BUILDING AUTOMATION ENGINEERS FROM SCRATCH
HI, I'M JENNY

HUMAN INTERFACING IS MY FAVORITE THING
MY PRONOUNS ARE SHE/HER
THIS IS MY DARLING DANTE

THIS IS DAX DUMPLING PRIVATE EYE

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THE PLAN

- Assumptions
- The Abridged History of Jenny
- Set Expectations
- Framework for Success
- Face Challenges
- ...
- Win!
YOU NEVER START FROM ZERO

ASSUMPTIONS

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ASSUMPTIONS - RESOURCES

▸ You have a group of manual testers or are a manual tester interested in moving towards automation.

▸ You have time and resources to apply to this adventure.

▸ You may have some kind of support system or mentoring system in place, but at least have people willing to help.

▸ You’re willing to make a plan and execute that plan.
ASSUMPTIONS – HUMANS

- Every tester is an SME in their field
- Manual testing is still very important
- Not everyone wants to be an automation engineer
- Change is scary
WHO ARE YOU

THE ABRIDGED HISTORY OF JENNY

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Dogs on the Internet

I HAVE NO IDEA WHAT I’M DOING

Dogs on the Internet
I HAVE NO IDEA WHAT I’M DOING.

Dogs on the Internet. Also Jenny Bramble
WHO ARE YOU

THE ABRIDGED HISTORY OF JENNY

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FIRST THINGS FIRST

EXPECTATIONS
EXPECTATIONS
GET OUT IN FRONT
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EXPECTATIONS
PERCEPTION OF ABILITY
I didn’t realize I was supposed to know everything by my second rodeo.

Seems like a low number of rodeos.
ADJUSTMENT

RESPECT THE MANUAL
RESET YOUR MINDSET

ADJUSTMENT

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LOSE YOUR FEAR OF NOT BEING ‘TECHNICAL ENOUGH’.

Lisa Crispin, Janet Gregory
Authors of Agile Testing, personal heroines
EXPECTATIONS
PERCEPTION OF VELOCITY
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MA’AM, DO YOU KNOW HOW FAST YOU WERE GOING?

Officer Howard
Wilmington, NC Police Department
ADJUSTMENT

VELOCITY IS NOT OBJECTIVE
EXPECTATIONS

PERCEPTION OF SUCCESS
IF YOU LOOKS CLOSELY, MOST OVERNIGHT SUCCESSES TOOK A LONG TIME.

Steve Jobs
Apple founder, enjoys turtlenecks
DEFINE YOUR SUCCESS METRICS

ADJUSTMENT
SUCCESS METRICS

- Everyone on the team put in a PR
- Golden Path is automated
- We can do x, y, and z
- There are 15+ tests
- We got tests running in CI
- No one cried this week
DEFINE YOUR SUCCESS METRICS

ADJUSTMENT

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WHERE DO I EVEN START

FRAMEWORK FOR SUCCESS

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WHAT DO YOU KNOW?

FRAMEWORK FOR SUCCESS

WHAT DO YOU KNOW?

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WHAT DO YOU KNOW?

- Remember this is a skill built on top of your existing skills, not starting from zero.
- You don’t just drop your manual skillset wholesale to pick up automation.
- Everything you’ve done in your past is a stepping stone to making automation better.
- How to use tools and language.
- Logic.
- Ability to learn.
TESTERS HOLD THE MENTAL MODEL OF THE SYSTEM IN THEIR MINDS.

Jasmin Smith
Tester, speaker, good human
WHAT DO YOU NEED TO KNOW?

FRAMEWORK FOR SUCCESS

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WHAT DO YOU KNOW?

- Learn to code; don’t ‘learn to automate’
- Learn the software development lifecycle at your company
- Learn Git or whichever versioning tool your company uses
- Learn your IDE
- And remember…
AUTOMATION CODE IS PRODUCTION CODE.

Paul Grizzaffi,
Automation engineer, metal head
FRAMEWORK FOR SUCCESS

LEARNING

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FRAMEWORK FOR SUCCESS - LEARNING

- FIND A MENTOR.
- Pairing with devs and testers
- Dedicated time for PRs, help, and other tasks
- Example automation projects
- Coursework
- Games
PRACTICE MAKES PERMANENT.

Sheila Dacus
My piano teacher when I was 12
YOU MEAN WE’RE NOT DONE YET??

FACE CHALLENGES

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CHALLENGES

DE-PRIORITIZED

Albert Einstein
Smart guy, gravity connoisseur
MAKE AUTOMATION INVALUABLE

MEET IT

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AUTOMATION IS ANOTHER TOOL

MEET IT

AUTOMATION IS ANOTHER TOOL
BUT I DON'T WANNA

CHALLENGES
TOUGH LUCK.

Steve Gibson
QA Manager, part time motivational speaker
MEET IT

WHOLE TEAM APPROACH

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AUTOMATION IS SCARY. WORK TO GET YOUR WHOLE TEAM ENGAGED RATHER THAN SPECIFICALLY TO BECOME A TEST AUTOMATION ENGINEER.
PROFESSIONAL DEVELOPMENT MEANS CHANGE

MEET IT

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MEET IT

PROFESSIONAL DEVELOPMENT MEANS CHANGE
WIN
@JENNYDOESTHINGS

THE PLAN

▷ Set Expectations
  ▷ Respect the manual tester
  ▷ Reset your mindset
  ▷ Velocity is not objective
  ▷ Define your success metrics

▷ Create Your Framework for Success
  ▷ What do you know?
  ▷ What do you need to know?
  ▷ Learn how you learn

▷ Face Challenges
  ▷ Make automation invaluable
  ▷ Realize automation is just another tool
  ▷ Embrace a whole team approach
  ▷ Accept that professional development means change
BUILDING AUTOMATION ENGINEERS FROM SCRATCH
ANY QUESTIONS?

DERP

ANY QUESTIONS?
FIND ME ONLINE!

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- Willowtree!
IT’S STORY TIME!

Me, probably