



# Inspiring Passion in Test Teams



**LYNN MCKEE**

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# Agenda



- Why Inspire Testing Teams?
- What is Passion? Inspiration?
- How to Inspire?
- Inspiring Passion in Test Teams
- Inspire Through Learning
- Inspiration Impasses & Detours
- Sustaining Your Passion
- Summary

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**WARNING:** The concepts behind teaching, coaching and mentoring are extensive and cannot be fully covered in this presentation. This presentation is geared to share insight into the power of inspiring testers and some approaches to inspiring others based on personal experience. Contents of this presentation are under pressure. Shake well before using. Batteries not included, but lots of MSG and preservatives are. Avoid prolonged exposure to this presentation. Void where prohibited. Some assembly required. Use only as directed. This presentation may not be suitable for young children. Do not take orally. Side effects are not common but may include itching, redness and occasional fainting. If conditions persist, consult your physician. No fur-bearing animals were harmed during the creation of this presentation. Not responsible for direct, indirect, incidental or consequential damages resulting from any defect, error or failure to perform. Do not attend this presentation while operating a vehicle or heavy equipment. First pull up, then pull down. Call toll free before digging. Driver does not carry cash. Use only in well-ventilated area. Keep away from fire or flame. Some of the trademarks mentioned in this product appear for identification purposes only. Contestants have been briefed on some questions before the show. Limited time offer, call now to insure prompt delivery. You must be present to win. No passes accepted for this engagement. No purchase necessary. This presentation may contain peanuts, but we doubt it. Any resemblance between this presentation and others, good or bad, is purely coincidental. This presentation is meant for educational purposes only. The persons and events in this production are fictitious. No similarity to actual persons or predators, living or dead, is intended or should be inferred. Information presented in this presentation does not constitute legal advice. Reproduction strictly prohibited. Should you need legal advice, seek a legal adviser. Subject to change without notice.

# Why Inspire Testing Teams?

- Successful and highly regarded test teams are comprised of individuals passionate about their role
- Testing is still sometimes viewed as a less than fulfilling role, requiring little or no skill
- Individuals enter the role underwhelmed and unaware of the positive and rewarding challenges



“When people are inspired, they don’t need motivation.”

- Thomas Leonard

# What is Passion?

- *Passion*: extreme, compelling or intense emotional drive or excitement  
– Definition from [www.yourdictionary.com](http://www.yourdictionary.com)
- Has its own energy, an energy that is observable and transferrable
- Food for the soul, a spark that re-illuminates our purpose and mission



driven by  
**passion!!**

# What is Inspiration?



- *Inspiration*: an inspiring influence; any stimulus to creative thought or action  
– Definition from [www.yourdictionary.com](http://www.yourdictionary.com)
- Inspiration can be compared to a fingerprint, it is different for every person
- Inspiration is the spark for motivation where motivation leads to action



# Teachers, Coaches & Mentors

- Managers, leaders and colleagues play an important role in inspiring others
- We are advocates for the craft of software testing
- Each of us may adopt roles as teachers, coaches or mentors to share our passion



# How to Inspire?



- **Use Positive Words**
  - Positive words inspire positive emotions
  - Encourage others by reminding them of their talents, skills, and gifts
  - Project a positive personality
- **Show You Care**
  - People don't care about how much you know until they know how much you care
  - Take a genuine interest in other people
- **Be a Role Model**
  - People are inspired by those who "walk the walk"
  - Share your own stories of accomplishment

# How to Inspire?



- **Challenge Others**
  - Leaders whom we love to hate are the ones who challenge us to do our best
  - A properly executed challenge can both motivate and inspire
- **Share Stories**
  - Stories that people can relate to can be very inspiring
- **Be Enthusiastic!**
  - Inspire others than by being filled with enthusiasm yourself
  - Enthusiasm is energy that easily spreads from one person to the next
  - To be effective, enthusiasm must be genuine

Reference [www.yeartosuccess.com](http://www.yeartosuccess.com)

# Inspiring Passion in Test Teams

- Be passionate yourself!
- Share your interests and motivation for the craft
- Share your perspectives on the benefits and challenges of being a software tester
- Advocate for testing within your organization
- Provide coaching and mentoring opportunities



