

# Practical Additive Hiring



Daniel Johnson  
Software Engineer @ Netflix

HashMaps

!= Additive Qualities and Experiences

Binary Trees

!= Filling Team/Org/Company Gaps

Linked Lists

!= Business Impact



# What are Additive Qualities?

**Educator background** leading to an ability to ramp up quick in a startup, become a leader, and drive the company culture formation

Does this mean we expected any less in technical ability? **No**

**Product thinking** leading to filling a team gap and driving an ambiguous project to clarity and completion

Does this mean we expected any less in technical ability? **No**

# The Tech Screen: Goals

What is the candidate good at?  
What can they add to the team?

Is this what your tech screens  
are designed to get a signal on?



# The Tech Screen: Tips

1. Focus on details to quickly gauge technical skills
2. This is not a PR review
3. Find examples of success and then try to uncover why
4. Their questions matter and are part of the interview
5. Train the interviewers

# Company Size vs. Additive Focus

Early Startup	High
Mid size Company	Medium
Large Company	Low

Don't lose focus just because of scale!

Look beyond the code to what makes each engineer unique!



# Thank you!

Daniel Johnson

[linkedin.com/in/balancerockmedia](https://www.linkedin.com/in/balancerockmedia)

[balancerockmedia@gmail.com](mailto:balancerockmedia@gmail.com)