

What do you look forward to?

**I hope all my colleagues have passions and innovations. Everyone find a solution initiatives when they meet a inefficient operation.**

What do you look forward to?

**Puzzles: how does the code work? What changes are we making? What impact does that have? I enjoy the hunt for understanding the whole data flow and to work together with my colleagues to solve the puzzles. I like the challenge of having to think creatively to see if something else can fall over what nobody else has thought of yet.**

What do you look forward to?

**Seeing progress, the software is getting better.**

What do you look forward to?

**Getting inspired from other persons perspectives.**

What do you look forward to?

**Providing value to the  
business.**

What do you look forward to?

**New challenges and  
learning new technologies**

What do you look forward to?

**automation testing and  
new and different  
projects**

What do you look forward to?

**new challenges**

What do you look forward to?

**learning**

What do you look forward to?

**Improvements. Things that really help my colleagues to deliver a better quality of software that makes my customers happy.**

What do you do to share your enthusiasm?

**1. We discuss and update the vision of our team every year.**

**This year we watched a video about a fishing market in Seattle, which identified four actions to include: be there, choose your attitude, play and make their day.**

**2. I try to be an example for others.**

**3. Praise the right thing or smart action at any time any place.**

What do you do to share your enthusiasm?

**Communicating with my colleagues mostly. It's fun to work on puzzles and to find bugs, which gives a personal satisfaction, but it's even more fun to share it with a colleague as that fosters a sense of: 'we're in this together and we're going to solve this together'.**

What do you do to share your enthusiasm?

**Try to have a positive attitude, point out when a bad situation has given us opportunity to test something we wouldn't have otherwise. For example, we mess up the test data (which is frustrating) but we discover a bug as a result.**

What do you do to share your enthusiasm?

**Talk about it in a positive manner.**

What do you do to share your enthusiasm?

**Discuss with others about what are our mutual goals and how we can evolve the role of testing in achieving them.**

What do you do to share your enthusiasm?

**I keep posting blog posts about the latest trends in software testing. In my day to day job I always try to be proactive when it comes to opportunities in**



What do you do to share your enthusiasm?

**our team and I always  
help other team mates.**

What do you do to share your enthusiasm?

**I show graphs and talk  
about the defects and the  
"no broken windows"  
principle for example**

What do you do to share your enthusiasm?

**I have provided up skilling on support**

What do you do to share your enthusiasm?

**i deliver training and consulting/coaching as part of my job and try to share my enthusiasm that way**

What do you do to share your enthusiasm?

**Invite test professionals from outside the organisation for presentations.**

What do you do to share your enthusiasm?

**Stimulate colleagues to use their creativity, to come up with ideas, think out of the box, use the possibilities in the organisation for pilots, experiments.**

How do you encourage your colleagues and friends?

# **Praise more than criticize .**

How do you encourage your colleagues and friends?

**I strive for a pleasant attitude: work with a smile and work from a sense of cooperation. Beyond the regular work, I also undertake a number of initiatives to encourage a personal culture at work: we celebrate birthdays, play table soccer with the team and every month, we add another section to our Year Poster with events, people and successes of that month. Celebrating such events helps a sense of bonding and relationships, which transfers over in the cooperation on technical work elements.**

How do you encourage your colleagues and friends?

**Let them run with their  
test ideas. Delegate  
responsibility.**

How do you encourage your colleagues and friends?

**Give them positive  
response.**

How do you encourage your colleagues and friends?

**Congratulate them and praise them when they have thought something out of the box, delivered something valuable, etc.**

How do you encourage your colleagues and friends?

**I keep telling how the project we work on is very interesting and how we can get it done successfully.**

How do you encourage your colleagues and friends?

**Sometimes I tell my developer colleagues that I found a bug and that I want to see if they can find it too. That's not very popular. But my idea is that they shall start to**

How do you encourage your colleagues and friends?

**look at their code in new ways and possibly find bugs that escaped me.**

How do you encourage your colleagues and friends?

**working with them to  
provide better solutions**

How do you encourage your colleagues and friends?

**help solve their  
challenges**



How do you encourage your colleagues and friends?

**point out their value**

How do you encourage your colleagues and friends?

**give feedback**

How do you encourage your colleagues and friends?

**Build relations, show really interest in who they are, encourage them to use their talents, to explore what they like to do.**

How do you encourage your colleagues and friends?

**Ask them what activities make them happy.**

How do you encourage your colleagues and friends?

**With positive attitude to complicated circumstances =) Saying "If we can do it we ll be way too cool"**

What do you dread?

**We miss important issue.**

What do you dread?

**Missing issues in testing  
having them manifesting  
on a production  
environment**

What do you dread?

**Lack of challenge,  
management that  
micromanages without  
understanding testing**

What do you dread?

