

5 Construction Executive Hiring Mistakes to Avoid

Mistake #1: Over-Valuing Work Titles

Impressive titles don't equal leadership ability. A long-tenured CTO may have succeeded under a strong leader, while a shorter-tenured project executive may have personally driven results. Without context, a title is just a title, not a measure of actual capability.





Mistake #2: Focusing Too Heavily on Past Achievements

Past accomplishments provide useful context but can obscure actual leadership skills. A candidate who managed $2 billion in project volume may still have struggled to influence cross-functional teams or control operational costs; metrics past achievements don't reveal.

Mistake #3: Relying on Interviews

Interview performance reveals polish and confidence, not the ability to make decisions under pressure with incomplete information. Construction executives need solid problem-solving skills in chaotic environments that controlled interview settings never replicate.





Mistake #4: Rewarding Trade Language

Construction leaders must switch between technical conversations with engineers and stakeholder presentations connecting projects to profits. Hiring for technical expertise or presentation skills alone misses the cross-team communication ability the role actually demands.

Mistake #5: Skipping the Alignment Conversation

Over two-thirds of C-level hires fail before year two due to misalignment. Delaying the values and culture conversation until the final shortlist means the hiring team is too invested to be objective, and a misaligned hire disrupts projects, morale, and client relationships.



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