



---

# BUILDING AUTOMATION ENGINEERS FROM SCRATCH

@jennydoesthings



HUMAN INTERFACING IS MY  
FAVORITE THING

MY PRONOUNS ARE SHE/HER

---

**HI, I'M JENNY**

@jennydoesthings

**THIS IS MY DARLING  
DANTE**



**THIS IS  
DAX DUMPLING  
PRIVATE EYE**

# THE PLAN

- ▶ Assumptions
- ▶ The Abridged History of Jenny
- ▶ Set Expectations
- ▶ Framework for Success
- ▶ Face Challenges
- ▶ ....
- ▶ Win!





YOU NEVER START  
FROM ZERO

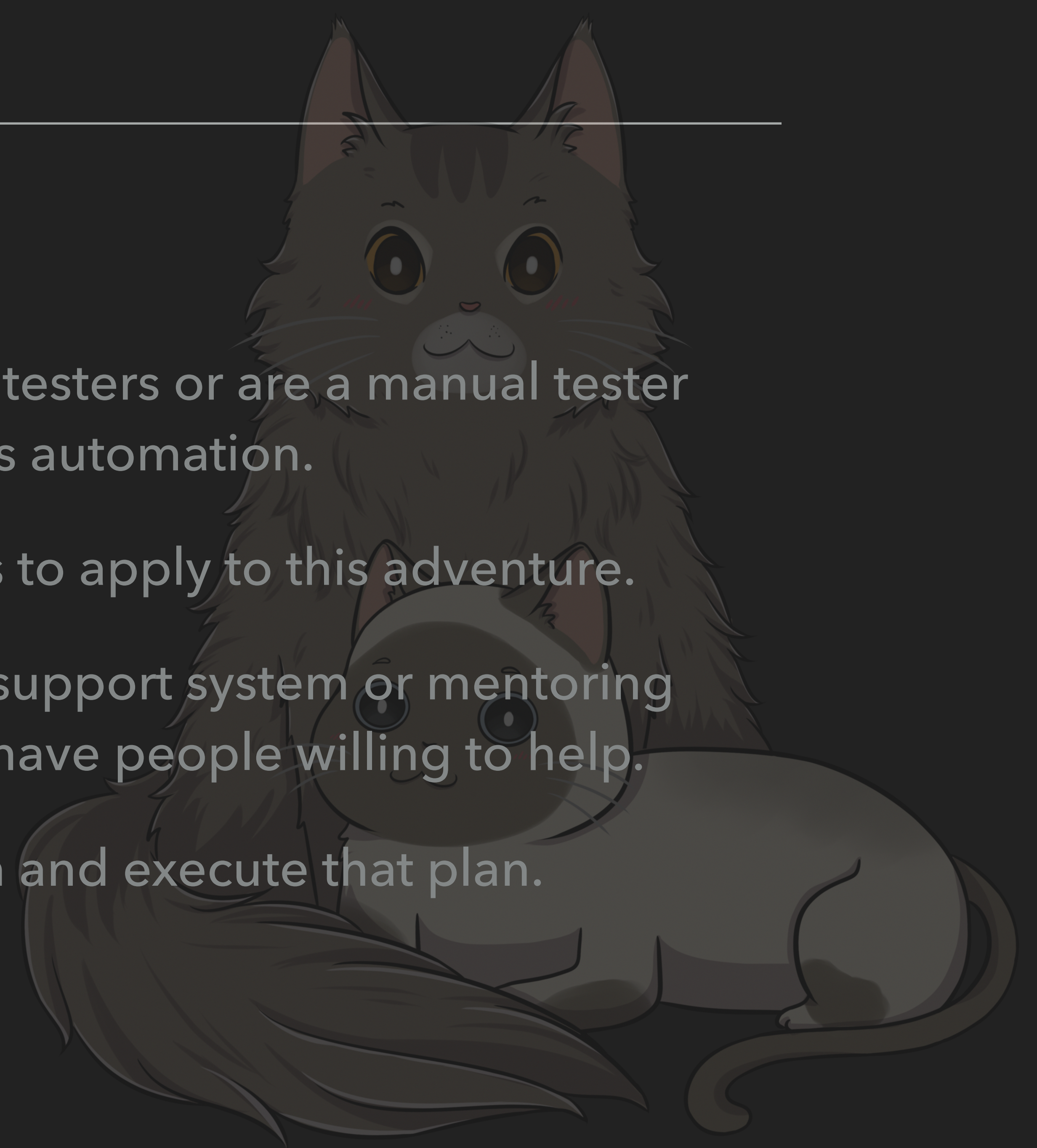
