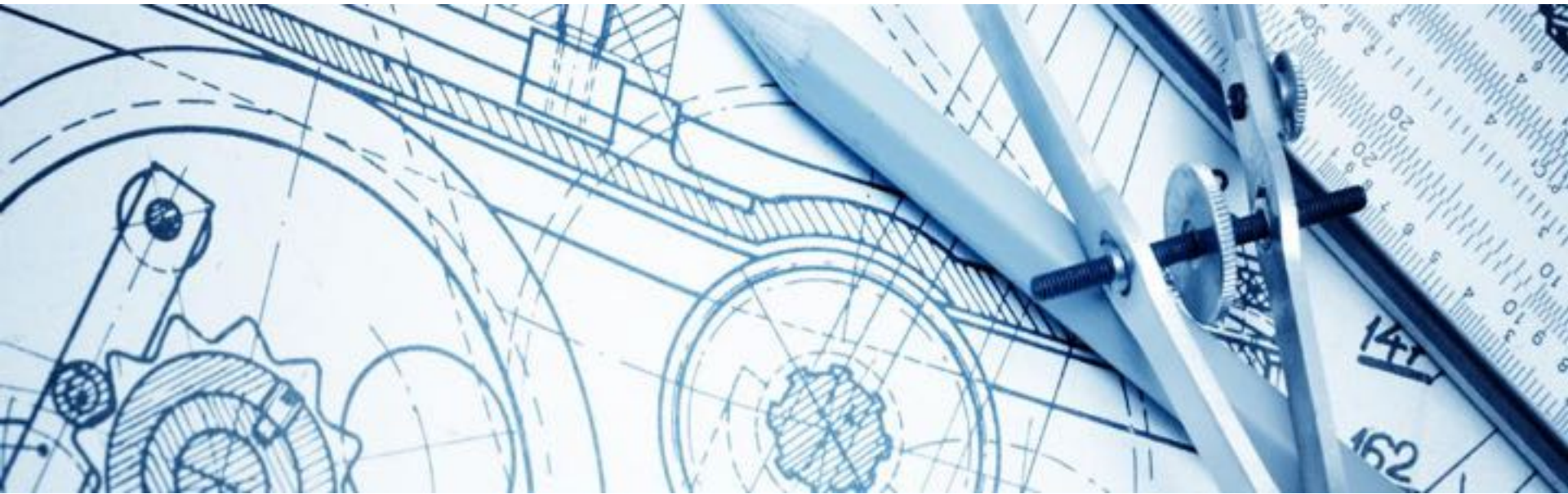
# Heuristics for recognizing professional testers

7. Ask questions before doing anything
8. Use diversified approaches
9. Know that estimation is more like negotiation
10. Use test cases & test documentation wisely
11. Continuously study their craft
12. Have courage and refuse to do bad work

# Heuristics for recognizing professional testers

- 13. Are curious & like to learn new things
- 14. Have important interpersonal skills
- 15. Have excellent testing skills
- 16. Have sufficient technical skills
- 17. Do not fear to learn & are not afraid to make mistakes
- 18. Happy to share their knowledge

