

How to Make Your Work – and Achievements – More Visible

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Impostor



Player



Kinda Sus



leuluchiha









[Alt text]



(Too) high standards/perfectionism,
imposter syndrome

all my friends are crazy talented and
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average next to them

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issue and testing being a highly social
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[Alt text]

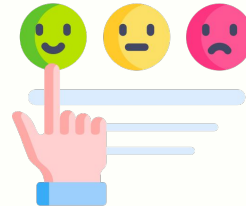
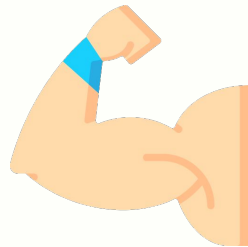
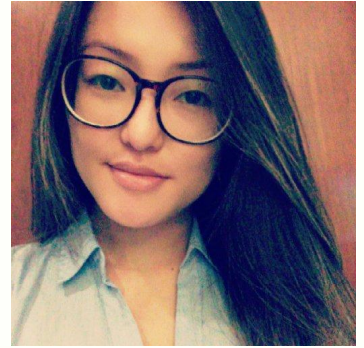
About Me

- Cassandra H. Leung (she / they)
 - Trained Quality Engineer and Certified Scrum Master
 - Tech blogger and international speaker
 - MoT Ambassador and content creator
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- Reduced time tickets spend in QA by 68% in six months => faster feedback and increased productivity
 - Coordinated testing across five teams for MVP launch => identify and address issues early, reduce risk, build confidence from stakeholders
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 - Created content for STEC => educate future generations of testers



About Me

- Promoted after six months
 - Repeatedly praised for “impactful” work
 - Frequently approached for participation / expertise
-
- Increased confidence
 - Increased satisfaction
 - Increased motivation



Show are ine

A spotlight from the top right corner illuminates the text 'Show are ine' on a dark background filled with wisps of smoke. The word 'Show' is in a large, white, bold font with a brown drop shadow. The words 'are' and 'ine' are in a smaller, grey, bold font, stacked vertically below 'Show'.

Show
are
ine

Show your work

- Make it obvious and explicit
- In demos and communities of practice
 - Don't create special slots - your work is equal and valid
- Interesting testing sessions, RiskStorming results, test strategy, glue work
- Use familiarity bias to your advantage
- ...

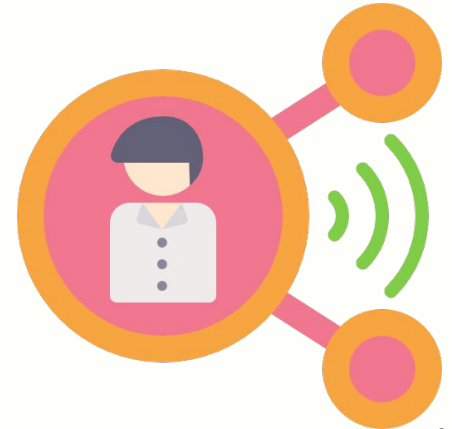


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Show
are
ine

Share helpful resources and successes

- Show that you're a leader and take initiative
- Share relevant resources you've created and ones you've found
- Testing dashboards, how tos, articles, guides
- Remember what people are interested in and support them
- Go beyond your immediate circle of influence
- Praise and recognise others
- ...

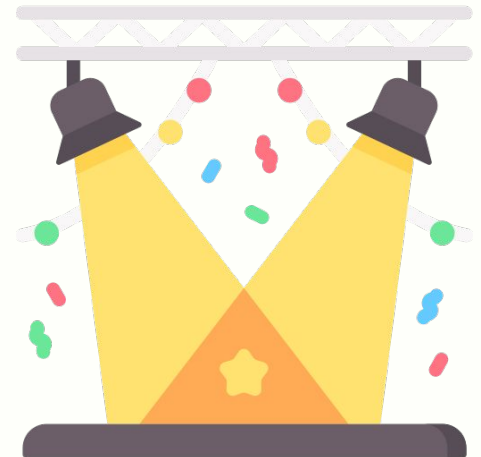


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Show are ine

Shine a light on your contributions

- Keep track with a brag board
- Don't make them have to think; dazzle them
- Demonstrable skills and contributions, mapped to career development level
- Relate to company values and goals
- Emphasise impact and reach
- ...



Brag Board - Company and Feedback

Company Values
Company Goals
Career Development Framework

Informal Feedback

John Doe 13:47

Hey, thanks a lot for your debrief on the exploratory testing session you did last week. I just had a meeting with some of our stakeholders and it really helped us prioritise.

Formal Feedback

Hi Jane,

Jessica asked me to provide some feedback ahead of the next review cycle.