# Inspire Through Learning



- Advocate for a continuous learning environment within your organization
- Encourage a continuous learning mindset for team members
- Establish frequent training opportunities
- Incorporate diverse learning opportunities



**Learning opportunities and knowledge are key sources for inspiration as they spark a new level of energy and commitment.**

# Diverse Learning Opportunities



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- Courses & Certifications
- Conferences & Workshops

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- Organizations & Associations
- Webinars & Interviews
- Books, Magazines, Newsletters
- Discussion Forums & Blogs
- Internal Cross Training & Lunch and Learn Sessions
- Networking, Networking, Networking

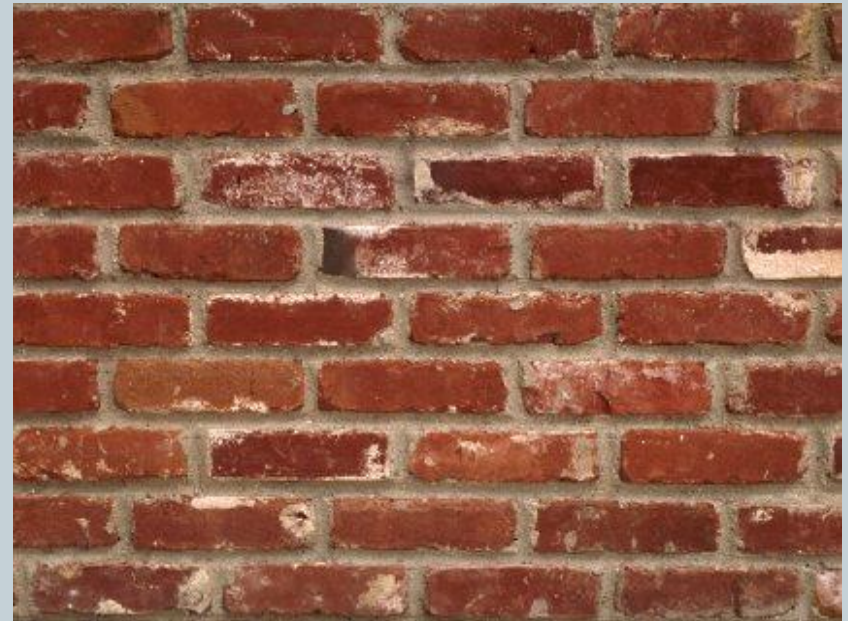
Be sure to emphasize the \$-\$\$\$ options. These options often provide greater learning potential.

Actively engaging in a few insightful organizations, magazines, books, discussion forums and blogs in combination with networking, can be very powerful.

# Impasses & Detours



- Not everyone will be inspired by the craft of software testing
- Be mindful of assessing the progress and redirecting your energies to others when appropriate
- Efforts may result in detouring individuals to another passion
- Not all efforts will create inspired testers, however, all efforts are worthwhile



# Sustaining Your Passion

- To inspire others it is important to be passionate yourself
- Be mindful it takes time, patience, understanding, and energy to share your passion
- Motivate yourself to continue to grow and stretch your own definitions of excellence
- Seek out new sources of inspiration



# New Sources of Inspiration

- Extend your network of software testers and interesting minds to discuss and constructively debate ideas
- Challenge yourself to seek out perspectives that differ from your own
- Consider sources not directly related to software testing and find synergy in the concepts



# Summary



- Successful and highly regarded test teams are comprised of individuals passionate about their role
- Each of us may adopt roles as teachers, coaches or mentors to share our passion and inspire others
- Remember to inspire others you need to:
  - Use Positive Words
  - Challenge Others
  - Show You Care
  - Share Stories
  - Be a Role Model
  - Be Enthusiastic
- Inspire through diverse learning opportunities
- Be prepared for impasses and detours
- Sustain your passion; find new sources of inspiration
- Be passionate; share your energy and enthusiasm!

# Questions?



**Lynn McKee**  
Quality Perspectives  
Calgary, AB Canada  
[lynnmckee@qualityperspectives.ca](mailto:lynnmckee@qualityperspectives.ca)  
[www.qualityperspectives.ca](http://www.qualityperspectives.ca)