# My map

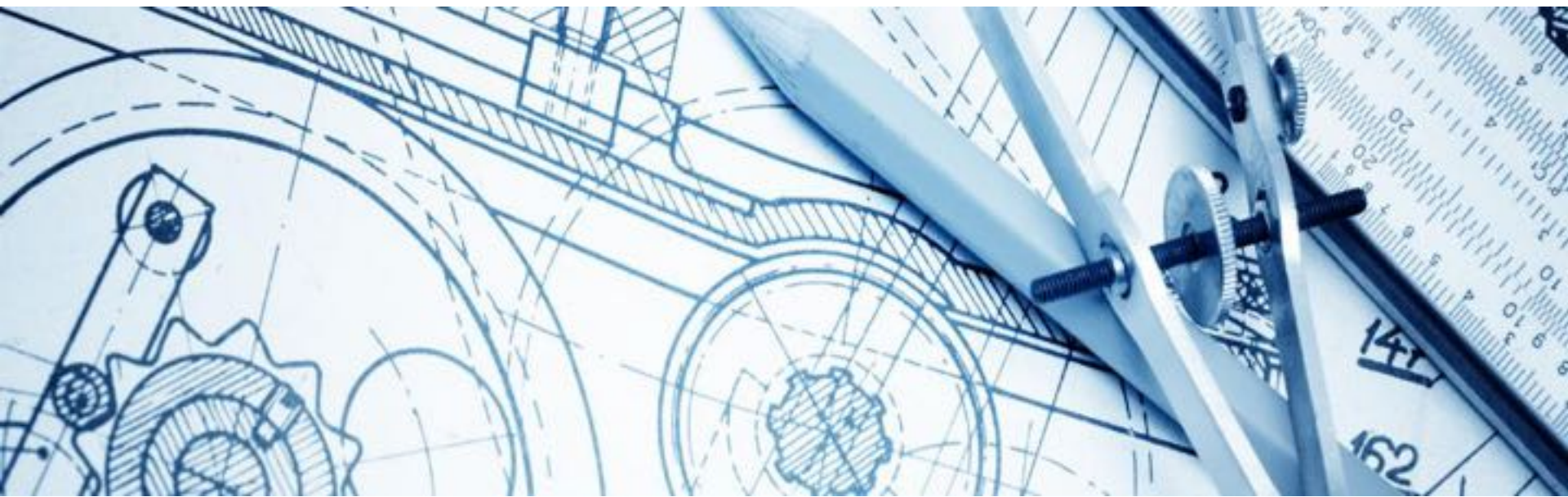




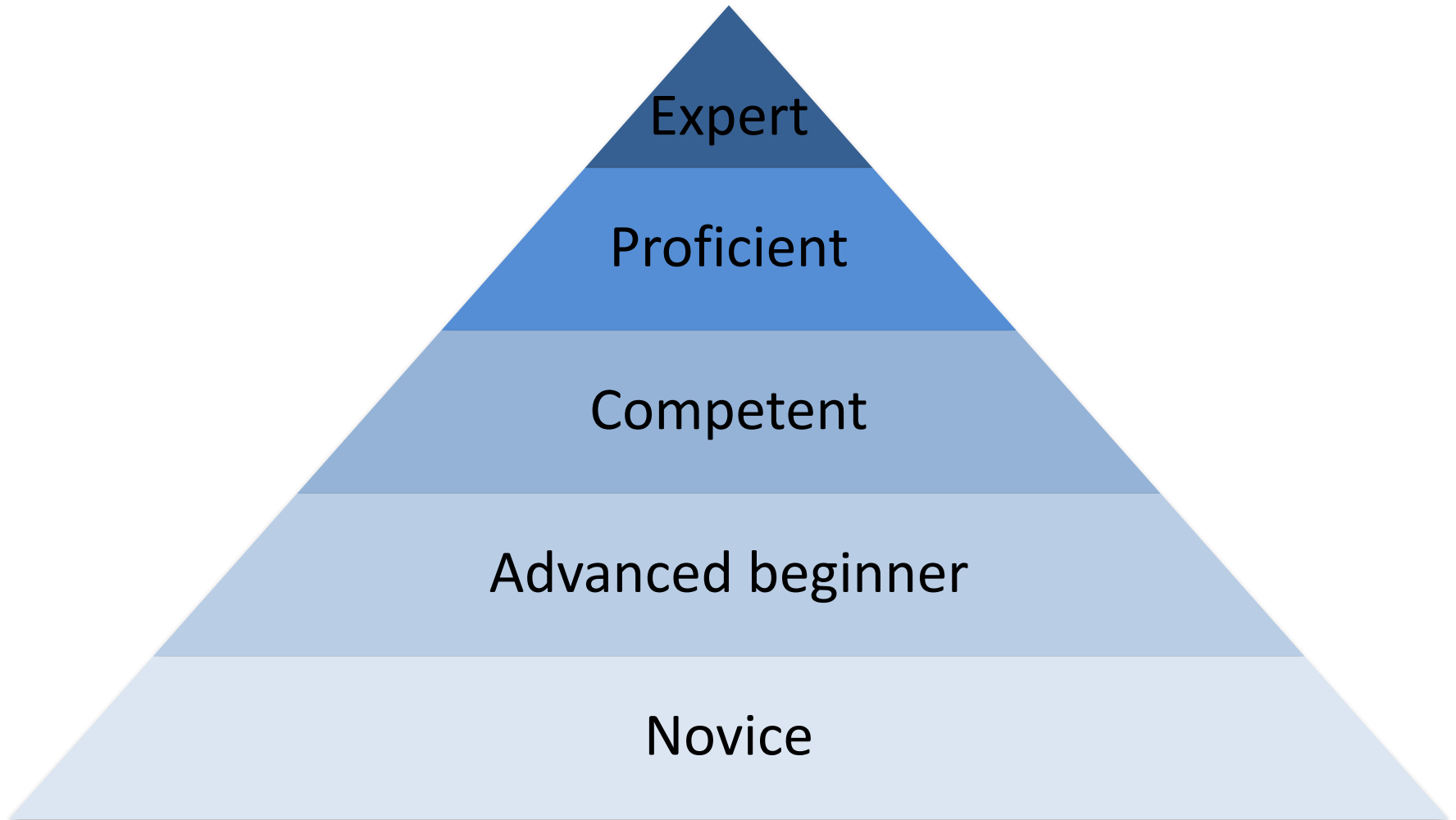


Download Mind Map here:  
<https://goo.gl/VCQOIN>

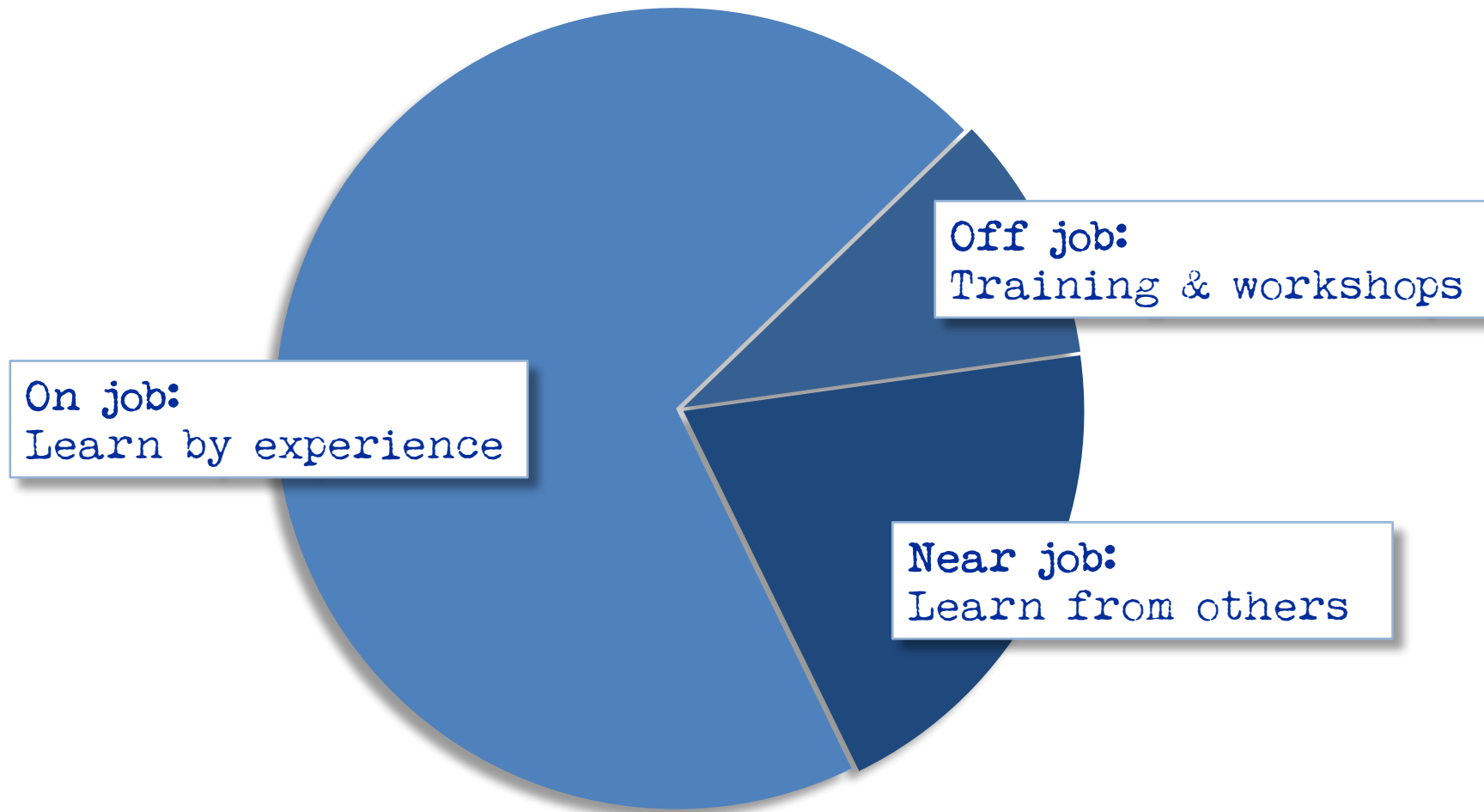
