

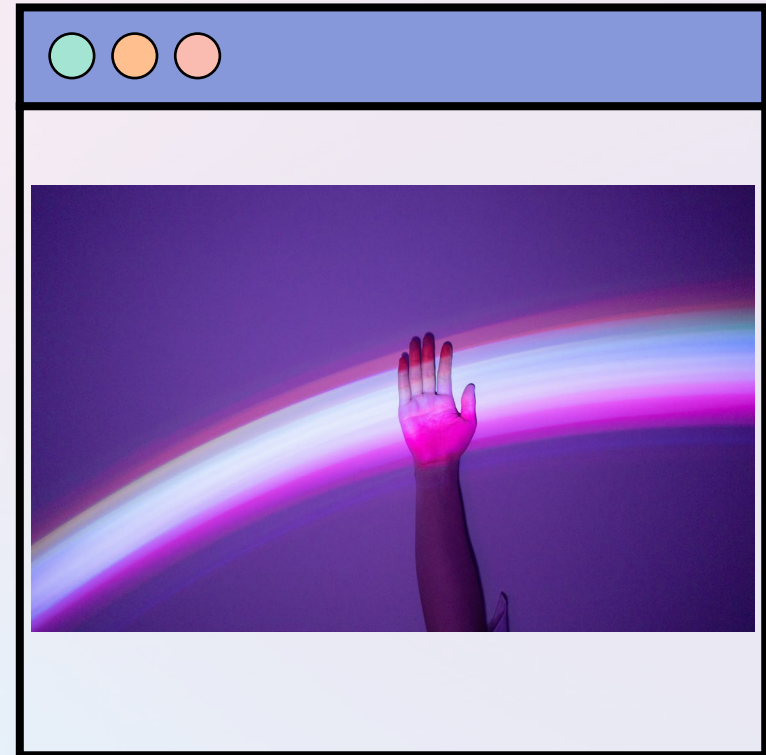
**Testing the limits:
a neurodivergent
guide to working
in Testing**

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)

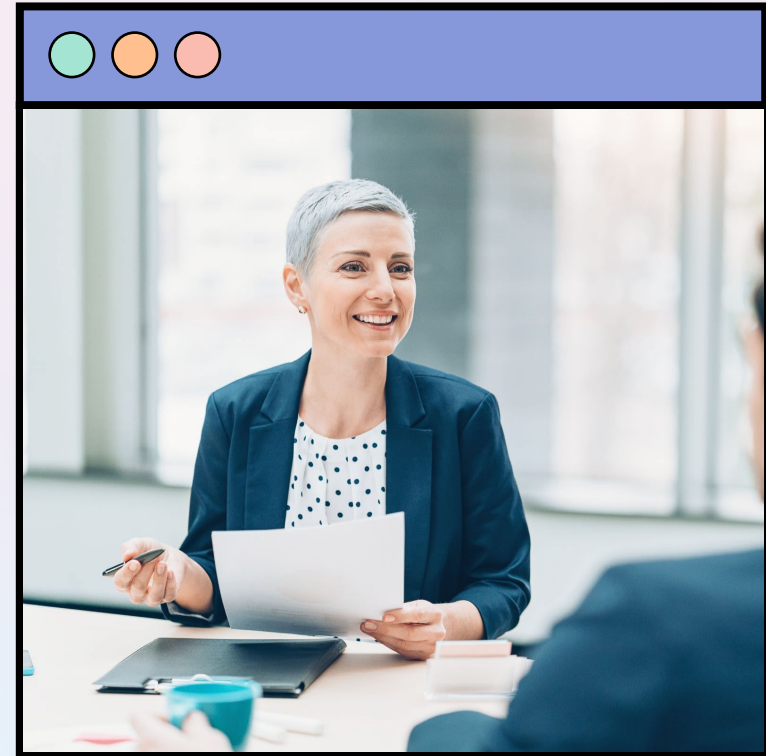
BSc (Hons) IT Management @ Wolverhampton University (2:1) + Postgraduate credits

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.



