The CxO difference.

Our research suggests not everyone aspires to leadership. Further, those who do reach the top leadership ranks significantly differ from the typical professional in a number of ways.



www.deloitte.com/us/cxostudy







Outgoing Risk-take



Detail-oriented Pragmatist

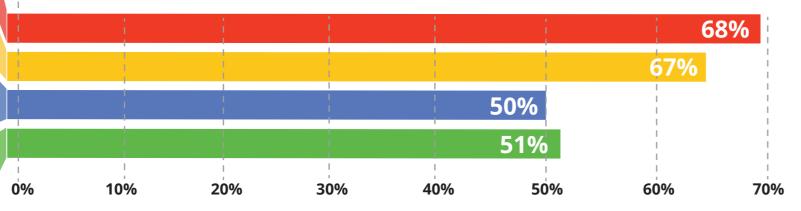


Empathic Diplomat

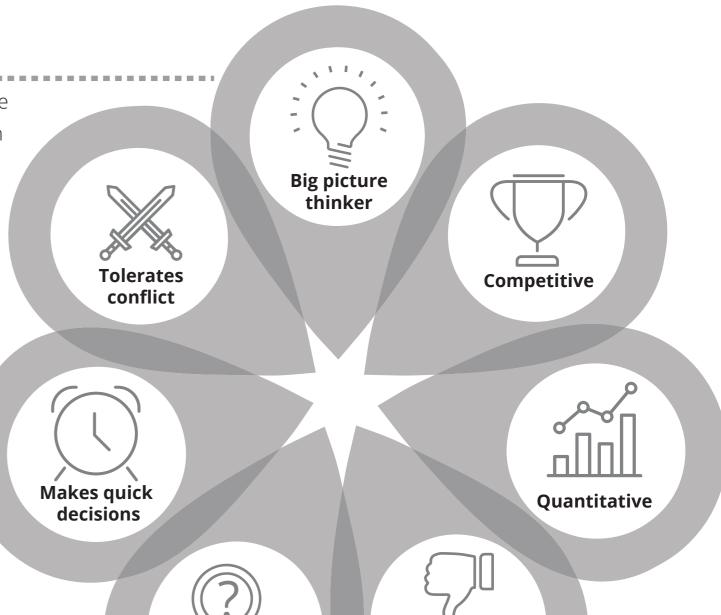
How CxOs differ from the typical professional

The CxOs in our sample are significantly more likely to be energetic, big picture thinkers who are comfortable with ambiguity, and the same time, they tend to take a more quantitative approach to things. They're more competitive and willing to tolerate conflict. And they're inclined to make decisions more quickly, without worrying about whether those decisions are unpopular.

"When it comes to my career I aspire to be a leader."



Both Guardians and Integrators have particular characteristics and preferences that may make C-suite roles less desirable or especially challenging for them. Guardians' natural reserve, discomfort with ambiguity, and less adaptable natures can make certain leadership roles feel an uncomfortable stretch. Integrators' emphasis on consensus and diplomacy, as well as their distaste for confrontation and making unpopular decisions, may make the C-suite an unappealing place to be.



Ambiguity

tolerant

Willing to make unpopular

decisions

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