# Learning



# Becoming an expert



10 - 20 - 70

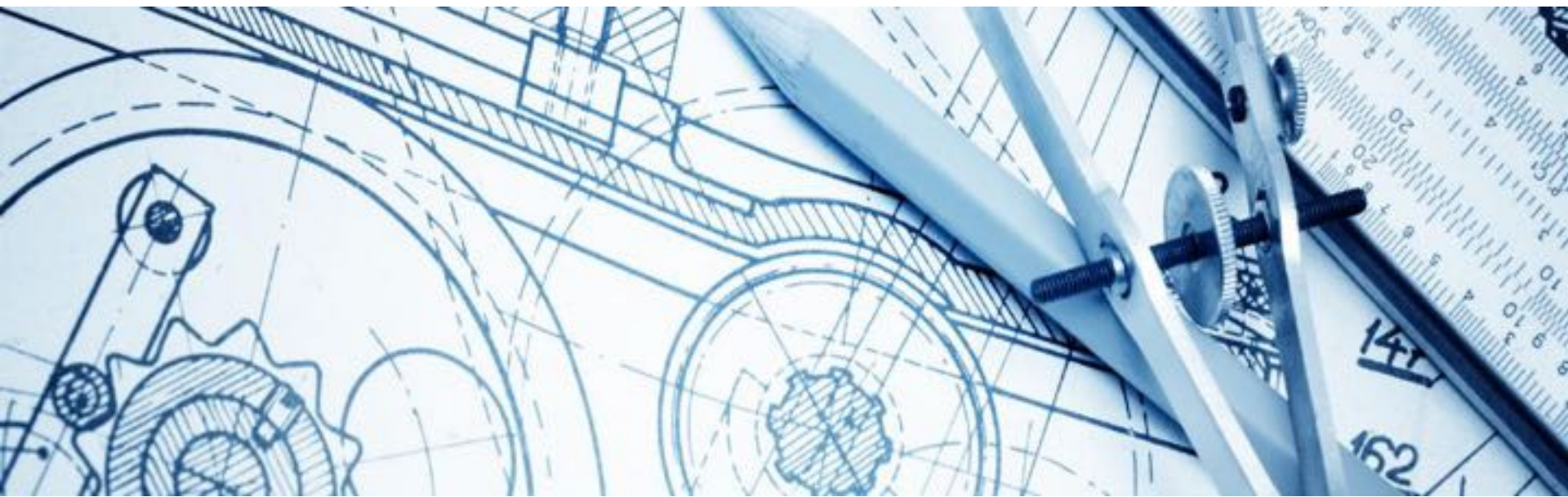


# Learn by experience

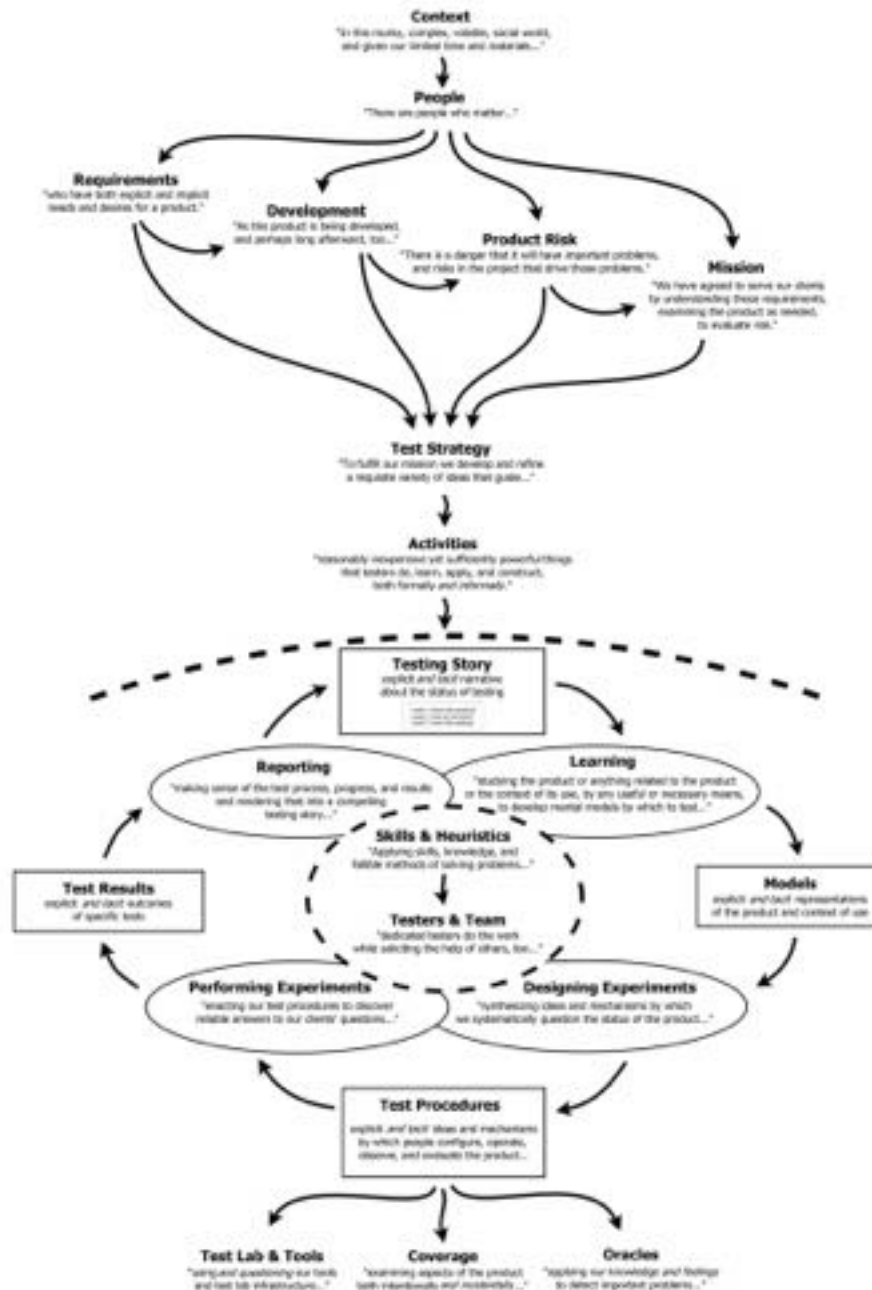
- Concrete, challenging & achievable tasks
- Realistic application, processing & reflection
- Personal interpretation, exchange with others & constructive feedback
- Safe environment to experiment & make mistakes



