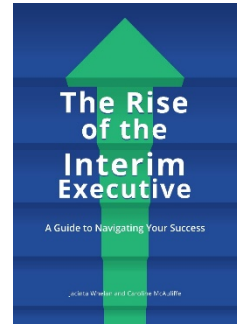


Traits of a Successful Interim Executive

As an Interim Executive you need to deliver through credibility, influence and relationship skills. You are no longer relying on title or tenure.

Here we outline the nine key traits we look for when assessing an Interim for a project. Nail these and you're well on your way to crafting a compelling Interim Executive profile.



1. **Clarity of your currency or offering.** What superpowers do you bring to the table and what is their up-to-date value in the market?
2. **An ego that is in check.** Without doubt one of the markers of success in the Interim Executive space is confidence and authority, these traits combined with strong EQ and self-awareness will set you up for success.
3. **Recent proof of successful project delivery.** The business world moves at pace and clients are looking for an Interim Executive who has delivered an outcome in the last 12-24 months.
4. **Analysis and insight.** Using all your prior experience to take in your new surroundings, the activity, the intent and the environment to distil them into insights to share sensitively with the client.
5. **Stakeholder and influencing skills.** You need to deliver through credibility, influence and relationship skills. You are no longer relying on title or tenure. You need to demonstrate a quick study of the challenge, provide tangible solutions and be able to create good working relationships with the members of your team.
6. **Curiosity.** Do you love solving problems? Do you know the right questions to ask? Do you thrive in a dynamic, fast-paced environment that relies on sound decision-making in complex environments?
7. **Resilience.** You will have to self-motivate as you network and pitch for new roles and then tackle disappointments when you don't get them. You will have to navigate the downtime between assignments.
8. **A good listener.** Stop talking and listen to the client so you understand their problems. Only share your background when relevant to the problem at hand or to demonstrate your ability to help the organisation.
9. **Leaving a Legacy.** Do you enjoy sharing the wealth of your knowledge, built up over a long career? Do you thrive when mentoring and/ or upskilling others, so the organisation can sustain the knowledge transfer long after you have moved on to another project?

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