

[15:10:30] *** Weekend Testing Europe has changed the conversation topic to "WTEU-59: WARMING UP" ***

[15:13:04] *** Weekend Testing Europe added Adriana, Andrew Morton, Emma Keaveny, Ram, Raghu, Natalie Volk, Neil Taylor, nidhi1102, Nick Shaw, skg kamar ***

[15:13:19] Weekend Testing Europe: Good afternoon everybody! I'm sending out more invites at the moment - we'll be starting in about 20 minutes.

[15:14:06] *** Weekend Testing Europe added Amy Phillips, Daniel Billing ***

[15:15:28] *** Weekend Testing Europe added Rafał Szypulewski ***

[15:16:40] *** Weekend Testing Europe added Trisha agarwal ***

[15:20:58] Weekend Testing Europe: 10 minutes to go! Now would be the perfect time to get a hot drink, for that perfect Lean Coffee effect :)

[15:30:12] *** Weekend Testing Europe has changed the conversation topic to "WTEU-59: INTRODUCTIONS" ***

[15:30:23] Weekend Testing Europe: Hi everyone, and welcome to our July WTEU session.

[15:30:47] Weekend Testing Europe: It's a special anniversary session for us, as it's exactly a year since we first resumed Weekend Testing Europe. We're still loving every minute of it, and it's great that so many of you are too!

[15:31:06] Weekend Testing Europe: I'm Neil Studd, and I will be facilitating today's session.

[15:31:20] Trisha agarwal: Hi , Good Evening, I am trisha and working as tester in product based company and 2 years and i tweet at @trisha_1212

[15:31:37] Weekend Testing Europe: Hi Trisha, great to see you again :)

[15:31:46] Trisha agarwal: Thank you :)

[15:31:57] Weekend Testing Europe: Let's hear a bit from everybody else too. Who are all of you lovely people?

[15:32:23 | Edited 15:33:10] Trisha agarwal: Congrates to all of us making 1 Years successful with lot of learning and take away from the sessions :)

[15:32:26] Weekend Testing Europe: I'm Neil Studd, your host for today. I've been a UK tester for over 10 years, currently working for UK price comparison website Compare The Market. There's lots more about me at www.neilstudd.com

[15:32:40] Daniel Billing: Hi Everyone, sorry I can't attend today. Family time this weekend

[15:33:05] Weekend Testing Europe: No worries Dan, I only added you so that you could have access to the chat transcript. Have a good one (y)

[15:33:09] Adriana: Hi I am Adriana, it's the first time I am attending

[15:33:25] Neil Taylor: Hi I'm Neil. I have been working as a Tester for over 10 years, currently working in as a Test Lead for Interica who are based in Uckfield (Sussex). Interica develop data archive, backup and Cataloguing software. @neilt83

[15:33:45] Andrew Morton: Hi all. I'm Andrew Morton, a tester from Bristol. I work for company called Brightpearl and this is my first WT session.

[15:34:29] Rafał Szypulewski: hello, im Rafal from Bialystok in Poland, ive been a software tester for almost 2 years

[15:34:35] Weekend Testing Europe: Trisha you're absolutely right when you say "all of us" make this a success. At WTEU we do a lot of work with setup & advertising, but it's the attendees which make the sessions into what they are. So it's always great when we have a mix of old and new faces - welcome Andrew & Adriana, we hope you stick around :)

[15:35:04] Adriana: Thanks :)

[15:35:17] Weekend Testing Europe: We'll just hold on for a couple of minutes longer, to give the last few invitees a chance to get online

[15:35:53] Weekend Testing Europe: This is looking like a good group size though. If it was much bigger, we'd probably have to split into two groups because the ideal Lean Coffee conversation size is 6-8 people

[15:36:20] Trisha agarwal: Thank you for facilitating and adversting and organizing to make a successful , that requires a extra effort .

[15:36:21] Weekend Testing Europe: I'd also like to thank the England cricket team for playing so badly that I'm not being distracted by their match...

[15:36:42] Trisha agarwal: :D

[15:37:25] Weekend Testing Europe: Right, let's begin!

[15:37:26] * Weekend Testing Europe has changed the conversation topic to "WTEU-59: MISSION STATEMENT" *****

[15:37:28] Rafał Szypulewski: im currently visiting my family in Sopot for the weekend, just borrowed a laptop to be able to participate in todays WTEU session :)

[15:37:53] Weekend Testing Europe: That's serious dedication Rafał! :D

[15:38:03] Weekend Testing Europe: The theme for today's session is Lean Coffee.

[15:38:14] Weekend Testing Europe: We're going to talk a bit about the concept, what it involves, and look at a web application which can help with running a remote Lean Coffee session.

[15:38:17] Trisha agarwal: +1

[15:38:34] Weekend Testing Europe: Then, for the second half of the session, we're going to run an actual Lean Coffee event - so you'll have the chance to talk about absolutely anything testing-related!

[15:38:46] Weekend Testing Europe: (So, have a think about some questions/topics that you might like to discuss later.)

[15:39:01] Weekend Testing Europe: To begin with: Who's heard of Lean Coffee before? Has anyone participated in a Lean Coffee event?

[15:39:22] Andrew Morton: I have been to the ones at the last two Testbashes

[15:39:39] Rafał Szypulewski: i have heard about it, but never seen or participated in one

[15:39:44] Adriana: First time I hear the term :(

[15:39:47] Trisha agarwal: No. First time user

[15:39:58] Weekend Testing Europe: TestBash was my first experience of Lean Coffee too, and I think a lot of people were influenced by it, because a lot of the UK meetups are now running in a Lean Coffee format

[15:40:26] Weekend Testing Europe: Andrew, as the most experienced person here :D do you want to try to explain the idea behind Lean Coffee?

