Questions Smart CEOs Are Asking Potential Fractional Leaders

A strategic conversation guide for CEOs, COOs, and Boards preparing to make a key leadership decision.

Strategic Fit

These questions ensure alignment with your business's current stage and strategic goals.

- **What business problems do you solve best?**
- **Which industries or business stages have you worked with most successfully?**
- **What refinements do you typically make to the scope and outcomes of a fractional engagement?**

Style & Mindset

You're evaluating chemistry, collaboration, and mindset — not just skillset.

- **How do you embed into an existing team or culture without disrupting it?**
- **How do you balance strategy with hands-on execution?**
- **How is your approach different from a consultant or full-time hire?**

Execution & Results

These ensure accountability and help build clarity around exit strategy and ROI.

- **What does success look like at the end of an engagement?**
- **Can you share an example of a measurable result you've delivered in a similar role?**
- **What systems or processes do you leave behind to ensure sustainability?**
- **How do you know when it's time to end a fractional engagement — or for business to transition to a full-time role?**

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