---

**ASSUMPTIONS**

@jennydoesthings

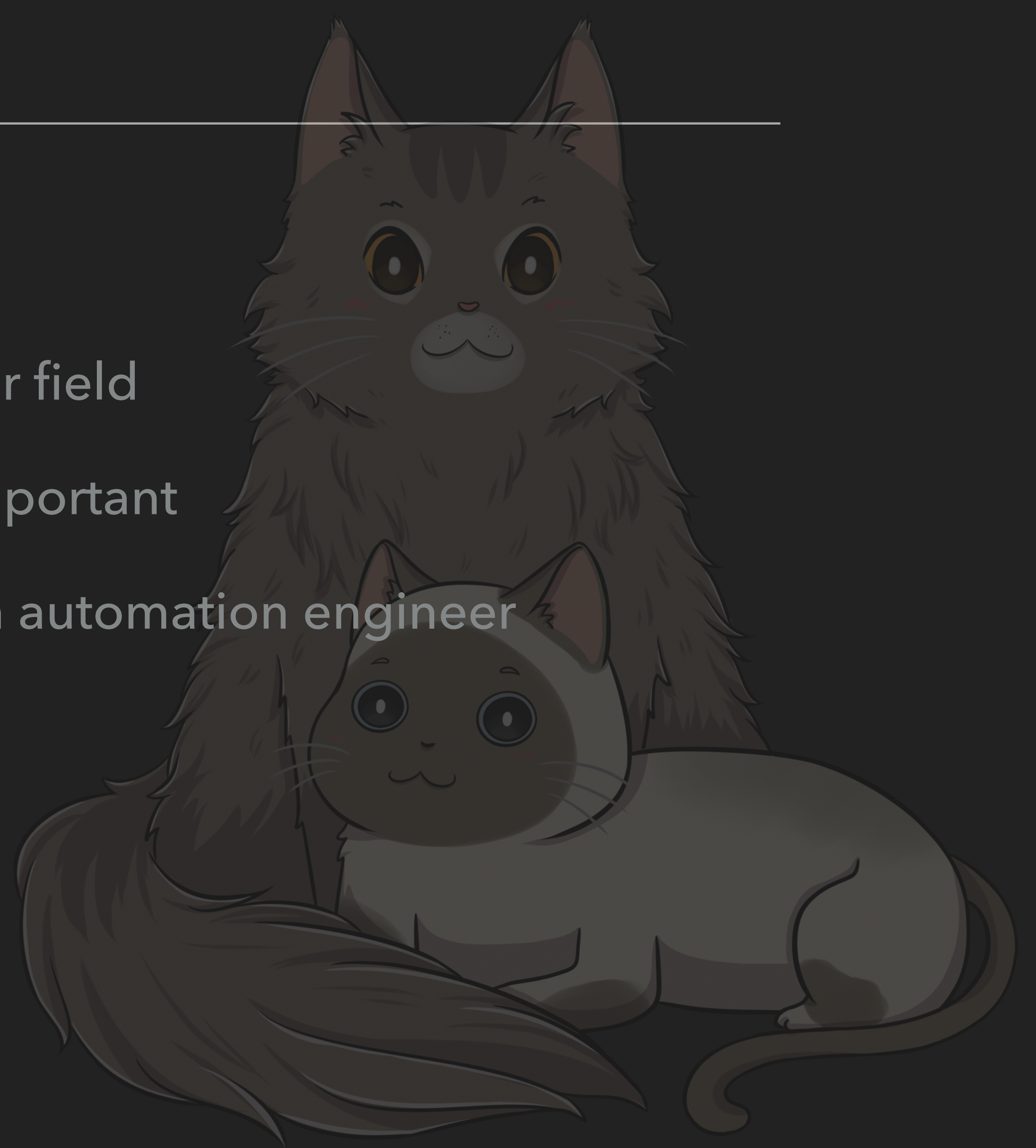
## ASSUMPTIONS – RESOURCES

- ▶ 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





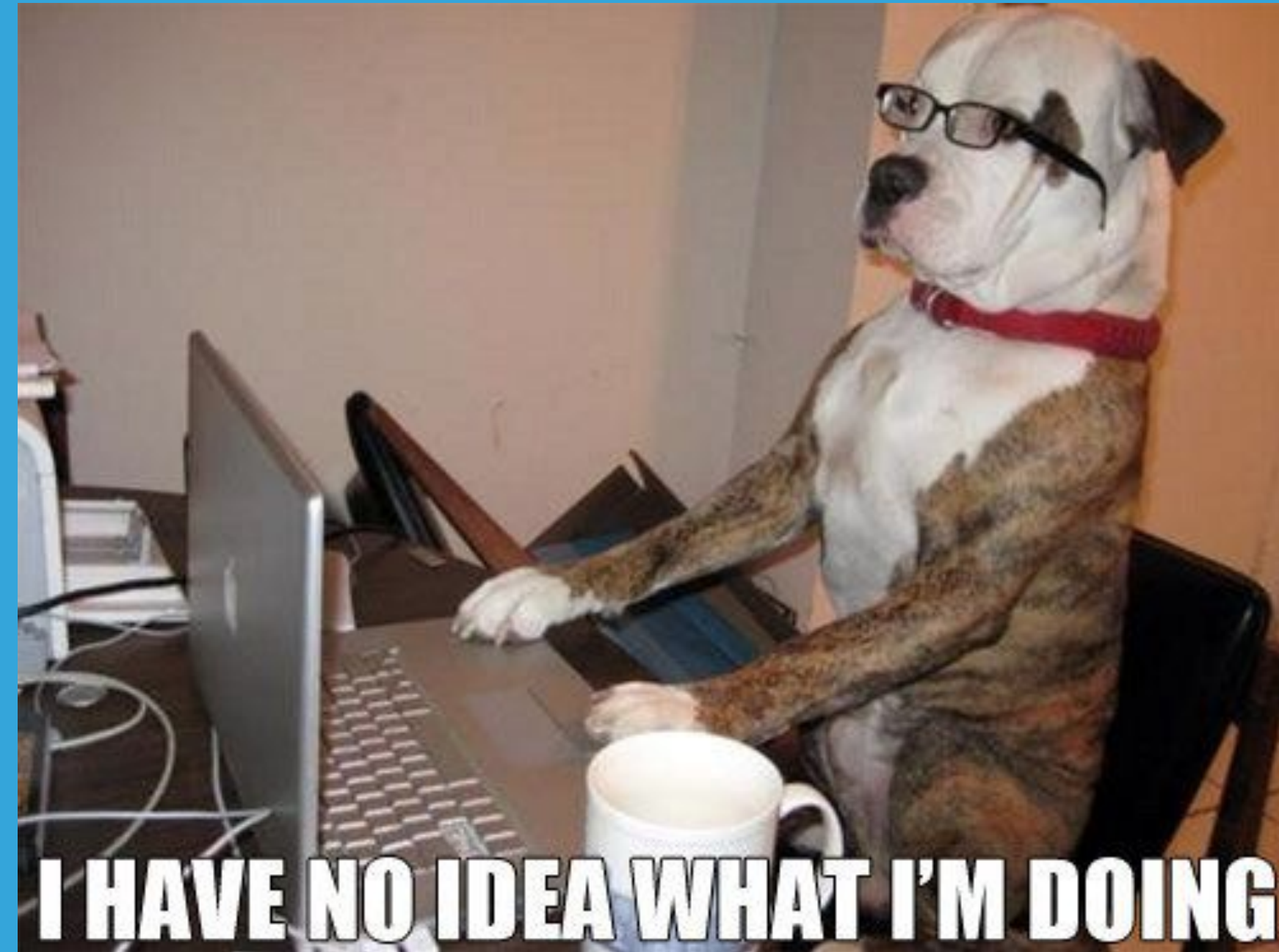
WHO ARE YOU

---

# THE ABRIDGED HISTORY OF JENNY

@jennydoesthings





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

@jennydoesthings



FIRST THINGS FIRST

---

**EXPECTATIONS**

@jennydoesthings



EXPECTATIONS

---

**GET OUT IN FRONT**

@jennydoesthings



