Testing the limits: a neurodivergent guide to working in Testing
Agenda

• What is Neurodiversity?

• Who Am I?

• Personal Experience

• Tips as a Neurodiverse Software Tester

• How employers can support Neurodivergent Software Testers

• BCS and Neurodiversity
What is Neurodiversity?

- Neurodiversity is an umbrella term to describe people experiencing and interacting with the world around them in various ways. (Harvard Health, Online, 2021)
- Some of these conditions that fall under the neurodiversity umbrella are:
  - Autism
  - AdHD
  - Dyslexia
  - Dyspraxia
  - Dyscalculia
  - PTSD (and some other trauma related conditions)
  - Tourette syndrome
Who am I?

I’m a manual Test Analyst with experience in various levels of testing (performance, E2E, System).

I have multiple neurodivergent conditions (Autism, PTSD, and Dyslexia).

I’m a committee member of the Neurodiverse IT SG (BCS)

BSc (Hons) IT Management @ Wolverhampton University (2:1) + Postgraduate credits

Outside of career, I’m a Eurovision fan, video gamer and enjoy sports and music.
Personal Experience

• As a software tester, I’ve worked various levels of testing.
• Moving from a non-testing role to performance testing has been the biggest curve of my career.
• Moving between testing types (e.g. performance to end-to-end) has been beneficial to my career development and skills.
Tips as a Neurodiverse Software Tester

• Be honest and open with your team
• Break work down into chunks and ask for clarity where ambiguity arises
• Ask for help when needed (avoid stress or burnouts)
• Get access to assistive technologies if required to aid with workload e.g. mind map software
How employers can support Neurodivergent Software Testers

• Recognise our strengths and skills
• Adapt inclusive policies/team rituals e.g. working patterns
• Listen to what adjustments we need to be put in place (relates to inclusive policies/team rituals)
• Promote inclusion and diversity in the workplace e.g. set up an employee network
BCS and Neurodiversity

- IT professionals and BCS should promote neurodiversity where it can – IT sector leads the way on promoting the benefits of neurodiversity in the workplace and wider society.
- NeurodiverseIT Specialist Group
Any questions?