

# Traits Executive Recruiters Look for in CEOs

## 1. Integrity

Executive success starts with integrity. Trustworthy leaders tell the truth and own up to mistakes, even if they make them look bad or lead to missed opportunities. These aren't flashy qualities, but they're the foundation of successful leaders, especially at the top level.



## 2. Emotional Intelligence

This quality isn't about being "nice" or "touchy-feely." Because emotional intelligence impacts a company, executive search headhunters and C-level hiring experts hone in on these people skills as signs of successful candidates.



## 3. Vision and Direction

Hiring for vision means choosing an executive who thinks beyond managing operations. A leader with vision and direction may take risks that don't pay off or lose revenue for a quarter. However, the adaptability and growth they bring to your company will cover the costs of short-term losses with long-term success.



## 4. Generosity

Generosity drives C-level teams to create and protect culture. Say your organization values mentorship. You're looking for a leader who teaches everyone their secrets to success without waiting for defined mentoring assignments. They are generous with their knowledge.



## 5. Communication Skills

Great executives connect with people when they communicate. They lead by articulating purpose, simplifying complexity, connecting to values, and energizing a room. Their body language, attention, tone of voice, and words are all tools in their communication arsenal. Successful leaders consistently and sincerely communicate.



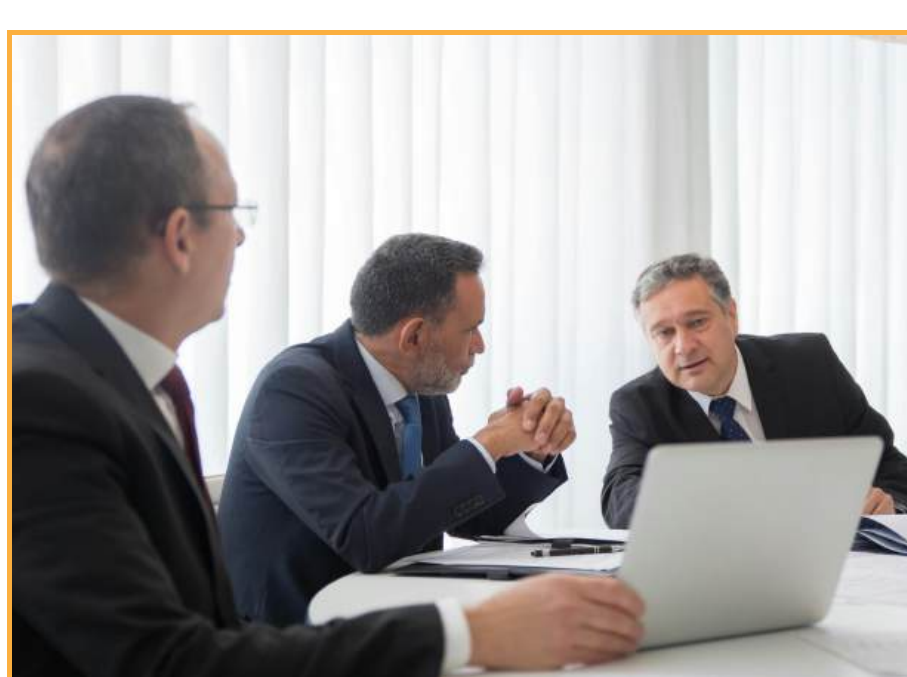
## 6. Improvement Mindset

Look for executives with a desire to learn. Those who read books and blogs by other executives, study success stories from sports and the arts, follow changes in industry standards, ask people questions about their expertise, and reflect on their experiences are growth-oriented. They will encourage growth in your company like they do in themselves.



## 7. Humility and Confidence

You need someone who can own the room without dominating it, make decisions without arrogance, and admit they don't have all the answers. A successful executive balances confidence with humility to be a leader you can trust and relate to as a person. A balance between these two qualities at the top creates psychological safety for your company.



## 8. Resilience

It's easy to lead when things are going well. But what happens when market conditions shift, or a key client leaves? A successful executive can take the hits, adjust their plans, communicate clearly, and inspire their organization. This resilience often comes from experience, but it also reflects a mindset.