EXPECTATIONS

---

**PERCEPTION OF  
ABILITY**

@jennydoesthings

**I DIDN'T REALIZE I WAS SUPPOSED TO  
KNOW EVERYTHING BY MY SECOND RODEO.**

**SEEMS LIKE A LOW NUMBER OF RODEOS.**

**The Internet**



ADJUSTMENT

---

**RESPECT THE  
MANUAL**

@jennydoesthings





ADJUSTMENT

---

**RESET YOUR  
MINDSET**

@jennydoesthings

**LOSE YOUR FEAR OF NOT  
BEING 'TECHNICAL ENOUGH'.**

**Lisa Crispin, Janet Gregory**  
**Authors of Agile Testing, personal heroines**



EXPECTATIONS

---

PERCEPTION OF  
VELOCITY

@jennydoesthings

**MA'AM, DO YOU KNOW HOW  
FAST YOU WERE GOING?**

**Officer Howard  
Wilmington, NC Police Department**



ADJUSTMENT

---

**VELOCITY IS NOT  
OBJECTIVE**

@jennydoesthings



EXPECTATIONS

---

**PERCEPTION OF  
SUCCESS**

**IF YOU LOOKS CLOSELY, MOST  
OVERNIGHT SUCCESSES TOOK  
A LONG TIME.**

**Steve Jobs**

**Apple founder, enjoys turtlenecks**



ADJUSTMENT

---

**DEFINE YOUR  
SUCCESS METRICS**

@jennydoesthings



