Hello Ash,

Good morning! Hope you had a great weekend.

I have certain concerns to raise in terms of team dynamics. Although I will move on soon, these can become a big problem if not addressed early.

1. Micro-management – I see most of our team members are having issues around this. There is an invisible pressure which is created in the team and most of us are working as if there is a clock ticking and we must abide by it. Many of us are not even having our lunch on time.
2. Lack of understanding – Whenever any defect is raised, there’s always chaos on call. Creating unnecessary fear to work within unrealistic time frames is affecting the team’s morale. We must make our team understand that defects are also part of our assignment. It is absolutely ok to make mistakes until you rectify them.
3. Education/ KT – We do have certain gaps in understanding the entire flow of the application. Some of us lack knowledge of the right tools, roles, screens/pages, teams to contact, etc. We need to start some sessions educating our team about this context and mandate them to join.
4. Time management – More than a considerable amount of time is invested in meetings. We had planned to reserve no meetings on Mondays or Fridays but never started. Why don’t we start doing it in the next Sprint? I have been attending meetings for more than 3-4 hours every day. Same is the case with other Devs and QAs.
5. Timely breaks – We need to make sure our teammates are not bombarded with multiple meetings or development/testing. Timely breaks, especially on Fridays will help them to rejuvenate their mood and work more freely. I see most of our teammates are working till late even when they have started their day early. Rahul, Karthik and I have stayed up till very late on certain days from the last two sprints. We need to maintain a work-life balance, and every team member gets the liberty to enjoy their work without any pressure.
6. Reserve time for self-growth – Nobody likes to remain in the same role forever. Everybody is here to evolve and learn. We should motivate our teammates to upgrade their skillsets and if we have an opportunity in the team, we should help them apply their knowledge practically. Shuvam has been doing a fantastic job in applying his learnings for improvising our automation test suite, he is also working on his React skills and is planning to transition into the FE domain in his next role.