

# Manual Testing Interview Questions and Answers

## What makes a good test engineer?

A good test engineer has a 'test to break' attitude, an ability to take the point of view of the customer, a strong desire for quality, and an attention to detail. Tact and diplomacy are useful in maintaining a cooperative relationship with developers, and an ability to communicate with both technical (developers) and non-technical (customers, management) people is useful. Previous software development experience can be helpful as it provides a deeper understanding of the software development process, gives the tester an appreciation for the developers' point of view, and reduce the learning curve in automated test tool programming. Judgment skills are needed to assess high-risk areas of an application on which to focus testing efforts when time is limited.

## What makes a good Software QA engineer?

The same qualities a good tester has are useful for a QA engineer. Additionally, they must be able to understand the entire software development process and how it can fit into the business approach and goals of the organization. Communication skills and the ability to understand various sides of issues are important. In organizations in the early stages of implementing QA processes, patience and diplomacy are especially needed. An ability to find problems as well as to see 'what's missing' is important for inspections and reviews.

## What makes a good QA or Test manager?

A good QA, test, or QA/Test(combined) manager should:

- be familiar with the software development process
- be able to maintain enthusiasm of their team and promote a positive atmosphere, despite
- what is a somewhat 'negative' process (e.g., looking for or preventing problems)
- be able to promote teamwork to increase productivity
- be able to promote cooperation between software, test, and QA engineers
- have the diplomatic skills needed to promote improvements in QA processes
- have the ability to withstand pressures and say 'no' to other managers when quality is insufficient or QA processes are not being adhered to
- have people judgement skills for hiring and keeping skilled personnel
- be able to communicate with technical and non-technical people, engineers, managers, and customers.
- be able to run meetings and keep them focused

## What's the role of documentation in QA?

Critical. (Note that documentation can be electronic, not necessarily paper.) QA practices should be documented such that they are repeatable. Specifications, designs, business rules, inspection reports, configurations, code changes, test plans, test cases, bug reports, user manuals, etc. should all be documented. There should ideally be a system for easily finding and obtaining

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**D Kirk**



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