## 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



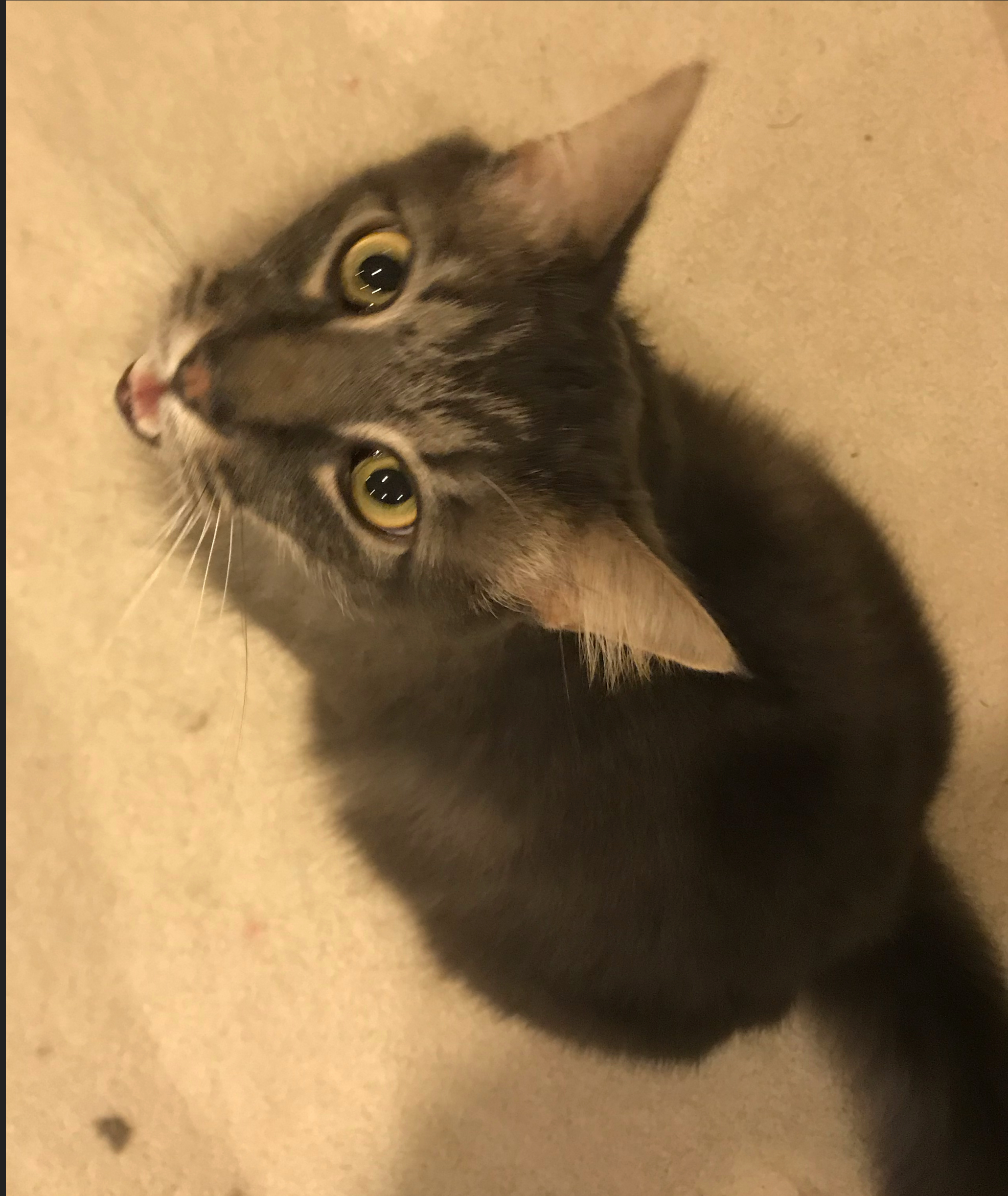


ADJUSTMENT

---

**DEFINE YOUR  
SUCCESS METRICS**

@jennydoesthings

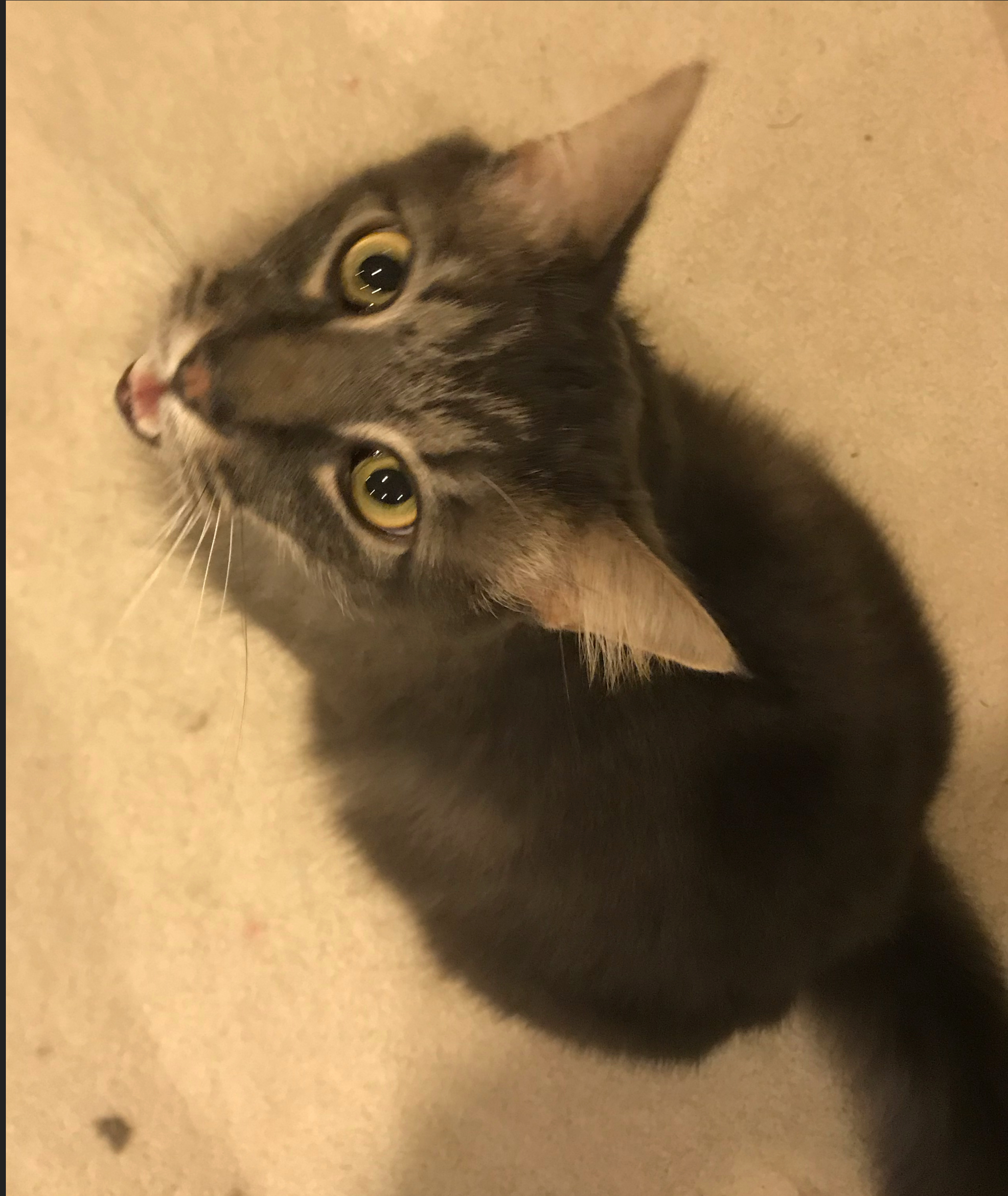


WHERE DO I EVEN  
START

---

**FRAMEWORK FOR  
SUCCESS**

@jennydoesthings



FRAMEWORK FOR  
SUCCESS

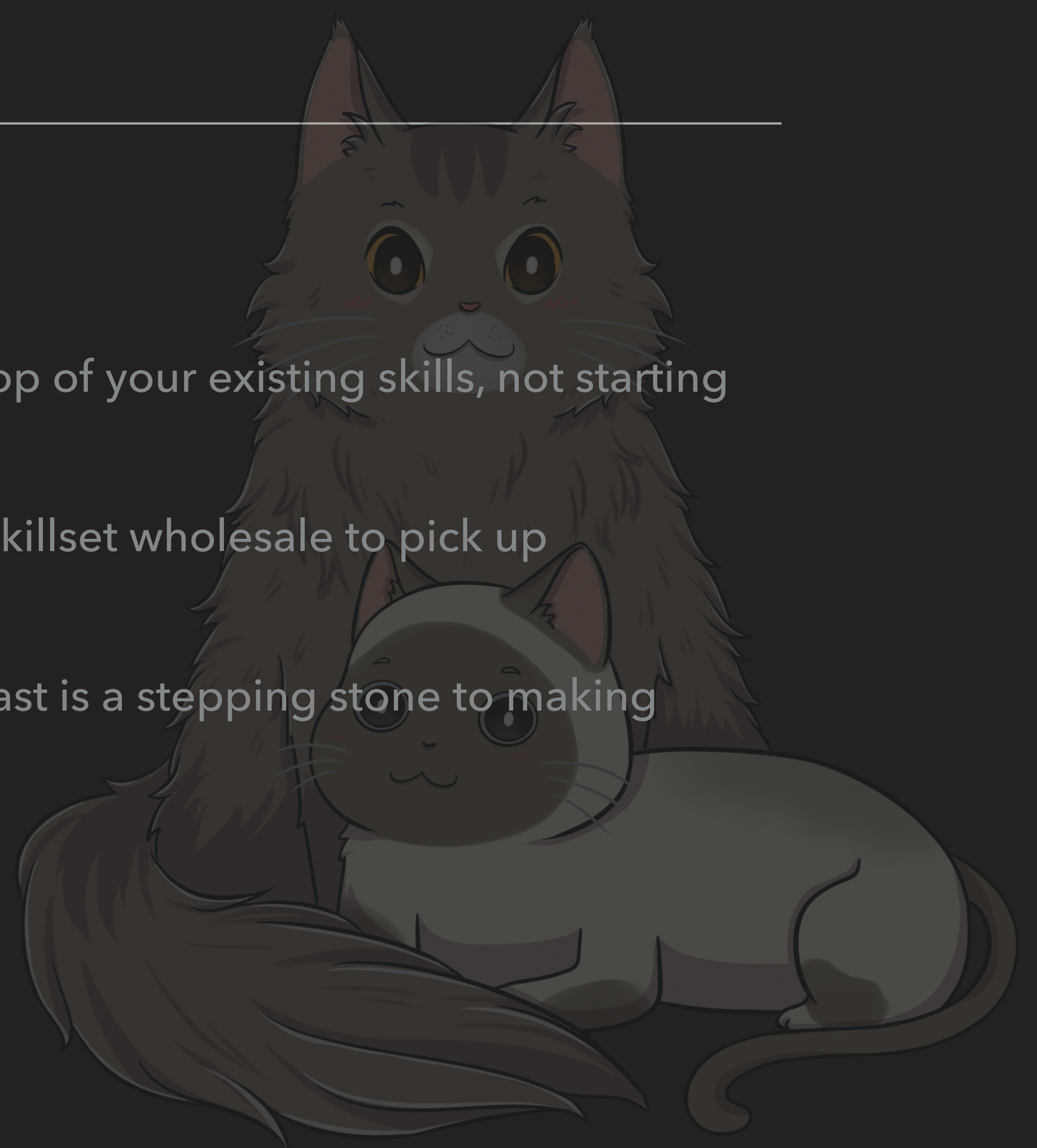
---

**WHAT DO YOU  
KNOW?**

@jennydoesthings

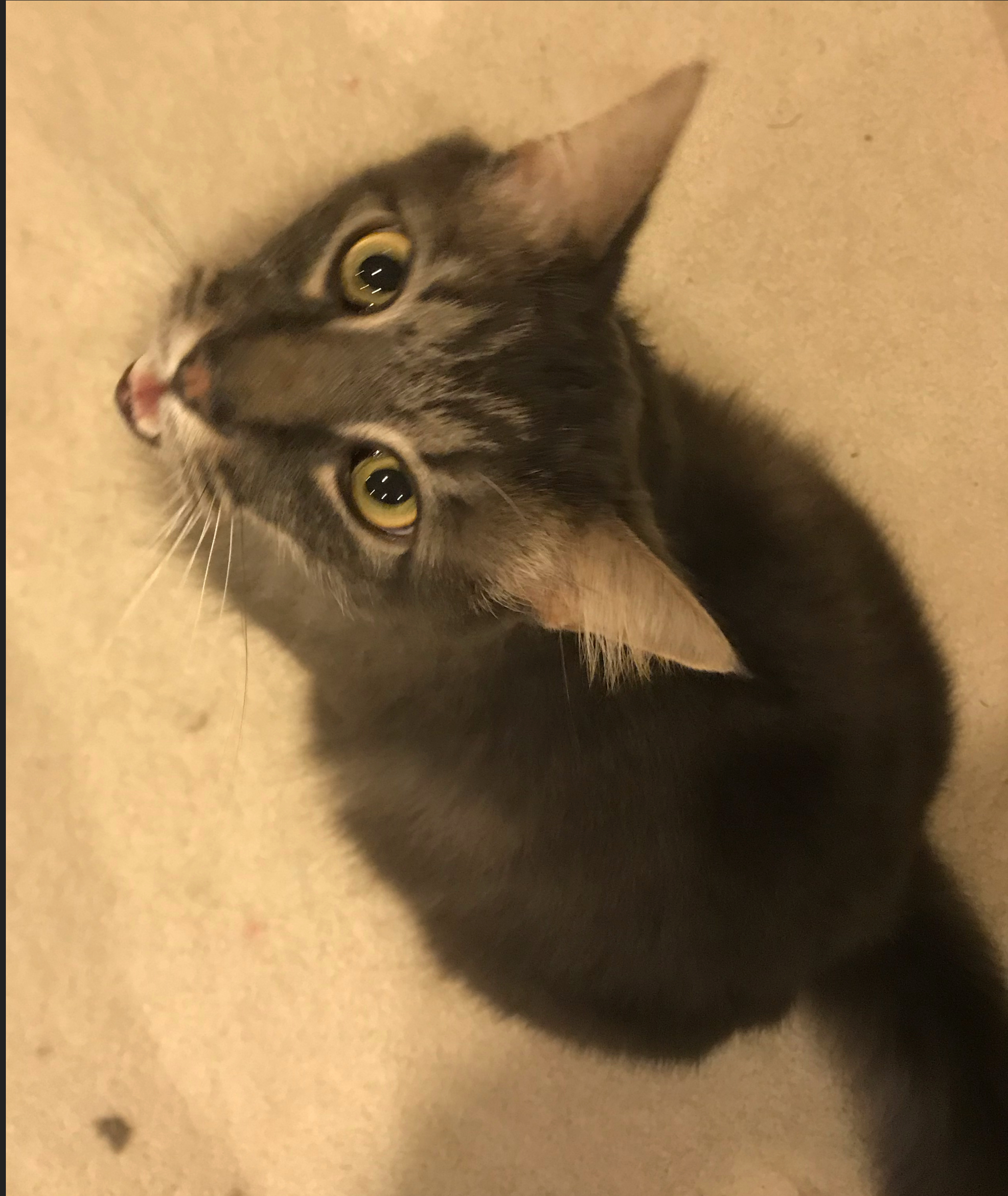
## WHAT DO YOU KNOW?