[15:40:38] Weekend Testing Europe: Don't worry about explaining the process - just an overview of what it is

[15:41:06] Andrew Morton: It is a chance to get to talk about topics without a formal agenda

[15:42:00] Andrew Morton: The lean is beacuse the process runs around a kanban style (Which Neil will get to) and the coffee because it is an informal meetup, usually over coffee

[15:42:31] Weekend Testing Europe: Yes, the agenda-free format is one of the big advantages. If you're talking about testing, normally it falls into one of two formats

[15:42:59] Weekend Testing Europe: Either you have a topic/agenda for the meeting, and everyone feels that they have to follow this format, and people feel locked-in to the discussion

[15:43:14] Weekend Testing Europe: Or you don't have any guidelines at all, and nobody knows what to talk about, there's too much freedom of choice!

[15:43:25] Weekend Testing Europe: Lean Coffee bridges the divide between these 2 kinds of meeting

[15:44:02] Weekend Testing Europe: The second important factor about Lean Coffee is that it is democratic. The attendees suggest the topics to discuss, and then vote for their most popular topics. This means that conversation is naturally focused on the topics which interest the most people.

[15:45:12] Weekend Testing Europe: There is a structure to the Lean Coffee format, but it's flexible - it might seem like a lot of rules at first, but you will learn that it's actually very easy. And if a particular rule doesn't work, you can change it or throw it away!

[15:45:25] Andrew Morton: Agile FTW

[15:45:55] Weekend Testing Europe: If you're able to access YouTube, I'd recommend that we begin by watching this short 2-minute video which explains the various steps of a Lean Coffee meeting. Watch this now, and we'll talk through it more slowly afterwards! <https://www.youtube.com/watch?v=zhG-A-kRPAU>

[15:48:57] Weekend Testing Europe: So, that was quite a quick video, and it condensed a lot of information! Don't worry if it seemed like a lot - we're going to run an actual Lean Coffee session shortly, and it will become very clear.

[15:49:00 | Edited 15:49:40] Trisha agarwal: Nice video and information aabout coffee lean , yes i had too much information to grab

[15:49:25] Weekend Testing Europe: There are several key phases to the Lean Coffee:

1. Proposing topics
2. Voting for favourite topics (and prioritising)
3. Talking through each topic, in order of most votes

[15:49:48] Weekend Testing Europe: When talking about a topic, there is a countdown timer of (for example) 5 minutes. The group talks about the topic for this time.

[15:50:11] Weekend Testing Europe: Once that time has finished, everyone in the group gives a "thumbs up" or "thumbs down" to say whether they want to carry on discussing this topic, or moving on to the next one.

[15:50:21] Weekend Testing Europe: If it's thumbs-up: the timer restarts, and we keep talking about the same topic

[15:50:27] Weekend Testing Europe: If it's thumbs-down: we move onto the next one

[15:50:59] Adriana: understood :

[15:51:02] Adriana: :)

[15:51:04] Weekend Testing Europe: The amount of time that you spend on one topic might depend on several factors. For example, at TestBash we had some very large groups, so we often did "thumbs-down" just so that we could get through as many cards as possible

[15:51:37] Weekend Testing Europe: It will become clearer as we go, but does anyone have any questions about the format at this stage? Don't worry, we're not going to be testing you :)

[15:51:43] Rafał Szyplowski: this countdown timer needs to be extended for "text" discussion", it takes more time to write what you want to tell than say it irl

[15:52:37] Weekend Testing Europe: Absolutely. We're going to be using an online application to run our session, but the countdown timer only goes as high as 5 minutes - I expect that we will extend it at least once for almost every topic.

[15:53:03 | Edited 15:54:10] Trisha agarwal: One more thing as you said in test bash there were many people and lot of topic , i think there would be obvious sign off time management with managing the decisions of group

[15:53:19] Trisha agarwal: how did you manage that ?

[15:54:12] Weekend Testing Europe: When we give a thumbs-up or thumbs-down about continuing a topic, we normally make sure we are communicating out loud about our backlog. (For instance: "There are 5 more topics left, and only 20 minutes to go. If we carry on talking about the current topic, we might only get to 3 more topics")

[15:54:37] Weekend Testing Europe: But, because everyone votes on the topics at the start, this means everything is prioritised so that the most important topics are always discussed.

[15:55:22] Trisha agarwal: Thank you ,great example help me understand

[15:55:27] Weekend Testing Europe: I know of one Lean Coffee event in Sheffield UK where they generated so many topics, that they completely ran out of time - so someone kept the post-its and they carried on at the next event!

[15:55:46] Trisha agarwal: okay

[15:55:55] Weekend Testing Europe: The important thing is, it's democratic and attendee-driven. There's a structure, but there are no unbreakable rules - you do whatever makes the most people happy.

[15:56:15] Weekend Testing Europe: Let's move on to look at our Lean Coffee application, and the format will become clearer.

[15:56:16] * Weekend Testing Europe has changed the conversation topic to "WTEU-59: EXPLORING LEAN COFFEE TABLE" *****

[15:56:33] Weekend Testing Europe: Normally, a Lean Coffee is run with everybody in the same room, because it allows the conversation to flow more easily, and creating/destroying post-it notes is very easy.

[15:56:47] Weekend Testing Europe: But sometimes it's not possible for everyone to be in the same place; maybe your team is located in multiple different locations, or - like us - in completely different countries!

[15:57:11] Weekend Testing Europe: You could use any electronic kanban tool (such as Trello) to run a Lean Coffee session; however, they don't tend to have countdown timers etc.

[15:57:24] Weekend Testing Europe: Recently I discovered a tool called Lean Coffee Table (produced by Ripple Rock) which is currently in beta. This is what we are going to use today.

[15:57:32] Weekend Testing Europe: The website is <http://www.leancoffeetable.com>

[15:58:01] Weekend Testing Europe: I spoke to Bazil Arden, one of the directors of Ripple Rock, and he said that they use the application with video chat on Google Hangouts. We won't do video chat today,

but I could see why that would work better than text :) (As Rafal said - talking is much quicker than typing)

[15:58:27] Weekend Testing Europe: Create yourself an account on the site by clicking the Register link, and completing the simple registration form.