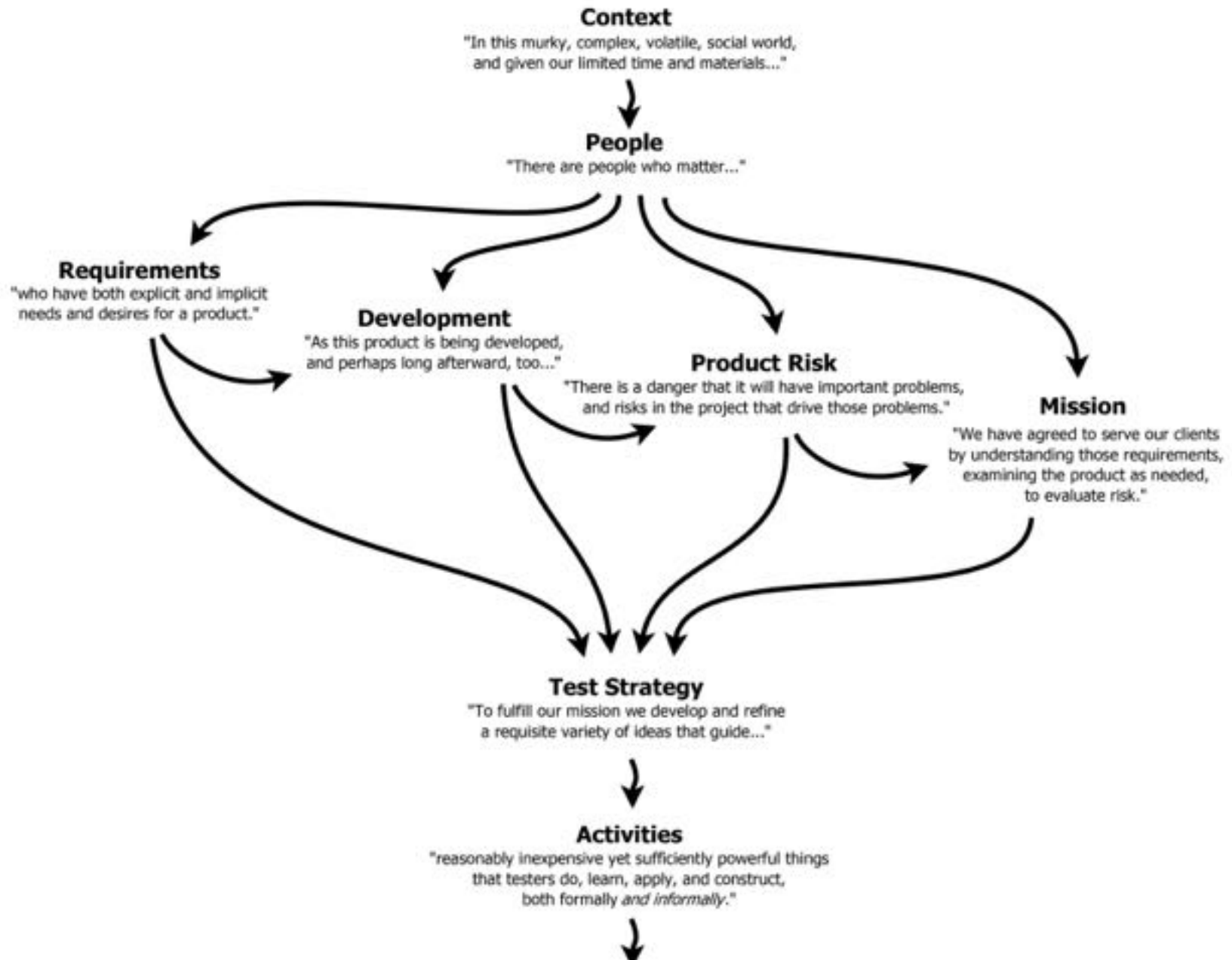
# Testing

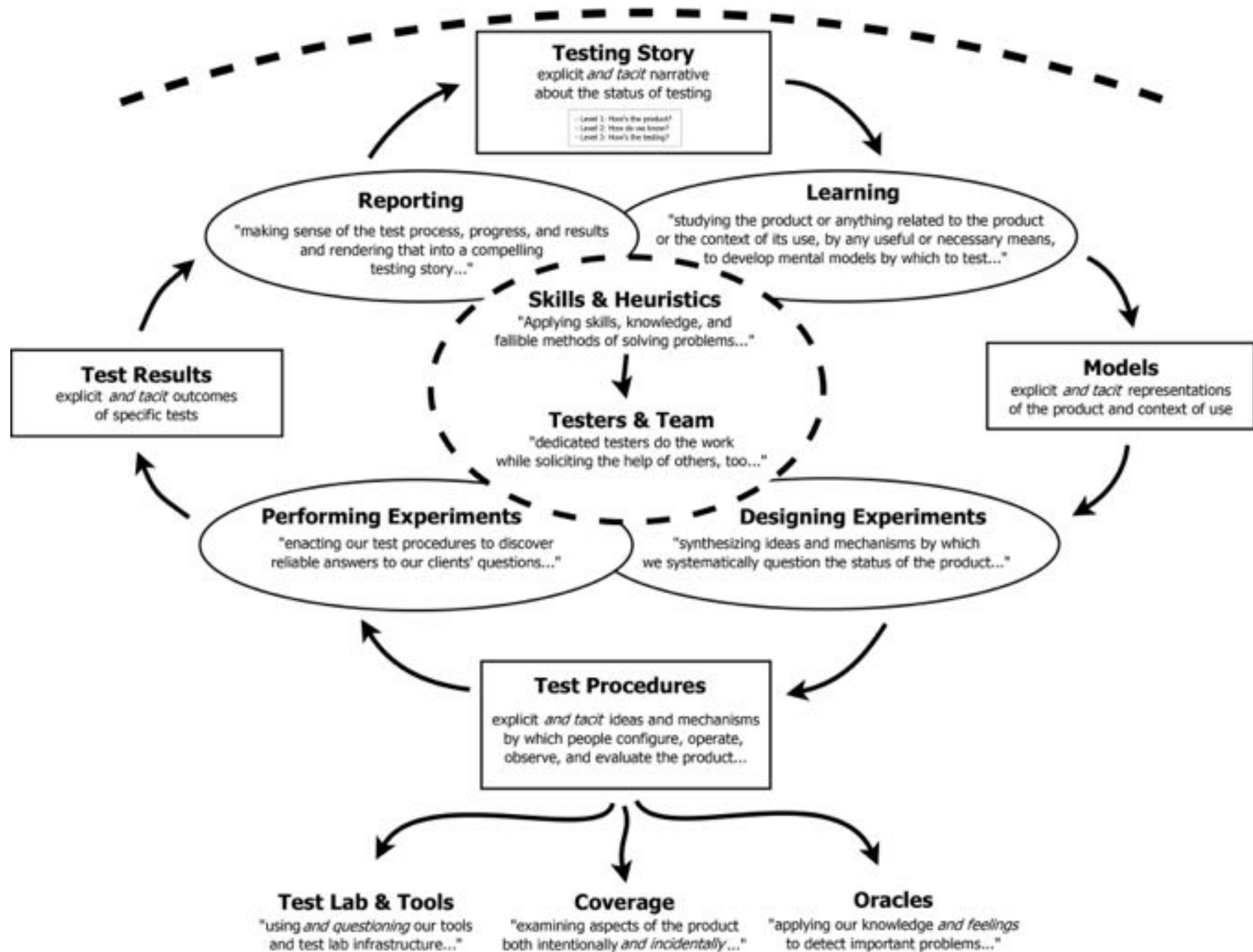


# A Rapid Testing Framework

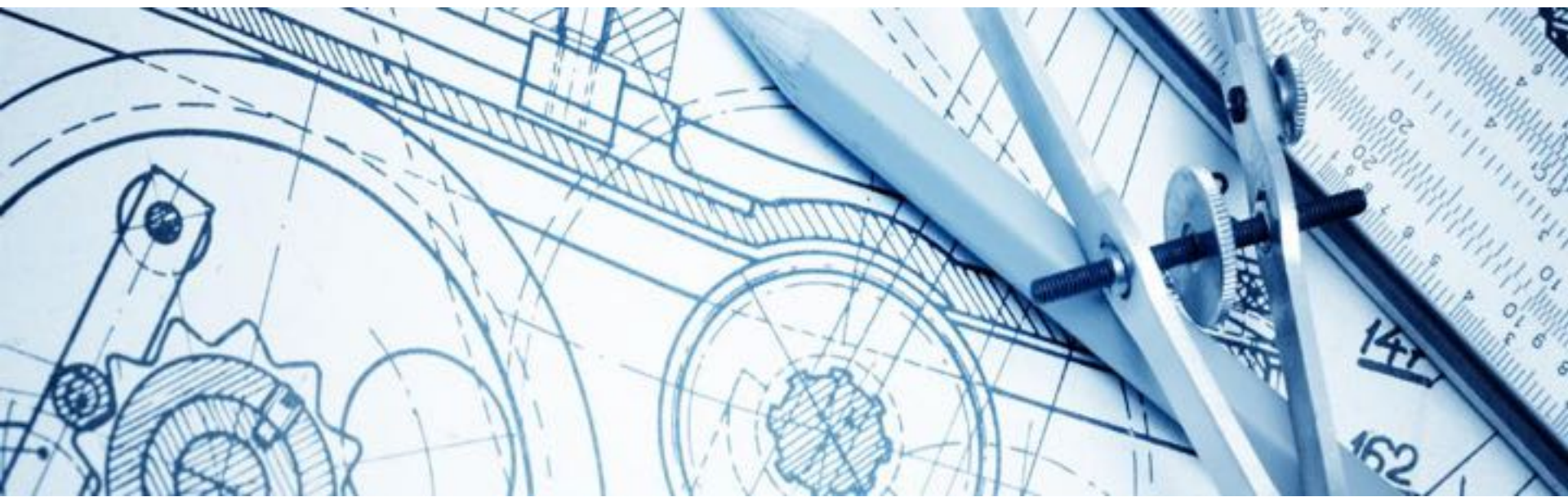


# A Rapid Testing Framework





# WHAT: Skills?





# Skills & knowledge?

- LEARNING!
- Thinking skills
- Testing skills
- Technical skills
- Domain skills
- Soft skills

But there is more...

What about traits/characteristics & attitude?

# Learning skills

- Making effective notes
- Reading
- Analyzing
- Active listening
- Information collection
- Organizing
- Transforming
- Summarizing
- Questioning
- Focus
- Thinking skills
- Discussing
- Resourcefulness
- Study
- Experimentation
- Learn by doing

# Thinking skills

- Sense making
- Focusing
- Interpretation
- Analysis
- Inference
- Evaluation
- Explanation
- Self-Regulation
- Remembering
- Organizing
- Evaluating
- Dealing with bias and logical fallacies