- ▶ 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**



FRAMEWORK FOR  
SUCCESS

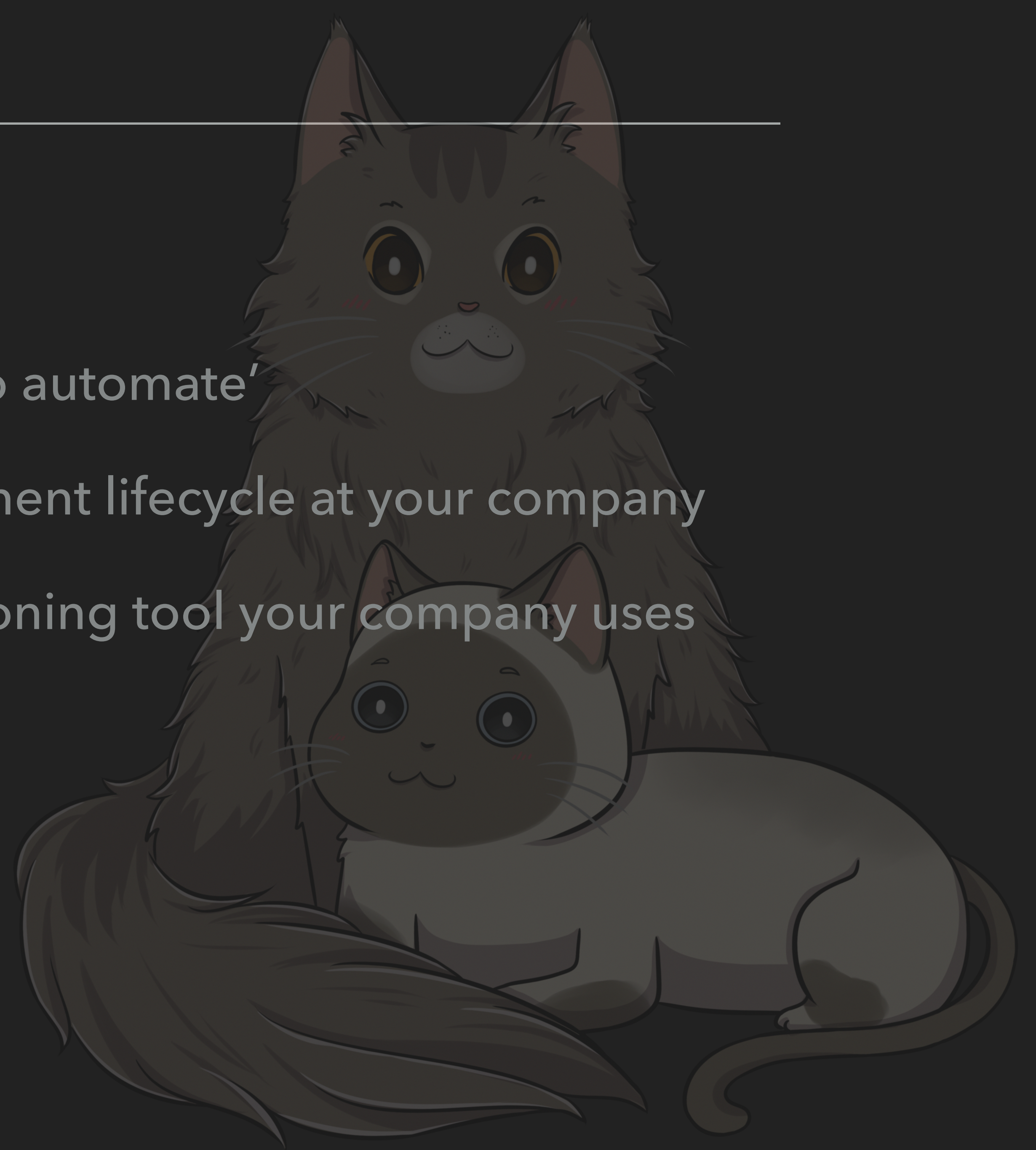
---

**WHAT DO YOU  
NEED TO KNOW?**

@jennydoesthings

## WHAT DO YOU KNOW?

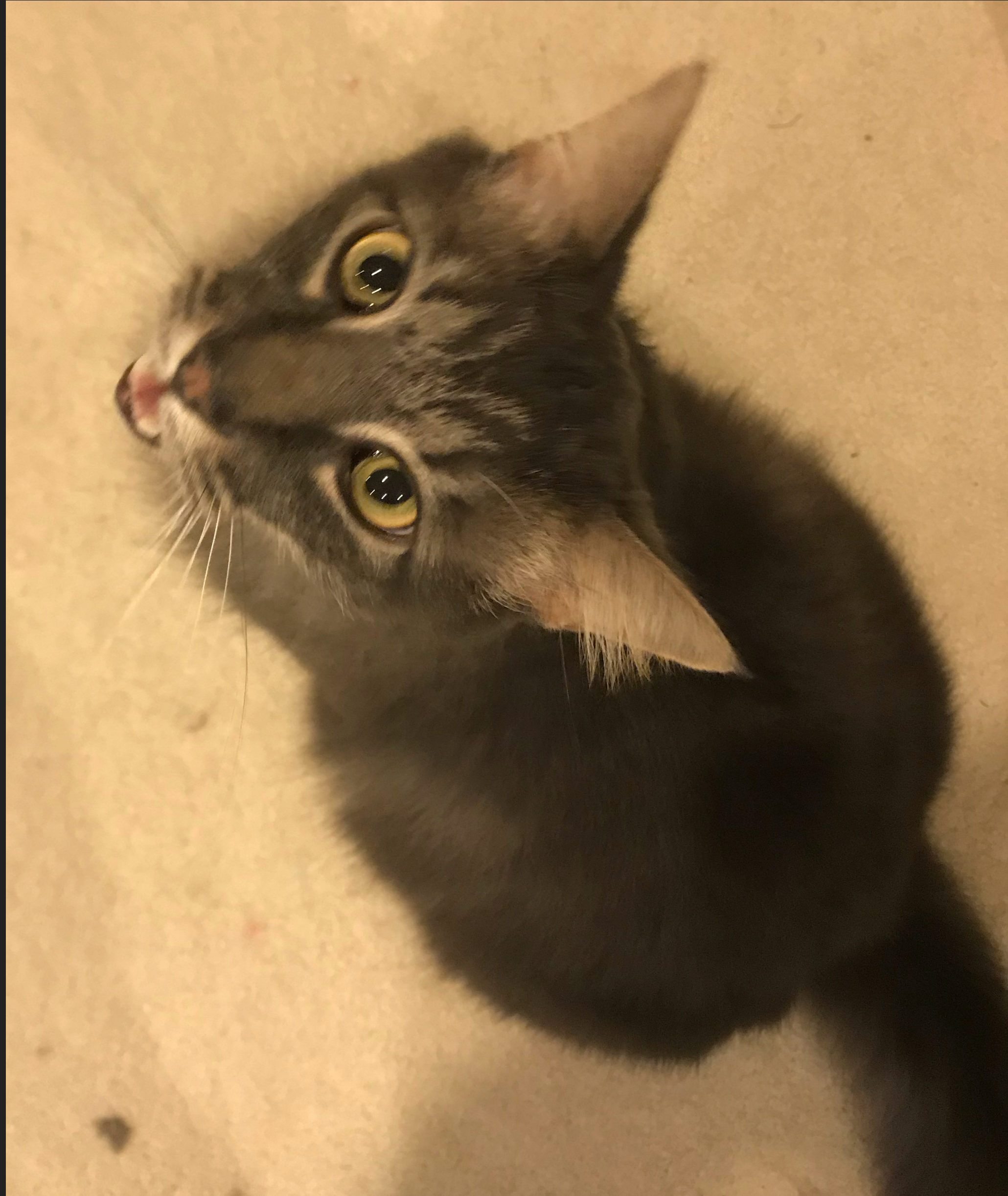
- ▶ Learn to code; don't 'learn to automate'
- ▶ Learn the software development lifecycle at your company
- ▶ Learn Git or whichever versioning tool your company uses
- ▶ Learn your IDE
- ▶ And remember...