[15:58:38] Trisha agarwal: Sure

[15:58:57] Weekend Testing Europe: Once you've registered, create your own Lean Coffee board and experiment with the interface. See if you can figure out how everything works; try creating some dummy topics, editing/deleting, voting, pressing buttons.

[15:59:20] Weekend Testing Europe: We're not specifically looking for bugs, but let me know if you spot anything weird and I'll pass it to the developers.

[15:59:54] Weekend Testing Europe: Take about 15 minutes to explore the application. After this time, I will share a link to the main WTEU Lean Coffee board, where we'll work together to run our session.

[16:01:46 | Removed 16:02:07] Trisha agarwal: This message has been removed.

[16:02:09] Weekend Testing Europe: For now you can create your own test board by clicking "Add Board" on the homepage

[16:02:25] Trisha agarwal: Okay

[16:02:57] Weekend Testing Europe: Just get used to the interface, so that you're familiar with the layout when we start the real session.

[16:03:16] Andrew Morton: There is an easy solution to the timer problem. You can change the time whilst it is going. If you want a 7 in main discussion, just switch the timer to 2 when it gets to the end

[16:03:33] Andrew Morton: Not sure if that is a bug or feature

Trisha agarwal

[16:04:39] Trisha agarwal: After refreshing a page i am already sign-in(which can be seen in top right) , but i got prompt to sign-in again

[16:04:55] Trisha agarwal: that wired for as a user

[16:05:00] Andrew Morton: I'm going to assume feature, since you can't stop the timer if people decide the topic is exhausted before the end

[16:05:48] Weekend Testing Europe: Yes Trisha that's weird. You see the little red dot above the username field? That suggests that it thinks there's an error, but there's no error message to display!

[16:06:35] Rafał Szypulewski: its sunday today, NO WORKING today :D

[16:06:37] Weekend Testing Europe: Andrew: I think, probably, feature - though I would like to see some better timer customisation options.

[16:07:01] Weekend Testing Europe: We'll see how it goes

[16:07:13] Trisha agarwal: Yes, i missed seeing that . and scrolling down the page i got an option of manging account and add external login

[16:07:44] Neil Taylor: I notice you can give up to three votes for an idea - presumably this is how you signify how much priority you give to a sugtestion for discussion. Or should it be one vote each?

[16:07:50] Trisha agarwal: i guess add board feature is not working

[16:08:01] Weekend Testing Europe: It talks several places about "local account", which I don't know what it means. I think because this is mainly a tool used internally by Ripple Rock, maybe they have special login privileges for people on their local network

[16:08:03] Andrew Morton: You can put all your votes on one topic

[16:08:18] Andrew Morton: It shows you really want to discuss it

[16:08:44] Neil Taylor: Right yes I see that thanks.

[16:08:45] Trisha agarwal: okay

[16:08:52] Weekend Testing Europe: Neil/Andrew: None of the Lean Coffees I've attended have ever used the "multiple votes per topic" rule, but if you look on www.leancoffee.org (the website where Lean Coffee originated) it is apparently a core principle.

[16:09:44] Andrew Morton: Oddly, all the ones I have been to did. We were on different tables at testbash though

[16:10:00] Weekend Testing Europe: About 5 minutes until I send a link to the real Lean Coffee board, so make sure you're familiar with creating topics and voting

[16:10:43] Weekend Testing Europe: Here's the Lean Coffee rules that we were given at TestBash - it's quite a useful summary actually. It is non-committal on multiple votes per topic :)

https://pbs.twimg.com/media/CBFwai_WgAAAzil.jpg:large

[16:10:59] Andrew Morton: Possible bug. If I click on the board name up (next to the logo at the top left) my board disappears

[16:11:38] Weekend Testing Europe: Me too! That's pretty weird - and probably a bug.

[16:12:20] Weekend Testing Europe: One warning related to votes: There's no feature to remove a vote, so make sure you're sure you want to vote on something!

[16:12:49] Weekend Testing Europe: Also when I was testing yesterday, I noticed some strange behaviour when deleting topics - if you delete a topic which you've already voted on, it doesn't always give you your vote back!

[16:14:11] * Weekend Testing Europe has changed the conversation topic to "WTEU-59: LEAN COFFEE" *****

[16:14:28] Raghu: How do you undo your vote?

[16:14:51] Weekend Testing Europe: Raghu: There is no undo functionality on the site yet. I'm sure the developers know this, but I will remind them it is an obvious omission.

[16:15:13] Weekend Testing Europe: For now, just make sure you are really voting on the ones that you want - and that you have a limit of 3 votes.

[16:15:22] Andrew Morton: It looks like there is a way to get more than your 3 vote limit too

[16:15:54] Weekend Testing Europe: Andrew: Veeery interesting. How did you manage that? Multiple accounts, or some back-door skullduggery?

[16:16:06] Andrew Morton: F5

[16:16:22] Trisha agarwal: refresh ?

[16:16:43] Weekend Testing Europe: Ha - you're absolutely right!

[16:16:57] Weekend Testing Europe: Vote 1>2>3 "you have used up all your votes"

F5

Vote 4>5>6 "you have used up all your votes"!

[16:17:22] Weekend Testing Europe: Oh well, let's all play nicely and honestly today people :)

[16:17:34] Weekend Testing Europe: This link should allow you to join a board called "WTEU Lean Coffee":

<http://www.leancoffeetable.com/TaskBoard/View/d07e1848-9c80-4eed-9d3f-219c54e9c867>

[16:17:44] Weekend Testing Europe: If you're prompted to login again, your username is the email address that you provided when you registered (they don't make that very clear!)

[16:18:11] Weekend Testing Europe: The UI is a bit different when you join someone else's board, because there are certain actions which only the owner is allowed to do.

[16:18:25] Weekend Testing Europe: I think, for example, that I have control of the timer and nobody else is allowed. But we'll work it out as we go along!