- Thought experiments
- Structuring
- Logical reasoning
- Brainstorming
- Generating ideas
- Triage

# Testing skills

- Context analysis
- Modeling
- Factoring
- Risk Analysis
- Dealing with bias and logical fallacies
- Asking questions
- Applying Heuristics
- Applying Oracles
- Observation
- Note taking
- Self Awareness
- Test techniques
- Design experiments
- Problem Solving
- Storytelling
- Creating Test Strategy
- Reporting

# Technical skills

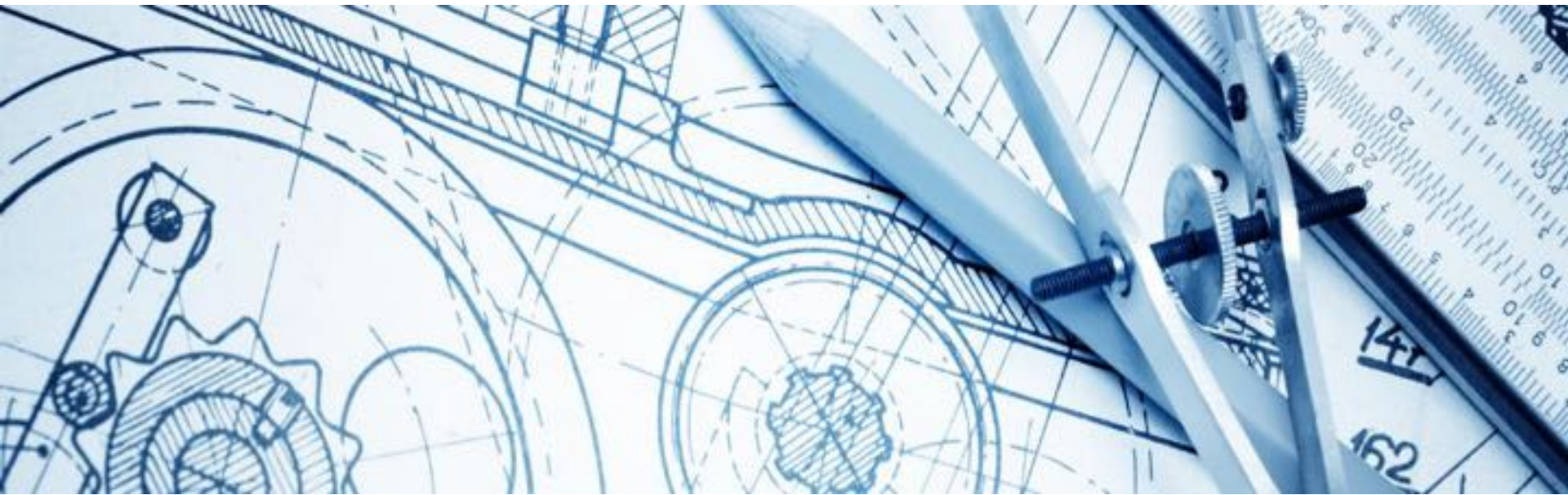
- Test Automation
- Coding
- Scripting
- SQL
- Configure
- Install
- Tools
- Computer science
- Platforms, frameworks & devices
- Software Engineering
- CI/CD
- Agile/DEVOPS



# Soft skills

- Leadership
- Collaboration
- Communication
- Self management
- Planning & organization
- Testers self-defense
- Coaching
- Pairing
- Handling conflict
- Personal skills