**AUTOMATION CODE IS  
PRODUCTION CODE.**

**Paul Grizzaffi,  
Automation engineer, metal head**



FRAMEWORK FOR  
SUCCESS

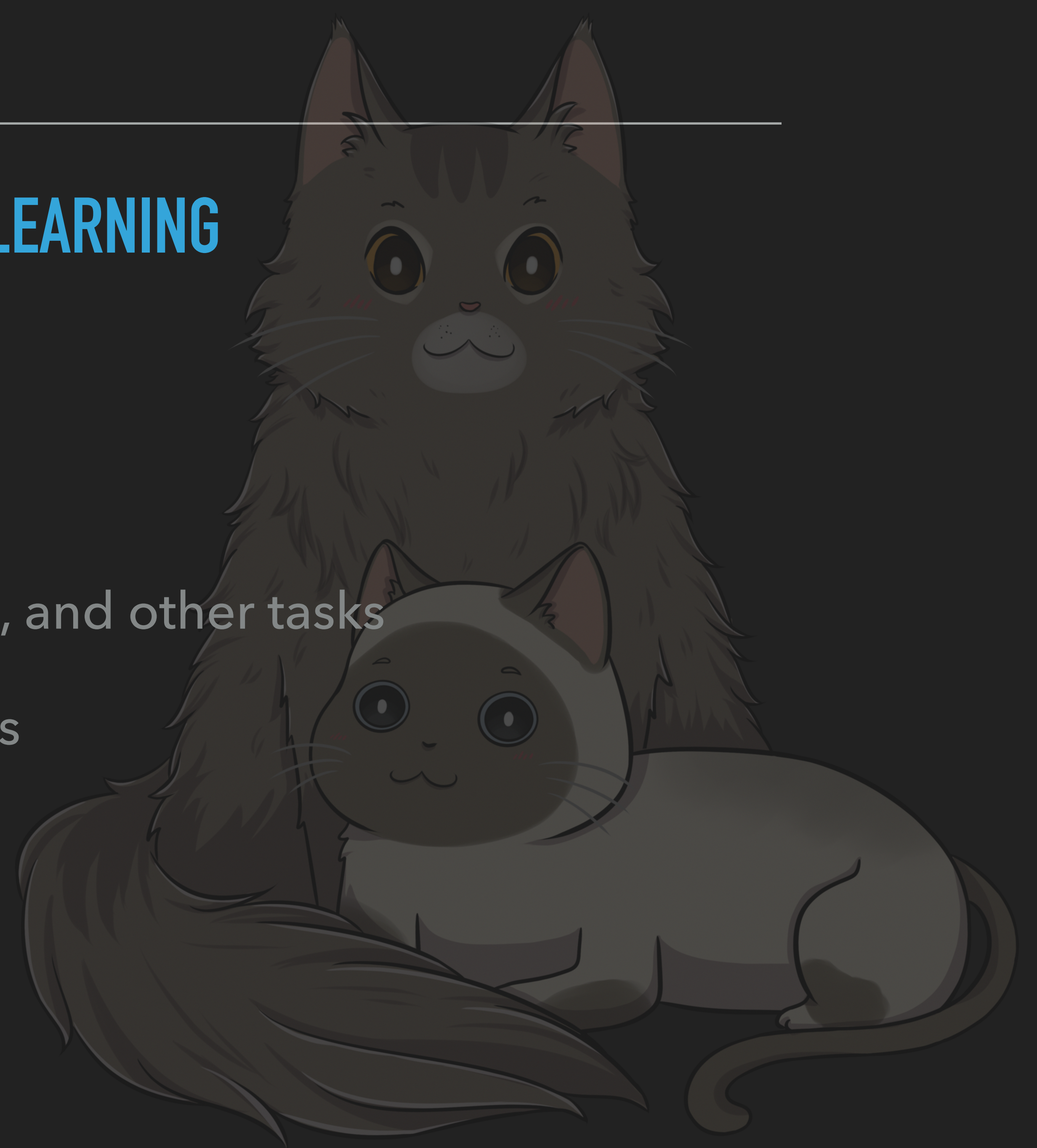
---

**LEARNING**

@jennydoesthings

## 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

@jennydoesthings



CHALLENGES

---

**DE-PRIORITIZED**

@jennydoesthings

**TRY NOT TO BECOME A  
[HUMAN] OF SUCCESS.  
RATHER, BECOME A [HUMAN]  
OF VALUE.**

**Albert Einstein**

**Smart guy, gravity connoisseur**



MEET IT

---

**MAKE AUTOMATION  
INVALUABLE**

@jennydoesthings





MEET IT

---

**AUTOMATION IS  
ANOTHER TOOL**

@jennydoesthings



CHALLENGES

---

**BUT I DON'T  
WANNA**

@jennydoesthings

**TOUGH LUCK.**

**Steve Gibson**

**QA Manager, part time motivational speaker**



MEET IT

---

# WHOLE TEAM APPROACH

@jennydoesthings