Jessica is an integral part of the team. She demonstrates strong expertise in testing and quality and topics, and has proven herself to be an excellent communicator.

...

Kind regards,

John

Brag Board - Initiatives and Impact

Initiatives and Impact

	Team	QA CoP	Company	Industry
Personal Development				
Quality and Testing				
Collaboration and Knowledge Sharing				
Leadership and Glue Work				

Career Development Framework

	Mastery / Competence	Leadership / Collaboration	Business, Impact, and Market

Legend for Brag Board:

- Not started / blocked
- WIP / ongoing
- Done
- Supports product / tech goals


Brag Board - Examples

Mastery / Competence




Highlighting silent failures and advocating for better observability => enhanced monitoring and alerting

Create and document test strategy => strategy is clear and transparent for all, fostering shared understanding and enabling continuous improvement



Research and evaluate SF UI automation approaches => good basis for team discussion



Add UI automation to pipeline => feedback on user flows with every MR, without manual intervention

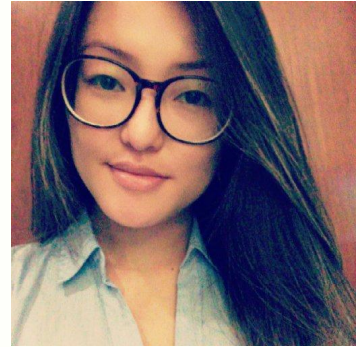
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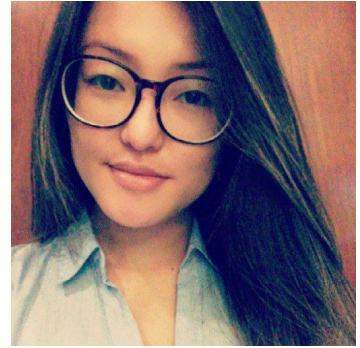


Initiative

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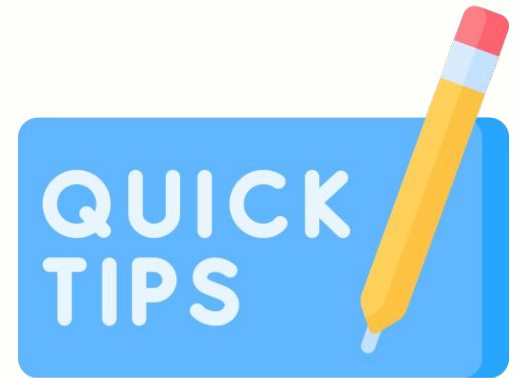
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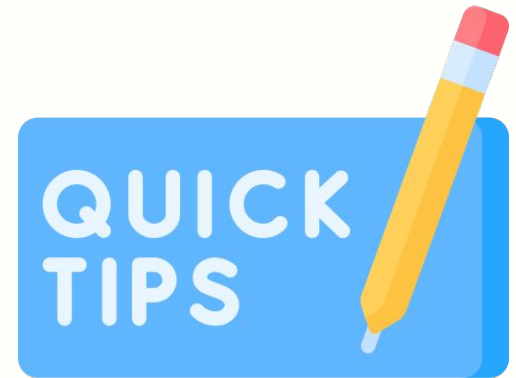
Quick Tips

- Perfectionism
 - Pragmatic over perfect
- Imposter syndrome
 - You faked it so well, you already made it!
- Comparing ourselves to others
 - Someone is looking up to you
- Culture
 - You set the culture



Quick Tips

- Discomfort
 - Own it, practise, state facts
- “I’m just doing my job”
 - That’s exactly what earns promotions
- Keeping examples / evidence
 - Regularly update brag board



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Thank You

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Resources

- 106 Cognitive Biases & Principles That Affect Your UX
 - <https://growth.design/psychology>
- Get your work recognized: write a brag document
 - <https://jvns.ca/blog/brag-documents/>
- Own Your Impact: Mastering Accomplishments in Software QA
 - <https://medium.com/@sarat99/own-your-impact-mastering-accomplishments-in-software-qa-46940bc4f36d>
- How to close the authority gap
 - <https://www.youtube.com/watch?v=zJcYAqNfgtA>
- What's stopping you from making your work and achievements more visible?
 - <https://club.ministryoftesting.com/t/whats-stopping-you-from-making-your-work-and-achievements-more-visible/84838/23>
- How to Benefit from Being Uncomfortable
 - <https://www.ministryoftesting.com/testbash-sessions/how-to-benefit-from-being-uncomfortable-cassandra-h-leung>
- Brag Board template
 - <https://www.cassandrahl.com/blog/brag-board-template-how-to-make-your-work-and-achievements-more-visible/>

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