[16:18:54] Andrew Morton: I only see the buttons for start discussion and reset thumbs up missing

[16:19:24] Weekend Testing Europe: Some other options will give you a warning when you try to interact (e.g. when you change the timer it'll say you're not the facilitator)

[16:19:34] Weekend Testing Europe: It's weird that some things are hidden and other things give errors.

[16:19:47] Weekend Testing Europe: The task now: I'd like you to join the WTEU Lean Coffee board (link above) and add 2-3 topics each. What would you like to talk about?

[16:20:34] Weekend Testing Europe: Just enter a quick summary on the card - we'll explain/introduce the topics once we've added them.

[16:20:37] Weekend Testing Europe: Don't vote yet!

[16:23:14] Raghu: i am getting a blank page

[16:24:25] Raghu: Resolved it by navigating to home page and hitting the back button

[16:24:33] Weekend Testing Europe: Yes that's definitely a bug

[16:24:42] Weekend Testing Europe: Also I just realised I was adding my cards on the wrong board. Whoops!

[16:24:57 | Edited 16:25:12] Trisha agarwal: I am not able to write anything of ideas section

[16:26:20 | Edited 16:26:37] Trisha agarwal: As a user if anybody have created a topic saying ideas , (or two users have similar topic) we can merge the ideas and write it into one single topic

[16:26:49] Weekend Testing Europe: Yes in a real Lean Coffee section we might sometimes merge post-its if two topics are extremely similar

[16:27:11] Weekend Testing Europe: When you click Add Topic, it should add a new topic into the list with the title "new" - it will appear at the bottom, so you might need to scroll down to see it

- [16:27:20] Weekend Testing Europe: If you click the title, it will go into "edit mode"
- [16:27:35] Trisha agarwal: Thank you
- [16:27:50] Neil Taylor: It would be handy to be able to open up an edit box - editing on one small line is quite tricky!
- [16:28:08] Weekend Testing Europe: We'll spend about 3mins more, then we will each introduce our topics
- [16:28:50] Weekend Testing Europe: Neil: A separate dialog e.g. "card view" would definitely help. There's a few things I don't like about this. For instance, you can't see who's created each card - however once you move a card into To Discuss then you will see the initials
- [16:29:10] Weekend Testing Europe: This might be deliberate so that you aren't influenced on whose cards to vote for... but it seems a bit arbitrary
- [16:29:42] Andrew Morton: Would seem pointless since you are supposed to pimp your topic before voting anyway
- [16:30:26] Adriana: the cards sometimes gets to small for the text
- [16:31:18] Weekend Testing Europe: I think this is why it is very much a beta at the moment. Ripple Rock mainly use it for internal purposes, so the functionality is sufficient for their needs. But there's definitely some work to do before it's ready for "prime-time"!
- [16:31:28 | Edited 16:32:26] Trisha agarwal: As a user , if timer is on another user should not be able to do anything rather than concentrating on discussion . Once the timer is off all user have previlige to do anything , and should be more transparent who is doing what in shared dashboard.
- [16:31:38] Adriana: it should be an way to expand the card if the topic title is a bit longer
- [16:32:15] Weekend Testing Europe: OK, that's time up for adding topics, last few seconds if you want to sneak in some more!
- [16:32:19] Adriana: sorry I don't know if is a bug or intentional
- [16:32:33] Weekend Testing Europe: Now I would like you to each give a very quick summary for each topic that you added. Basically, explain why we should vote for it, why it is interesting
- [16:33:44] Weekend Testing Europe: "Personal learning: Where do you draw the line?" - It's great for people like us that can find time to do activities outside work, but people are also allowed to have lives. Learning is great, but how do you balance personal and work commitments?
- [16:33:53] Andrew Morton: "What do people want to see in local test meetups?" - I help run South West Test and would like to know what makes a meetup interesting to people. Things said here can be feedback to other meetup organisers so we can attract people to attend and share
- [16:34:51] Weekend Testing Europe: "Is there such a thing as too much testing?" - There are an infinite number of ways that any given product/feature could be tested. Often we prioritise by risk, but how do we know when to stop, when there's always something more that could be tested?
- [16:35:42] Weekend Testing Europe: "Are testers in danger of eliminating their own jobs?" - In the agile world, there's a growing trend to "shift left" - to move test activities earlier in the process. This means we're training our developers to become better testers, which is great, but if we make them into great testers then what's left for us!
- [16:36:09] Rafał Szypulewski: "Mentoring and the lack of it in many organizations" - there is many organizations where there i no mentoring organized, mostly because more senior testers dont have much time to do it and its hard to be a mentor as a junior who doesnt have much expirience, how can we help to improve our testing by mentoring each other in ones organization while not being the most experienced tester?
- [16:38:10] Raghu: Standing up to bullies at work- newbie vs experienced testers

As a tester you get to work with different organizations and differnt projects. In most of these projects you are often a new start while there will be experienced testers who have been part of the projects for years.

Often to put newbies in a bad light I have seen experienced tester bully new starts with theri expertise and tacit experience of the systems.

How do you stand up to this?

[16:38:50] Weekend Testing Europe: Thanks for your descriptions above. We also have several more topics, which I think are fairly self-explanatory from their titles:

- newbies in test

- methods for recording what you have tested

- teaching someone about an unfamiliar product

[16:39:00] Weekend Testing Europe: So now it's time to vote!

[16:39:12] Adriana: Newbies in test: How secure a very first opportunity without proving commercial experience, how make the most of online self-based training and use as a working experience

[16:39:27] Weekend Testing Europe: You have 3 votes - click the tick next to the topics you'd like to discuss today.

[16:40:47] Weekend Testing Europe: One more minute for voting

[16:41:30] Weekend Testing Europe: We've got about 45 minutes for discussions, so I predict we might get through 7 of these, but we'll see!

