



GE 2023 Leadership Survey

From Ground Floor to Corner Office: Exploring the Leadership Mindset

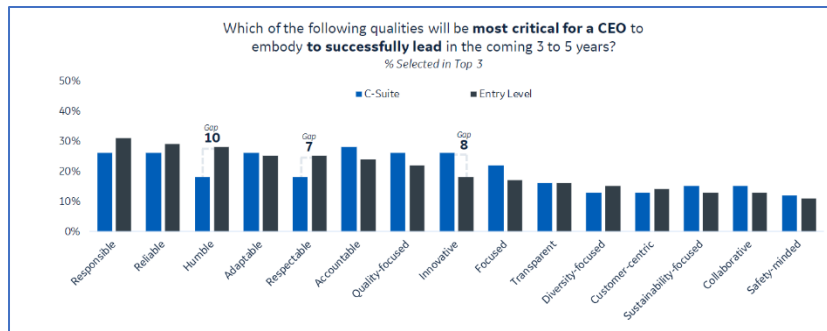
Executive Summary

In July 2023, GE partnered with global polling firm Ipsos to survey over 250 C-suite leaders and 400 entry-level employees across the United States on how their companies communicate and develop their “leadership mindset,” the characteristics companies foster among employees to develop strong leaders who can help achieve business goals and ensure the long-term success of their company. Results reflect today’s changing workplace environment, highlighting new expectations and at times divergent perspectives on the state of leadership development today.

Employees at all levels share a unified view on the core components of a leadership mindset.

Ninety five percent of the C-suite and 81% of entry-level employees believe it is important that a leadership mindset is effectively communicated to all staff. Fortunately for most companies, 72% of respondents believe their organizations have this mindset clearly defined.

Both C-suite executives and entry-level employees identified quality, reliability, integrity and innovation among the top characteristics of a successful company. When describing an effective leader, both groups identified trustworthiness, intelligence and vision among the top traits.



But a divide emerges around how companies promote leadership.

While there was broad agreement on the need for a leadership mindset, C-suite leaders and entry-level employees diverge on how successfully these mindsets are embodied and whether the company supports the development of strong leaders. Almost 90% of C-suite respondents say their executive team embodies these characteristics, whereas only 59% of entry-level staff feel the same way.



Similarly, 90% of C-suite executives say their company supports the development of strong leaders, while less than 70% of entry-level employees feel the same way. When it comes to



communicating these characteristics and principles, about 60% of entry-level employees felt their executive team communicated the impact of their leadership mindset effectively, as compared to 85% of C-suite leaders.

When a Company Effectively Promotes their Leadership Mindset, Everyone Reaps the Benefits



Divergent views point to the need for a new approach on leadership development, with real benefits to be gained for employees and companies alike. 80% of entry-level employees identify leadership training as a meaningful benefit.

For employees who said they understand their company's leadership mindset, over 95% say their company is on the right track, over 50% say their company is ahead of others and 56% are more likely to be an external "promoter" for their firm.

Click [here](#) to learn more and view the study results.