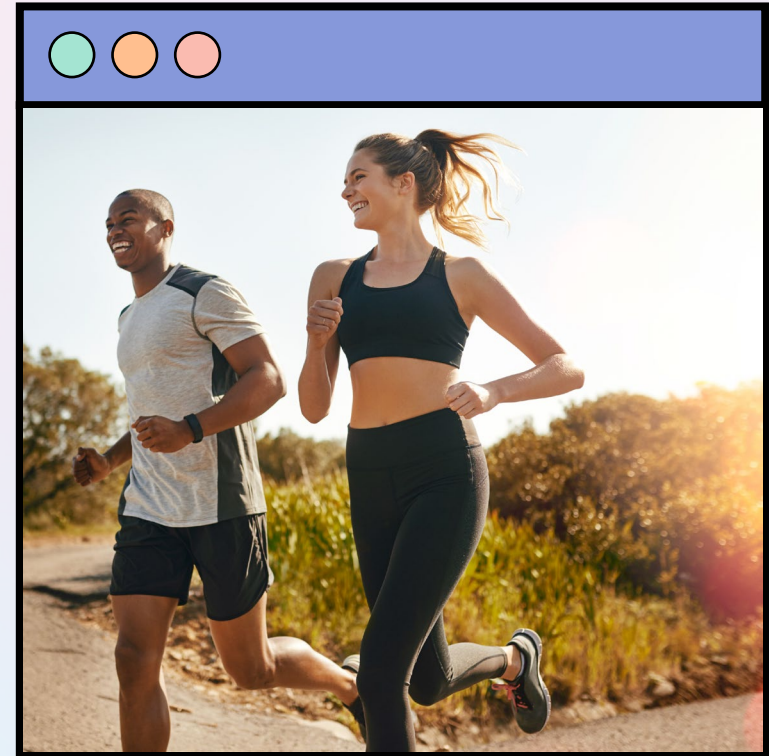
Tips as a Neurodiverse Software Tester

- 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 burndowns)
- Get access to assistive technologies if required to aid with workload e.g. mind map software



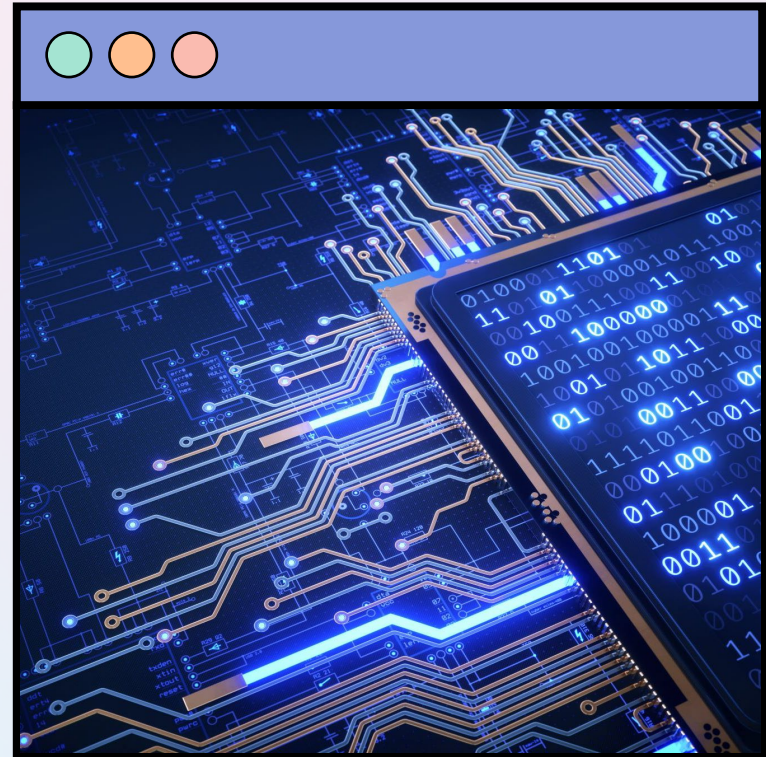
How employers can support Neurodivergent Software Testers

- 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?