[16:41:50] Weekend Testing Europe: If some topics prove interesting, we might make them into a full topic for a future Weekend Testing session.

[16:42:09] Weekend Testing Europe: If everyone's voted, I'll begin to prioritise in "To Discuss", ordered by votes.

[16:42:34] Raghu: i am done

[16:43:03] Weekend Testing Europe: OK, I've dragged everything with more than 1 vote, so we will begin with these topics, in this order. If there's more time then we'll go back to the first list.

[16:43:21] Weekend Testing Europe: So we will start with Raghu's topic:

[16:38] Raghu:

<<< Standing up to bullies at work- newbie vs experienced testers

As a tester you get to work with different organizations and different projects. In most of these projects you are often a new start while there will be experienced testers who have been part of the projects for years.

Often to put newbies in a bad light I have seen experienced tester bully new starts with their expertise and tacit experience of the systems.

How do you stand up to this?...I'll start the timer!

[16:44:00] Weekend Testing Europe: Is this something you have experienced personally, Raghu? Have you been a victim yourself - or have you seen others experiencing this?

[16:44:19] Raghu: Yes I have experienced this multiple times

[16:44:49] Raghu: I have also seen people having biased opinion of - new teams, new contract hires or anyone new

[16:45:15] Raghu: even if the person in question has had enough test credentials

[16:45:54] Weekend Testing Europe: It's certainly not something that a new starter should have to suffer. I imagine it is the insecurity of the bully - maybe they perceive the new starter as a threat, and are desperate to prove they are better.

[16:46:07] Raghu: yes its mostly insecurity

[16:46:14] Andrew Morton: The best thing you can do, is to show people your good work. Relying on your 10 years of test experience is as bad as them throwing their 10 years in the trenches at you.

[16:46:46] Andrew Morton: If it is an individual that is the problem, the rest of the team will most likely rally around you

[16:47:12] Raghu: the challenge is you are new - you don't know the system and you will make basic mistakes

[16:47:28] Andrew Morton: Making mistakes is not the same as doing bad work

[16:47:35] Raghu: yes Andrew i have had an experience were teams have rallied around a newbie

[16:47:39] Weekend Testing Europe: There definitely needs to be focus on addressing the behaviour of the bully - through their boss if possible. But also it might be worth looking at "on-boarding processes" in general. We don't normally document our systems very well, so it's perhaps unsurprising that new starters struggle.

[16:47:53] Rafał Szypulewski: in my opinion those "experienced" testers could be feeling that they will be replaced by the new (and probably cheaper) less experienced testers
this could be their defence reaction to this

[16:48:09] Weekend Testing Europe: Recommended viewing: Presentation from TestBash 2014 from Joep Schuurkes, "Helping the New Tester to Get a Running Start"
<https://dojo.ministryoftesting.com/lessons/helping-the-new-tester-to-get-a-running-start-joep-schuurkes>

[16:49:08] Weekend Testing Europe: That's the 5 minutes up - use the thumbs-up and thumbs-down button at the top, to vote on whether you want to talk for another 3 minutes on this topic

[16:49:30 | Edited 16:49:44] Rafał Szypulewski: also many people are afraid of change and team members coming and going away is a very big change

[16:49:40] Weekend Testing Europe: Thumbs-down does not mean you didn't enjoy it - it means you want to move onto the next thing

[16:49:49] Weekend Testing Europe: Thumbs-downs are winning, so looks like we will move to the next topic

[16:50:01] Weekend Testing Europe: Thanks Raghu, this is definitely something we should talk more about later.

[16:50:22] Weekend Testing Europe: Next we have Rafał's topic:

[16:36] Rafał Szypulewski:

<<< "Mentoring and the lack of it in many organizations" - there is many organizations where there is no mentoring organized, mostly because more senior testers don't have much time to do it and it's hard to be a mentor as a junior who doesn't have much experience, how can we help to improve our testing by mentoring each other in one's organization while not being the most experienced tester?

[16:50:24] Raghu: Thank you for the consideration

[16:50:54] Weekend Testing Europe: This is a good follow-on from Raghu's! How (as juniors or seniors) can we help to build a mentoring culture in our teams? 5 minutes - go!

[16:50:58] Andrew Morton: > [Sunday, 19 July 2015 16:50:28 Weekend Testing Europe] how can we help to improve our testing by mentoring each other in one's organization while not being the most experienced tester?

Everyone has something to teach

[16:51:15 | Edited 16:52:22] Trisha agarwal: +1 I have seen ppl are not interested in testing but they are just doing

[16:51:53] Andrew Morton: I've had it where someone has just had an interest in something and offered to share it

[16:51:58] Raghu: have a test buddy during your initial days

[16:52:10] Andrew Morton: Lunch and Learn is one our team does

[16:52:11] Rafał Szypulewski: less experienced testers can feel that they don't have enough knowledge to be able to share it (mentor someone)

[16:52:16] Weekend Testing Europe: I think it's important that you build a culture (in your team and your organisation) where sharing & mentoring are valued. This might mean setting aside 1-2hrs each week or each month, to focus on exchanging knowledge

[16:53:07] Trisha agarwal: +1

[16:53:14] Weekend Testing Europe: Rafał - absolutely, it shouldn't be the seniors telling the juniors how to do things. Pairing with another tester can be a good balance, particularly if you have testers working on many different products

[16:53:57] Andrew Morton: Mentoring can be done in many ways. Often simple water-cooler conversations are a good way of questioning someone, seniors and juniors

[16:54:10] Weekend Testing Europe: Lunch and Learn is good - though I've worked in companies where I've been eager to tell, and nobody wants to listen!

[16:55:16] Raghu: look for a mentor a day and rotate within the team

[16:55:22] Neil Taylor: I think pairing is a very useful way of helping a newbie understand or second to that setting aside time to walk through a feature with a new tester after they have had time to explore it so you can answer questions and understand their approach to their testing.