**Slow communication  
between teams.**

What do you dread?

**Inability to control my  
own situation**

What do you dread?

**Bad quality from other  
teams**

What do you dread?

**I have been a test manager working at the strategic level for quite some time. Now I have become a freelance consultant. And some times the assignments you take on are not what you thought. All of a sudden I am writting testcases - something that I dread because it has been so long. I don't really know if Things are up to par. A result of this is my fear of critical defects making it into production.**

What do you dread?

**nothing really at work**

What do you dread?

**To miss important bugs.**

What do you dread?





What do you dread?

**monotony**

What do you dread?

**Getting bored because i  
don't have stimulating  
work**

What do you dread?

**not having good enough  
skill set to improve and  
advance the team as  
necessary**

What do you dread?

**also, dread work that i  
don't know how to  
perform**

What do you dread?

**That tests like regression testing are not done properly because it's most of the same ...**

What do you dread?

**Defining the scope of testing.**

What do you dread?

**That my boss will fire me.**

What do you dread?

**I don't know. Dark,  
maybe?**

How do you recognise that you're demotivated?

**Have to do more than I am able to do:-).**

How do you recognise that you're demotivated?

**When testing effort put into a project is not recognized**

How do you recognise that you're demotivated?

**Tiredness, complaining  
about recurring events,  
lack of energy.**

How do you recognise that you're demotivated?

**I think more slowly.**

How do you recognise that you're demotivated?

**Resistance to start activities.**

How do you recognise that you're demotivated?

**Tired. Nothing is fun.**

How do you recognise that you're demotivated?

**Usually I start to argue more and am not too eager to do tasks that should not be in my regular work list.**

How do you recognise that you're demotivated?

**I spend more time on the internet, than on the tasks at hand.**



How do you recognise that you're demotivated?

**slow down in doing  
things. postponing  
without definite reason**

How do you recognise that you're demotivated?

**I do more motivating  
things**

How do you recognise that you're demotivated?

**Day dreaming.**

How do you recognise that you're demotivated?

**Switching tasks a lot.**

How do you recognise that you're demotivated?

**Checking email a lot.**

How do you recognise that you're demotivated?

**I lack interest in  
reporting issues and lose  
focus**

How do you recognise that you're demotivated?

**I loose focus. I find other things to do with my time.**

How do you recognise that you're demotivated?

**i postpone things. less effectiveness**

How do you recognise that you're demotivated?

**I'm not.**

How do you recognise that you're demotivated?

**Not considering all the variations of input for test case generation.**

How do you recognise that you're demotivated?

**If I am demotivated, I don't want to do my job, I am waiting the end of the day to go home.**

How do you recognise that you're demotivated?

**When I do not care about a thing.**

How do you recognise that your colleagues are demotivated?

**Complaining about tasks.**

How do you recognise that your colleagues are demotivated?

**By not delivering on time  
constantly without real  
reasons why not**

How do you recognise that your colleagues are demotivated?

**Type of complaints they put up, willingness to participate/change/do things.**

How do you recognise that your colleagues are demotivated?

**Do not feel it.**



How do you recognise that your colleagues are demotivated?

**Very different. Depends on who it is.**

How do you recognise that your colleagues are demotivated?

**They get bored, they show emotions usually even about small problems.**

How do you recognise that your colleagues are demotivated?

**Their attitudes, body language, and the fact that work is not being delivered is of poor quality.**

How do you recognise that your colleagues are demotivated?

**same - slow response, no initiative**

How do you recognise that your colleagues are demotivated?

**They do testing late or never**

How do you recognise that your colleagues are demotivated?

**Do not check tasks as done.**

How do you recognise that your colleagues are demotivated?

**Browse the internet a lot.**

How do you recognise that your colleagues are demotivated?

**Their performance goes down; ability to recognise high & medium severity issues goes down**

How do you recognise that your colleagues are demotivated?

**I see more defects and things take longer time to perform.**

How do you recognise that your colleagues are demotivated?

**the way they talk usually. and how many sick days they suddenly have.**

How do you recognise that your colleagues are demotivated?

**also, their effectiveness**

How do you recognise that your colleagues are demotivated?

**They prefer to do other things than for example regression testing.**

How do you recognise that your colleagues are demotivated?

**Not engaged in discussing testing and documenting what they test.**

How do you recognise that your colleagues are demotivated?

**It's complicated question :)**

How do you recognise that your colleagues are demotivated?

**In this case they discuss more often some not-job related questions, and don't want to discuss work, tests, etc.**

How do you recognise that your colleagues are demotivated?

**They don't search some new ways of their work, don't want to improve anything.**



How do you recognise that your colleagues are demotivated?

**When they are doing nothing or when they are in a task for too long.**