# WHO: Traits

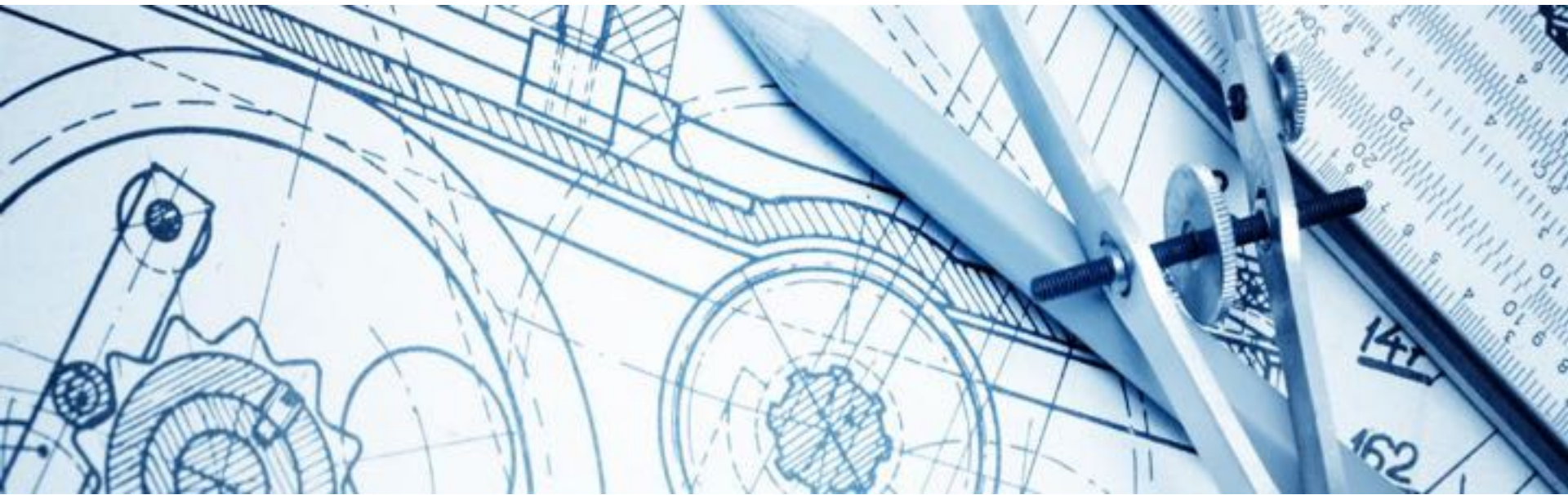


# Traits/characteristics

- Humanistic
- Passionate
- Motivation
- Persistence
- Courage
- Proactive
- Curious
- Explorer
- Skeptical
- Open minded
- Problem solver
- Flexibility
- Ethics

# HOW:

## A road to awesomeness



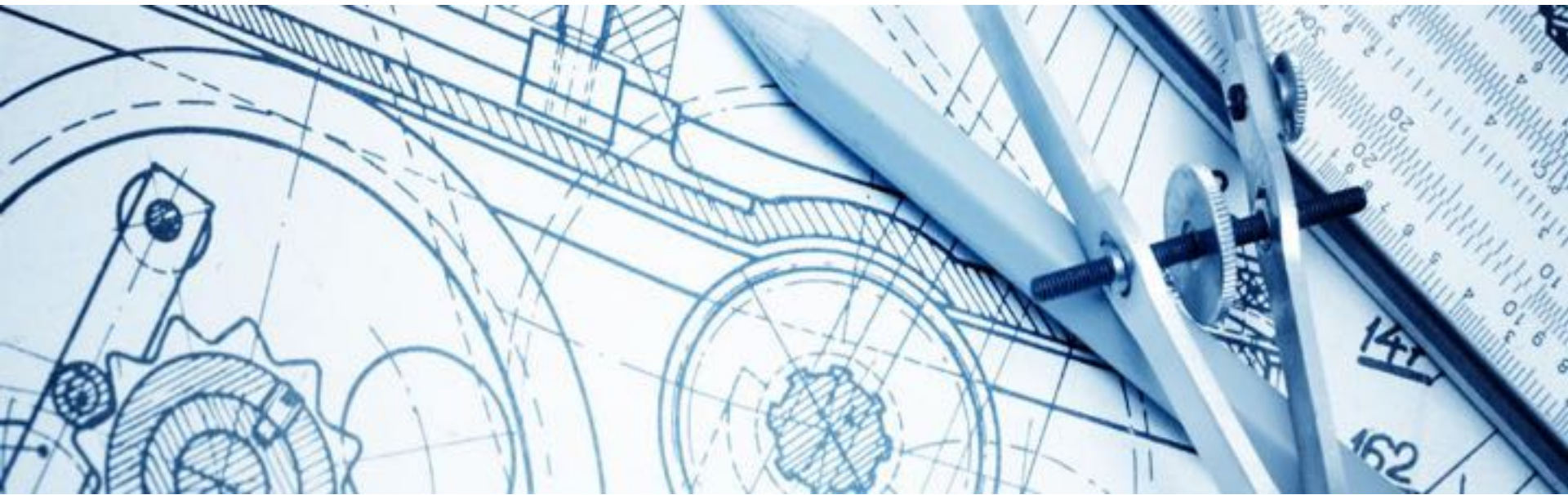
How?