[16:55:33] Weekend Testing Europe: In my current team at Compare The Market we run a monthly test forum (which is a bit similar to a Weekend Testing session). We vote for topics - a lot like a Lean Coffee - so that people are interested in coming. The seniors get a chance to "show off", the juniors get a chance to learn (and often to find genuine oversights in the seniors' thinking)

[16:55:50] Weekend Testing Europe: I've got a few useful resources for pairing & mentoring which I'll add to the post-session report.

[16:56:13] Weekend Testing Europe: Thumbs up or down!

[16:56:19] Adriana: I think sometimes newbies are afraid of pairing with someone more experienced because of fear of being judged

[16:56:19] Trisha agarwal: +1

[16:57:05] Weekend Testing Europe: OK - thumbs up wins, we'll restart the timer for 3 more minutes. Carry on!

[16:58:22] Weekend Testing Europe: Adriana: Unlike Raghu's topic, I think this is an example where it is the newbies who need to be helped/reassured. Seniors/leads are normally very happy to mentor; their annual goals/objectives might even say that this is a skill they need to show!

[16:58:36] Andrew Morton: Annoyingly, the break made me forget what I wanted to write (facepalm)

[16:58:55] Adriana: lol

[16:59:06] Raghu: We sometimes have annual objectives as no: of newbies mentored :

[16:59:08] Weekend Testing Europe: I know what you mean though Adriana. As someone who is an experienced tester but new to a team, it's been a difficult time for me recently, because of the sheer volume of product knowledge that I've needed to absorb!

[16:59:25] Adriana: yes but sometimes the approach adopted from seniors could be a little be intimidating

[16:59:57] Weekend Testing Europe: The dream goal is to reach a position where you don't need to mention it in objectives, or even to talk about it. As per my first comment: if your company's culture is based around ideals of sharing/mentoring, this sort of thing will come naturally.

[17:00:05] Weekend Testing Europe: Though that's difficult for one person to change...

[17:00:13] Raghu: my take is still keep asking questions however intimidated you are !

[17:00:16] Andrew Morton: If you want to learn, sometimes it is best not to attach yourself to someone, but move your questions around

[17:00:22] Trisha agarwal: it also depend on how casual and professionally you can deal with people / mentors

[17:00:25] Adriana: but I agree I have met a lot of seniors who are genuine eager to help

[17:01:11] Weekend Testing Europe: Thumbs up or down - we have about 25 minutes left

[17:01:26] Trisha agarwal: (n)

[17:01:35] Rafał Szypulewski: in my case there is an issue that there is not many seniors (only 1 in my local department) and he doesnt have much time to mentor 4-6 junior testers (1-2 years of experience)

[17:02:00] Weekend Testing Europe: Adriana's topic is up next:

[16:39] Adriana:

<<< Newbies in test: How secure a very first opportunity without proving commercial experience, how make the most of online self-based training and use as a working experience

[17:02:28] Trisha agarwal: that manager issue , manager should allocate the timing to senior along with the project during sprint planning

[17:02:29] Weekend Testing Europe: Adriana, would you like to begin this? Is it experience of yourself or colleagues? 5 minutes begins

[17:02:50] Adriana: It is personal :(

[17:02:54 | Edited 17:03:06] Andrew Morton: The problem with the first job, at least in places I have worked, is they are usually advertised as graduate programmes

[17:03:50] Adriana: I have almost two years studying testing but I am find very difficult to get in the market

[17:04:13] Raghu: I think initial years should always be on gaining a wider exposure without minding the commercials !

[17:04:20] Trisha agarwal: +1

[17:04:33] Andrew Morton: My break-in to testing was as a User Acceptance Tester.

[17:04:46] Adriana: the catch 22 don't get a job due to lack of experience don't get commercial experience because don't have a job

[17:04:53] Weekend Testing Europe: It is definitely a challenge, particularly if it isn't specifically a graduate program.

[17:05:24] Weekend Testing Europe: Sadly one of the only proven routes seems to be to get a certification, such as ISTQB Foundation, although it's perfectly possible to pass this exam without being a good tester.

[17:05:27] Trisha agarwal: yes, in testing also we have SDET or Tester who code make things automatable checkers for reducing manual regression for the team

[17:05:37] Adriana: done

[17:06:15] Raghu: Build up your CV showing the variety of activities you had contributed to over the 2 years related to testing

[17:06:31] Adriana: however the question is more general do you guy think there is a space for newbies that are not coming from a technical background?

[17:06:49] Raghu: sometimes thats an advantage

[17:06:54] Andrew Morton: Alot of people I know get into support jobs then move into testing/tech ops/product from there

[17:06:59] Rafał Szyplowski: first job experience is very dependant on what kind of project you will be placed on

i had very bad experience as for first project, got into some infrastructural project where i had nothing to do (nothing to learn, even through it was my first time as a tester), thank god my test lead got me into some testing behind the back of the PM for other project

[17:07:09] Weekend Testing Europe: Personally (and if I was hiring) then I would look for a few other things:

- Contributing to beta-testing programs for applications
- Submitting bugs to open-source projects e.g. on GitHub
- Volunteering for organisations such as uTest which run (paid) bug-hunting programs
- Reading, reading, reading! There are so many great free resources out there (blogs) and some great books which can get you started (Lessons Learned In Software Testing, Perfect Software, Crispin/Gregory's Agile Testing)

[17:07:34] Andrew Morton: Don't assume your only job has to be as a tester

[17:07:35] Weekend Testing Europe: Not all employers are the same, but I will always talk to somebody who shows this sort of drive

[17:07:39] Raghu: and ofcourse how could you forget weekend testing !

[17:07:48] Trisha agarwal: +1

[17:07:49] Weekend Testing Europe: Raghu: Ha, whoops :\$

[17:07:59] Weekend Testing Europe: Thumbs for 3 more minutes?

