

Consulting

Software
Development

System
Integration

Support

Quality
Assurance
& Testing

The benefits of diversity in teams

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My background

- University studies?

Economics

- Working experience?

Marketing, Finance and Business

- 2012: Maternity leave
- 2018: Newcomer to Testing
- 2019: Test Lead in ARTIN

How is it possible?

My path to Testing

- First realization: I don't want to be financial advisor anymore..
- Personal trainings
 - What kind of personality am I?
 - What strengths and skills do I have?
 - What do I like in my life
- Second realization: I want to enter IT business!

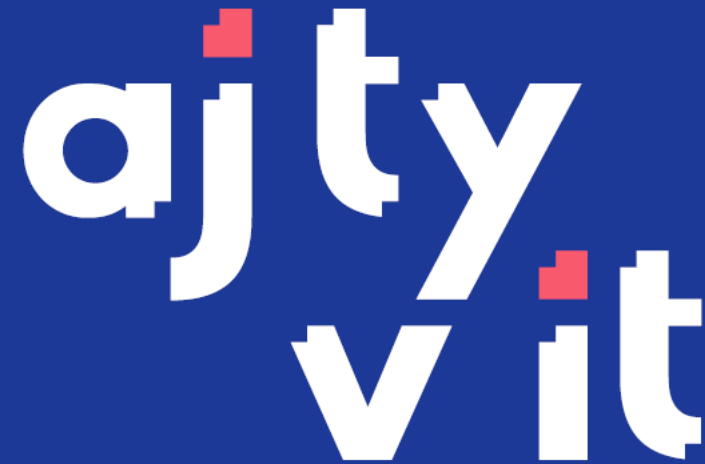
But how?

From marketing to IT testing

- Are there any possible University complementary education?
 - I didn't find anything reasonable.
- Are there trainings for beginners in this area?
 - I found many trainings, but I couldn't decide which one is the right for me.

And then **something great** came across my way....

Women Tester Academy

The logo for 'ajty vit' is displayed in white on a dark blue background. The text is arranged in two lines: 'ajty' on the top line and 'vit' on the bottom line. The letters are in a bold, sans-serif font. There are two small red squares: one above the 'j' in 'ajty' and one above the 'i' in 'vit'.

My journey to testing with WTA

- 1st application: autumn 2017
- 2nd application: spring 2018
- March 2018: start of WTA
 - 3 months of trainings with experienced testers
 - ISTQB certification study materials
- 15th May 2018: ISTQB Foundation level certified tester exams
- September 2018: job offer for an IT tester from ARTIN

My career with ARTIN

- ARTIN is a young company that, despite growth to almost 70 people in Slovakia, maintains a family atmosphere in the team



Situation on ISMet at my start

- Only 2 testers overloaded with work
- Confusing documentation and limited Know-how sharing
- Only some robot tests were running
- Need for technical skills:
 - Setting own environment – Jenkins, putty, WinSCP
 - Change database from HSQL to MSSQL/MySQL
 - Using selects from database
 - Task reporting in Jira

Situation on ISMet now

- Situation on ISMet now
 - Growth from 9 members to 20 – 6 are in testing
 - Change from Waterfall to Agile
 - Creation of Test Lead and Dev Lead position
- My contribution:
 - Knowledge base sharing
 - Summarized info for newcomers
 - More comprehensive test documentation
 - Developing test manuals & checklists
 - Continual work on test scenarios
 - Improving of release test management

My benefits for the team

- Knowledge of insurance products and terminology
- Asset in communication flow
- Positive approach
- Need for know-how sharing
- More transparent information for newcomers
- Better planning of testing within releases
- Keeping of test documentation

What about diversity than?

- Why was I able to start all this improvements?
 - Is it because I am a women?
 - Do I have better social skills than the rest of the team?
 - Do I have children and therefore I have to balance on priorities in my personal and also working life?
 - Am I better in time management?
 - Is it because I had limited technical background?
 - Or because I had to work hard to get to IT testing and I really wanted to give my best?

Diversity in teams

- Gender – but not just
- Age
- Experiences
- Education
- Personality
- Cultural and family backgrounds
- Beliefs...

It's in the people

If you surround yourself only with **people** from your own area, it will be hard to get a different point of view and to learn new things.

It's in the people

People with various backgrounds have different perspectives. Their **contribution** allows the group to look at the problems from all angles. The results are often innovative.

Don't have prejudice. You never know, where your new star might be hiding.

Thank you for your attention!