Continuous Learning

Deliberate Practice



# Formal education







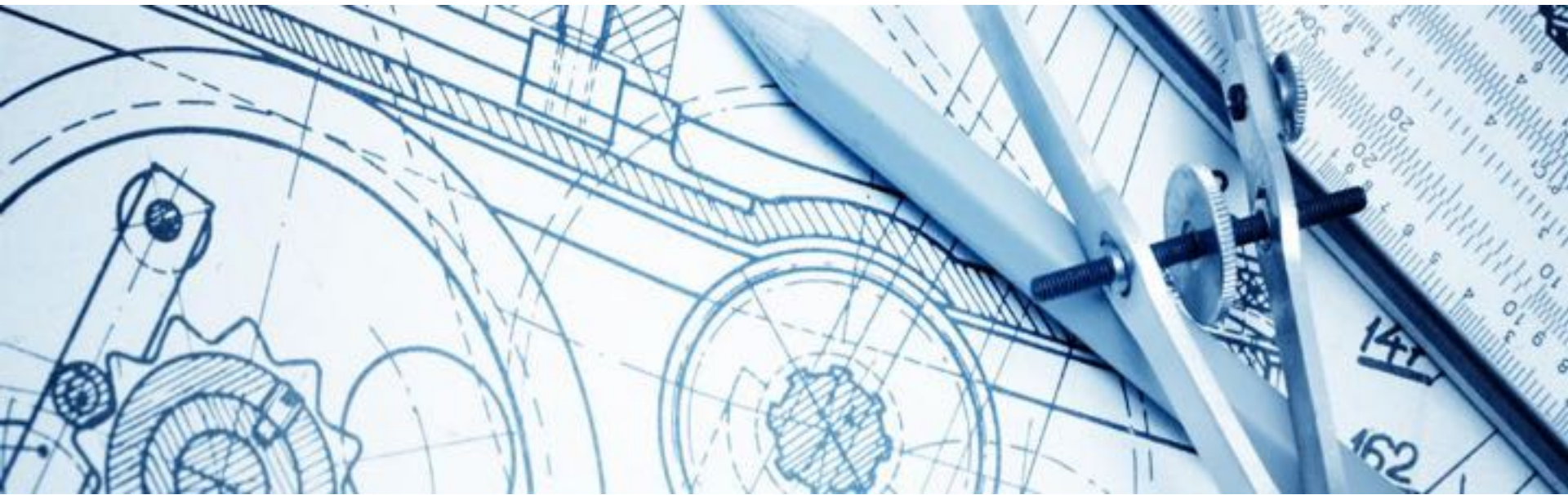
So repeat after me...

Testing is evaluating a product by learning about it through experimentation, which includes to some degree: questioning, study, modeling, observation and inference

# Formal Education

- Rapid Software Testing
- Rapid Testing Applied
- Exploratory Testing / SBTM
- BBST
- Ministry of Testing classes
- Workshops at conferences
- ISTQB
- CAT
- ...

# Self education

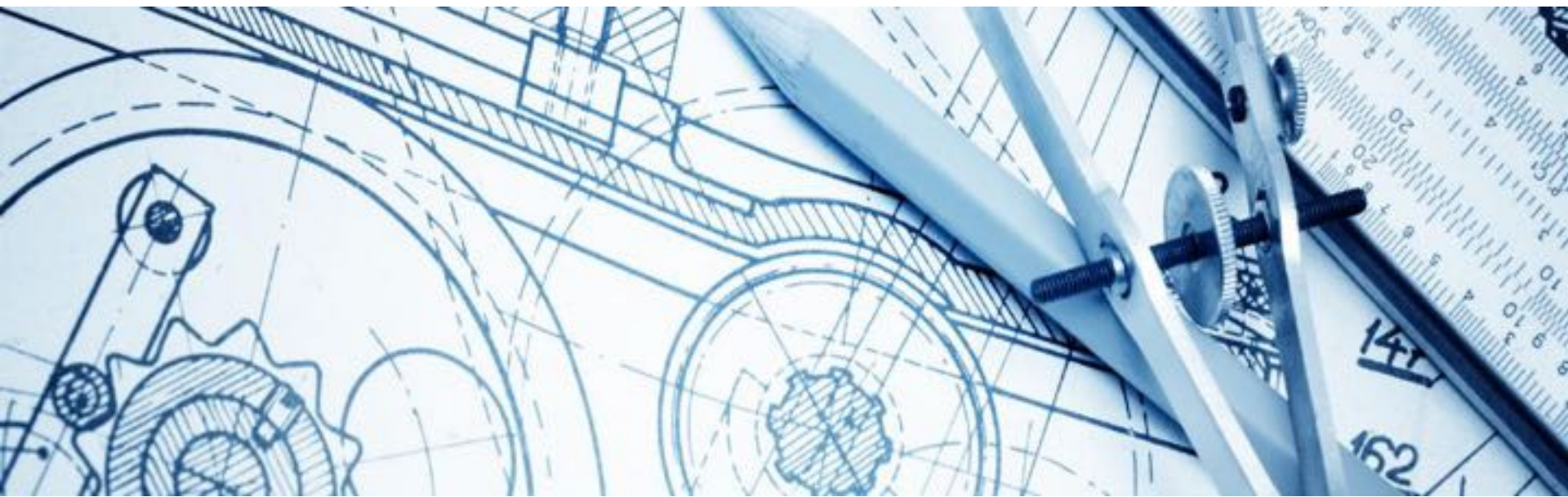


# Self education

- Books
- Blogs
- Twitter
- Podcasts
- Videos
- Pairing
- Write
- Communities
- Meetups
- Conferences
- References
- Skype coaching



# Becoming awesome





# How to become awesome?

- Know what you want from your life!
- Follow your energy
- Do what you love
- Be yourself
- Persevere
- Tell yourself you are the best
- Find role models, mentors and coaches
- Experiment & try new stuff
- Ask for feedback
- Don't be afraid to fail
- Be a mentor
- Work on your network, learn from others
- Practice, practice, practice
- Never fake!

Damn Huib, it's just too much... where do I start?



# Where to start?

First: know what to learn and focus!

Second: get help and practice!

Maybe write a Personal Development Plan

- Who am I?
- What are my skills?
- What do I want?
- What do I need?
- How do I get there?

# I learned a lot from:

- Observing others
- Observing myself
- Explaining, presenting, teaching & coaching
- Pairing
- Writing my blog
- Keeping a journal
- Always having a notebook with me
- Discussing & debating testing
- Trying new stuff
- My coaches and mentors

Want more info?

Read my blogpost here:

<https://goo.gl/vv0GwC>

**QUESTIONS,  
YOU HAVE,  
HMM?**





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