[17:08:01] Trisha agarwal: lot of information :)

[17:08:10] Weekend Testing Europe: I'm going to carry on while you vote :)

[17:08:30] Trisha agarwal: (y)

[17:08:51] Rafał Szyplowski: i have spent like 6 months on a project where i didnt have anything to do, but thanks to that project in the shadows i could learn something

[17:08:54] Weekend Testing Europe: It seems we have a bit of a theme going! For newbies, there will always be a challenge of learning new products/systems/techniques. What I'm looking for from a new hire is someone who has the capability, curiosity and motivation to learn them. Their existing knowledge is almost an afterthought

[17:09:00] Neil Taylor: Perhaps too much emphasis when recruiting for junior testing roles is put on experience rather than an individuals ability to enquire and question things.

[17:09:03] Weekend Testing Europe: (continuing timer for 3 minutes)

[17:09:30] Weekend Testing Europe: However, I guess my comments don't necessarily help you if you're not finding other employers who think the same way. Much of our industry is still very backwards-thinking, waterfall-oriented, and inflexible

[17:09:48] Trisha agarwal: software magazines

[17:09:59] Trisha agarwal: is also the good resources

[17:10:09] Weekend Testing Europe: To be honest, if you follow some of these suggestions and employers still won't interview you... honestly it is THEIR loss.

[17:10:14] Trisha agarwal: with the post card, feeds in MT

[17:10:16] Weekend Testing Europe: I know that doesn't pay the bills - but it's true

[17:10:37] Andrew Morton: Can depend on where you are too. Bristol has a few companies that have testing ideas like ours.

[17:10:48] Andrew Morton: I'm not sure about other markets

[17:10:52] Adriana: I think sometimes they prefer if you lie

[17:11:06] Weekend Testing Europe: To that effect - if any of our regulars need a written recommendation (formal or informal), then if I have spoken with you on several occasions then I will be more than happy to provide some support.

[17:11:07] Adriana: I am very honest about my professional experience

[17:11:20] Rafał Szypulewski: new testers need to be placed in a project where they can learn something, having bad first project can be very discouraging for the tester and he will quit and never know good it can feel when you are on a project that needs you

[17:11:35] Adriana: but that docent mean I am not prepared to do the job

[17:12:05] Weekend Testing Europe: Actually it was so funny when I interviewed for my current role. Their HR department insisted ISTQB was required, so I put it on my CV (even though I don't normally talk about it) and then the dev team apologised during the interview because they didn't want to mention ISTQB at all!

[17:12:16] Adriana: Thanks guys :)

[17:12:26] Weekend Testing Europe: OK - 15 minutes more, so 2-3 more topics possible

[17:12:42] Weekend Testing Europe: "What do people want to see in local test meetups?" - I help run South West Test and would like to know what makes a meetup interesting to people. Things said here can be fedback to other meetup organisers so we can attract people to attend and share

[17:13:11] Weekend Testing Europe: Let's help Andrew :) Do you folks have local test meetups, in your organisations or area? What would make you interested in such a thing?

[17:14:02] Raghu: To begin with are there a local test meetup in Scotland - i'd be interested to attend?

[17:14:22] Adriana: I go mostly for networking and depend on the topic

[17:14:27] Rafał Szypulewski: "automation" is a good buzzword to get attention from many testers, it doesnt have to be a workshop, it could be something like in the "A word" book (not about programming, but about the use of tools for automation)

[17:14:36] Weekend Testing Europe: My perfect meetup combo is: Freebies (food or drink), sponsor-supported (but without the sponsor being overbearing about recruitment/sales), with a mixture of activities on offer - e.g. a talk and time for free discussion

[17:14:44] Adriana: if it's to technical sometimes it can get boring

[17:15:01] Raghu: yes i sent a friend to a TDD meetup

[17:15:05] Weekend Testing Europe: I've been to some meetups where they've crammed several speakers into a session and then everyone's gone home - which wastes the opportunity of getting everyone into one room

[17:15:10] Raghu: only one tester and room full of developers

[17:15:11] Andrew Morton: The technical/non-technical problem is a difficult balance.

[17:15:36] Andrew Morton: We rely on people volunteering to do talks, so may get only one or the other

[17:15:49] Raghu: i think it should be theme driven with few speakers and more time for confering

[17:16:07] Weekend Testing Europe: Raghu: Scotland's a bit far from me but I'm sure there's at least one test meetup group in Edinburgh that I see mentioned from time-to-time. I'll check, and Skype you after the session

[17:16:09] Adriana: developers normally are not very didactic

[17:16:29 | Edited 17:16:58] Andrew Morton: My plan was to try and get a lean coffee style meeting going. Have someone introduce a topic and use a K-card system to facilitate

[17:16:55] Weekend Testing Europe: London Tester Gathering is a good example of getting the balance right. It's normally very large (80-100 people) and although there are a couple of talks, it's difficult to keep everyone focused on them because they're eager to break out into groups

[17:16:59] Raghu: i'd love to do paired testing and learn new techniques

[17:17:57] Adriana: Raghu very good idea

[17:18:27] Neil Taylor: I think the social aspect of the meetups is as important as specific talks. I think things like lean coffee and possibly more social games evenings are definately good things to have - you probably need to have a mixture.

[17:19:07] Weekend Testing Europe: Cambridge/Sheffield have definitely run good evening Lean Coffee (aka Lean Beer!) events before

[17:19:26] Weekend Testing Europe: Thumbs up or down? We're probably only going to have time for 1 more topic after this one regardless.

[17:20:00] Weekend Testing Europe: Down wins!

[17:20:03] Andrew Morton: Thanks all.

[17:21:06] Weekend Testing Europe: Next: What's the best approach to teach someone about an unfamiliar product? I think this one is fairly self-explanatory, and we've touched on it a little, but Neil do you want to explain whether you've had any particular problems here in the past?

[17:21:19] Andrew Morton: The main answer is 'it depends'.

[17:21:31] Andrew Morton: I know I learn by doing

[17:21:41] Andrew Morton: Give me a quick summary then let me at it

[17:21:46] Rafał Szypulewski: maybe we can change "best" to "good" in the topic?

