

# Changing Mindsets - Learn, Test, Lead by Example

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how do you know if you've been successful changing mindsets?

questions

we don't need testers, everything can be done by developers

mindsets

anybody can do testing

not many folk reading books or blogging

stuff that I hear

you need to learn how to code

most people become testers by chance or because "it's better to work in IT"

testers are cheaper than testers

managers think anyone can do testing

easier to sell testers with "certificates"

good testers get demotivated and want to change jobs because of how thier work is perceived

problems

good engineering students don't want to be testers

becoming an external service provider

how do we define and explain our services

how do we add value so our customers are happy

especially connections with disciplines outside of testing

project management

psychology

foster connections with other communities

non-testing conferences - e.g. startups

conferences

Friday lunch knowledge sharing sessions

TED talks

foster learning

share content within team

project library

tech talks

training (BBST, RST)

1-1 debriefings

internships & learning projects

challenges

debriefing takes a long time

not everybody reads

people have their own rhythm

emotions!