

The CEO Excellence Checklist: The mindset, behaviors, and traits of the most effective CEOs

Questions every CEO should reflect on

Self-awareness & growth mindset: Lead yourself to lead others	Not at all					Completely
• <b>Clarity of purpose:</b> Am I crystal clear about why I do what I do, and can I articulate it to others?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
• <b>Emotional regulation:</b> Do I manage pressure, criticism, and setbacks without overreacting or withdrawing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
• <b>Learning posture:</b> Do I actively seek feedback and keep learning, even (especially) when things go well?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Influence & stakeholder navigation: Align, mobilize, inspire						
• <b>Inspiration:</b> Do I communicate in ways that energize, motivate, and invite commitment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
• <b>Listening:</b> Do I truly listen to what is said — and unsaid — by key stakeholders inside and outside the business?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
• <b>Trust building:</b> Do I consistently act in ways that build deep trust across the organization and board?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Judgment & decision-making: Think clearly, decide wisely						
• <b>Pattern recognition:</b> Do I connect dots quickly and separate signal from noise under uncertainty?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
• <b>Courage:</b> Am I willing to make hard calls — even unpopular ones — when they're needed for the long-term?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
• <b>Bias awareness:</b> Do I regularly challenge my assumptions and seek alternative viewpoints before deciding?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Talent builder: Shape the leadership the business needs						
• <b>People magnet:</b> Do I attract, retain, and grow exceptional talent?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
• <b>Succession mindset:</b> Have I identified and invested in successors across key roles — including my own?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
• <b>Performance culture:</b> Do I create conditions where high standards are expected, respected, and rewarded?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Integrity & resilience: Lead with character						
• <b>Consistency:</b> Do my words match my actions across time and context?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
• <b>Resilience:</b> Am I modeling calm and purpose during ambiguity and adversity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
• <b>Stewardship:</b> Do I act as a long-term custodian of the company's mission, values, and reputation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	