**AUTOMATION IS SCARY. WORK TO GET YOUR WHOLE TEAM ENGAGED RATHER THAN SPECIFICALLY TO BECOME A TEST AUTOMATION ENGINEER.**

**Lisa Crispin**



MEET IT

---

**PROFESSIONAL  
DEVELOPMENT MEANS  
CHANGE**

@jennydoesthings



MEET IT

---

**PROFESSIONAL  
DEVELOPMENT MEANS  
CHANGE**

@jennydoesthings



....

---

**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

@jennydoesthings



DERP

---

**ANY QUESTIONS?**

@jennydoesthings

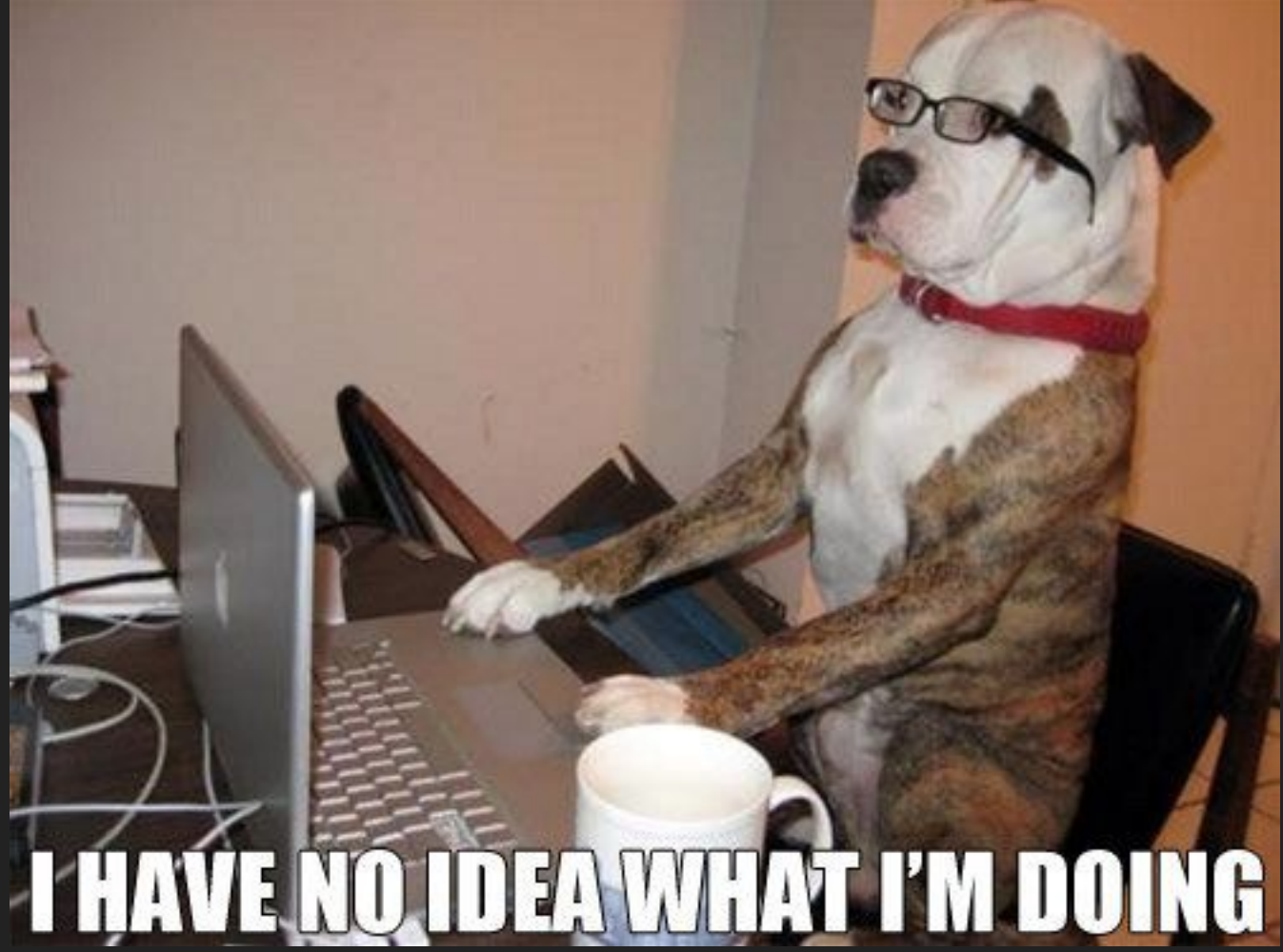
@JENNYDOESTHINGS

---

## FIND ME ONLINE!

- ▶ [jenny.bramble@gmail.com](mailto:jenny.bramble@gmail.com)
- ▶ <http://twitter.com/jennydoesthings>
- ▶ <https://linkedin.com/in/jennybramble>
- ▶ <http://jennydoesthings.com>
- ▶ Willowtree!





**I HAVE NO IDEA WHAT I'M DOING**

**IT'S STORY TIME!**

Me, probably