[17:22:19 | Edited 17:22:26] Rafał Szypulewski: as there is no "best approche"

[17:22:25] Andrew Morton: Then there is why do they need to learn it?

[17:22:37] Raghu: product demo videos always help - anyone thought of recording product demos for future use

[17:22:39] Weekend Testing Europe: Give me the ability to learn at my own pace, in a safe environment - don't punish me for asking questions or not getting it first time.

[17:22:41] Andrew Morton: Is it to do a demo on. Are they going to be an end user for it

[17:22:56] Neil Taylor: Oh thats a fair point perhaps ideas would be a better one! I think we have already talked a bit about this. I think I was interested to get thoughts best ways for new testers to get used to a product or feature.

[17:23:23] Weekend Testing Europe: Raghu: Recorded demos are great. As is product documentation - at a previous company we used to always give new starters our product tutorial documentation, and it was amazing how many bugs they found just by following the written steps!

[17:23:47] Neil Taylor: So is it better to walk through features, give a new tester documentation/demo or allow them freedom to explore the application to learn about it.

[17:23:57] Weekend Testing Europe: Would definitely recommend Joep's presentation which I shared earlier - <https://dojo.ministryoftesting.com/lessons/helping-the-new-tester-to-get-a-running-start-joep-schuurkes>

[17:23:58] Raghu: the tough thing is we dont always have enough documentation

[17:24:03] Rafał Szypulewski: demo the product, maybe give him a mindmap with how the product is structured, also give the new tester some time for him to expore the product alone

[17:24:20] Andrew Morton: We often get new devs and testers to work in our bug fix team, which allows them to see a broad range of the system without getting too overloaded. Most bugs don't require an awful lot of context to test and fix.

[17:24:24] Raghu: retest logged defects

[17:24:38] Raghu: i think i read this in lessons learnt in software testing

[17:25:22] Neil Taylor: I think allowing someone to explore the application has the benefit it will highlight areas of our your product where things are not obvious and unclear.

[17:25:27] Raghu: having documented test cases helps here - ;)

[17:25:51] Raghu: i know scripts have its own issues

[17:26:40] Weekend Testing Europe: That's the time up, and I think that will have to be our final topic for today - we still need a few minutes to debrief!

[17:26:49] * Weekend Testing Europe has changed the conversation topic to "WTEU-59: SUMMARY/CLOSING" *****

[17:27:05] Rafał Szypulewski: i think test cases are overrted type of knowledge, i personally dont even read them all, just read the titles, maybe check few steps, as there is too much text to read with limited time

[17:27:07] Weekend Testing Europe: So, how did you enjoy your Lean Coffee experience?

[17:27:37] Weekend Testing Europe: It's not quite the same as doing it in one room, but hopefully you're encouraged to try this within your own teams/communities.

[17:27:45] Adriana: I think it can help if you have familiarity with the business, I was testing a travel insurance application the fact that I had some familiarity with the industry it helped

[17:27:53] Raghu: fantastic - such a variety of topics in a short time

[17:27:57] Rafał Szypulewski: it was short and participating in lean coffee irl would be much better

[17:27:59] Adriana: sorry :(

[17:28:20] Andrew Morton: I'd recommend mics at least

[17:28:27] Weekend Testing Europe: The online version is a little more inefficient, but I think it did a good job of conveying the key advantages of the format.

[17:28:32] Rafał Szypulewski: but its still great first time experience

[17:28:41] Adriana: very good first experience :)

[17:28:44] Weekend Testing Europe: Attendees propose topics + vote on topics = interesting democratic discussion

[17:28:45] Raghu: as a first timer i quite liked it

[17:28:50] Neil Taylor: First time I've ever done one and found it really useful and interesting to participate in.

[17:29:16] Weekend Testing Europe: Yeah, mics or videos would help, but it's a bit mean to drop that onto everybody unannounced :) Maybe a brave few could try a weeknight version with video sometime!

[17:29:50] Weekend Testing Europe: They're becoming increasingly popular additions to local meetups, and are great to experiment within your company's QA team - gives a bit more energy sometimes.

[17:29:55] Andrew Morton: I started to write feature files for an electronic lean coffee. However, it isn't much fun without others to discuss it with

[17:30:17] Weekend Testing Europe: As usual, I'll do a writeup tonight about the application, and about the 5 topics we discussed. There'll be lots of additional resources for you too.

[17:30:50] Weekend Testing Europe: And that's about all we've got time for - didn't the time fly once we entered the discussion! Hard to believe we talked for an hour on that board.

[17:31:08] Weekend Testing Europe: Our next session is scheduled for August 16th, as usual we'll mail/tweet an announcement 1 week before.

[17:31:35] Weekend Testing Europe: Have a great evening everybody, and thanks for all your topics and contributions!

[17:31:39] Andrew Morton: Which might make a good WT session now I think of it...

[17:31:48] Adriana: Thanks!

[17:31:50] Trisha agarwal: Thank you for a great sessions

[17:31:53] Raghu: Thank you !

[17:32:02] Neil Taylor: Thanks, really good session.

[17:32:18] * Weekend Testing Europe has changed the conversation topic to "WTEU-59: END" *****

[17:32:22] Rafał Szypulewski: thank you for the great session

[17:32:39] Weekend Testing Europe: You're all vey welcome, thanks for being part of our anniversary celebrations - here's to Year 2 :)

[17:34:30] Trisha agarwal: yay (party)

[17:35:57] Adriana: (party)

[17:36:19] Andrew Morton: Thanks everyone. Very interesting conversations.

[17:36:40] Andrew Morton: Especailly to Neil S for organising

[17:36:50] Trisha agarwal: +1

[17:36:51] Andrew Morton: (highfive)

[17:37:25] Weekend Testing Europe: Honestly, this needed much less organising than most. Soon you'll catch on to the "getting the attendees to create the content" scam ;) :D