



Getting Hired and Staying Employed

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A time to reflect...

During performance appraisals and interviewing, what do I look for and value in a software tester?

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- 1 Competence
 - 2 Good Communication
 - 3 Independence
 - 4 Honesty
 - 5 A Sense of Adventure
 - 6 Adaptability
 - 7 Initiative

#1 Competence

Apply existing knowledge to varying situations

Leverage what you know to be effective

Be willing to learn and pursue knowledge

Sort the “new and interesting” from the
“new and foolish”

Own your career – learn, teach and grow



#2 Good Communication - Always

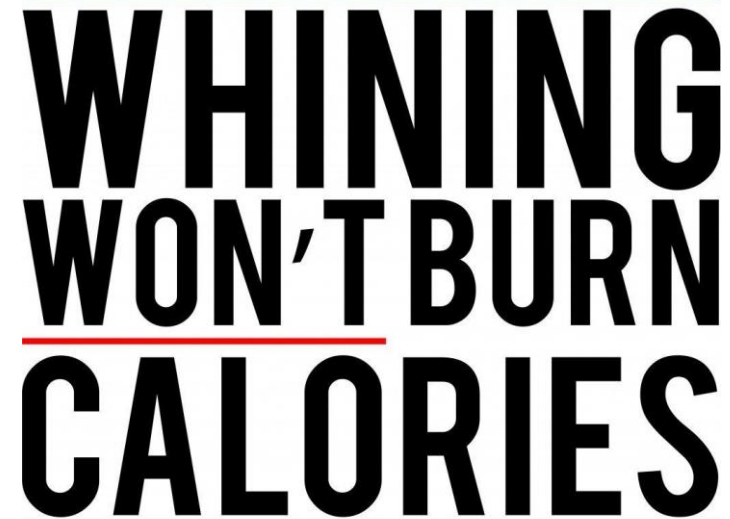
Raise issues and risks as you see them

Act as the eyes and ears of the testing team

Don't whinge about unfixable problems – accept and move on

Escalate to the right person

Just do your weekly status report –
be the favourite employee



**WHINING
WON'T BURN
CALORIES**

#3 Independence

Balance is critical

Avoid “why didn’t you tell me sooner?”

Handle situations, but keep your manager in the loop
(particularly for personnel issues)

Management should provide air cover and guidance

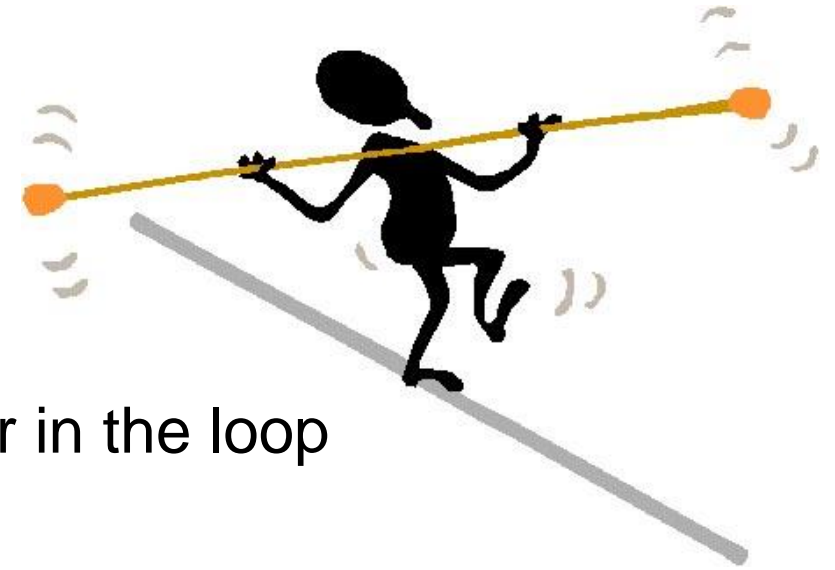
Independence is good

Shows growth

Shows advancement potential

Shows willingness to take responsibility

But, it’s risky



#4 Honesty

So you made a mistake. Admit it, clean up and move on.



#5 A Sense of Adventure

Enjoy the job

Retain your curiosity

Motivate yourself by knowing you've done a good job

Bad time, boring times and frustrating times will happen

The **good** should overshadow the bad

#6 Adaptability


Flexibility and adaptability are critical

Can you work effectively in different situations?

Can you work happily with different personalities?

You'll never know everything

Lead, adapt and relish the challenge



“I look forward to
the opportunities of
every new day”

#7 Initiative

Find things that need to be done and do them

A good tester is always busy

If you're bored, it's probably your fault

Prove that you're interested in growing



Conclusion

All good test managers seek these traits

Be sure your manager knows what you do (status reports?)

Get noticed for your good traits (without being a pain)

In an interview, bring examples – prove you really are adaptable

Make your own checklist and ensure you progress each month

You will get that job
you want... and you'll
be able to keep it and
grow with it

