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Spolsky vs DeMarco

Spolsky and DeMarco share the goal of hiring good people, but have different focuses. Spolsky’s focus is on the interview process, while DeMarco goes into the hidden costs and factors associated with hiring and training.

In the introduction to the third part of *Peopleware,* DeMarco summarizes, “Get the right people. Make them happy so they don’t want to leave. Turn them loose”.[[1]](#footnote-1) In comparison, Spolsky tries to define the “right people” as those who are “1. Smart and 2. Get things done”, and focuses on trying to find such people.[[2]](#footnote-2)

DeMarco’s advises to ask for samples of work (a portfolio) as well as to have the interviewee present some of their work. Spolsky gives tips on aptitude questions (a thing DeMarco disagrees with) as well as what to look for in interview answers.

Spolsky’s writings would be of more interest to an interviewer using traditional interviewing methods. DeMarco’s writings, however, would be of interest for any employer seeking to use more innovative techniques in their selection process.

1. Tom DeMarco and Timothy Lister, *Peopleware: Productive Projects and Teams*, 3rd Edition ed. (NJ: Addison-Wesley, 2013). [↑](#footnote-ref-1)
2. ### "The Guerrilla Guide To Interviewing (Version 3.0)". 2006. *Joel On Software*. Accessed February 9 2017. https://www.joelonsoftware.com/2006/10/25/the-guerrilla-guide-to-interviewing-version-30/.

   [↑](#footnote-ref-2)