



HIGH POINT UNIVERSITY C-SUITE/HR PRO AI SURVEY 2026: MEMO RELEASE	
Population represented:	C-Suite level executives and Human Resources (HR) professionals in the United States
Sample size:	500 adults in the United States identified as C-Suite level executives by Dynata . 302 adults in the United States identified as HR Professionals by Dynata .
Mode of data collection:	Online interviews were collected through two separate survey instruments within High Point University’s Qualtrics account. All interviews were conducted in English.
Type of sample:	Non-probability samples from Dynata’s online panels (USA).
Dates of data collection:	C-Suite Executive: April 28, 2026 – April 29, 2026 HR Pros: April 28, 2026 – April 30, 2026
Survey sponsor and funded by:	High Point University, High Point, NC.
Human response authentication:	HPU Polls include a CAPTCHA for screening out non-human respondents in addition to the screening done by Dynata.
Survey/Data collection supplier:	High Point University’s SRC drafted the survey instrument which was approved by the HPU Institutional Review Board . Interviews collected through the High Point University SRC, recording responses in Qualtrics. Dynata’s online panels invited respondents.
Sample supplier:	Online panels (USA) provided by Dynata. Respondents were compensated according to their agreements with Dynata.
Commitment to transparency:	The HPU Poll reports methodological details in accordance with the standards set out by AAPOR’s Transparency Initiative , (HPU SRC) is a Charter Member of the initiative.
Executive Director:	Martin J. Kifer , 336-841-9333
Staff Director:	J.R. Moller , 336-841-2820
Methodology:	Interested parties can access results from the survey at http://www.highpoint.edu/src/hpupoll and should contact the Directors for additional information.

* Denotes percentages which are less than .5%.

** Percentages may not add up to 100% due to rounding.

***Indicates that AI Coding was utilized.

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Note: For the next portion of the survey, respondents were provided with these definitions:

Please use the following term definitions to guide your responses as you navigate through the survey:

- 1) *Organizational Values & Hiring*: Throughout this survey, the term "hiring" refers broadly to the values and priorities you believe should guide your organization's talent acquisition practices — not necessarily decisions you make personally. Please respond with that organizational values perspective in mind.
- 2) *Artificial Intelligence or "AI"*: Throughout this survey, the term Artificial Intelligence or AI is used. It is used to describe technology (computer systems and software tools) that are designed to automate, assist, or enhance tasks that would otherwise require human time, judgment, or expertise. This includes technologies such as machine learning, generative AI, predictive analytics, intelligence automation, and AI-powered assistants.
- 3) *Life Skills*: Capabilities that extend beyond technical knowledge, enabling one to communicate, build relationships, adapt to change, and thrive in competitive environments. These essential skills include but are not limited to cultivating a growth mindset, navigating complex situations without being intimidated by life's obstacles, demonstrating accountability, coachability, positive temperament, strong work ethic, and emotional intelligence.
- 4) *AI Skills*: The ability to responsibly evaluate, prompt, and apply AI tools while remaining ready to adapt as capabilities, risks, and applications continuously evolve.
- 5) *AI Technical Skills*: Programming and machine learning knowledge and directly related to AI technologies.

AI, Life Skills, and Hiring

Have you decided to hire someone based solely on their experience with AI and disregarding other factors?		
	C-Suite Executives	HR Pros
Yes	17	14
No	83	86

Have you decided not to hire someone because they have no experience with AI?		
	C-Suite Executives	HR Pros
Yes	11	7
No	89	93

What percentage makes up the ideal leader in your organization?		
	C-Suite Executives	HR Pros
100% Technical Skills	7	4
100% Life Skills	7	4
A balance of technical skills and life skills	87	92

In the world of AI, do life skills like emotional intelligence, work ethic, motivation and collaboration still matter when hiring candidates?		
	C-Suite Executives	HR Pros
Yes	90	93
No	10	7

If you were choosing between a candidate who solely possessed AI technical capabilities or one who solely possessed life skills, which are you more likely to hire?		
	C-Suite Executives	HR Pros
The candidate with AI technical capabilities	25	23
The candidate with Life Skills	75	78

If you had to choose, would you prefer a candidate who has AI technical capabilities or who has emotional intelligence?		
	C-Suite Executives	HR Pros
The candidate with AI technical capabilities	30	29
The candidate with emotional intelligence	70	72

If you had to choose, would you prefer to hire a candidate who has AI technical capabilities or who has motivation?		
	C-Suite Executives	HR Pros
The candidate with AI technical capabilities	25	21
The candidate with motivation	75	79

If you had to choose, would you prefer to hire a candidate who is coachable or who has AI technical capabilities?		
	C-Suite Executives	HR Pros
The candidate with AI technical capabilities	25	21
The candidate who is coachable	75	79

If you had to choose, would you prefer to hire a candidate who has a positive temperament or the candidate who has AI technical capabilities?		
	C-Suite Executives	HR Pros
The candidate with AI technical capabilities	24	21
The candidate who has a positive temperament	76	79

Which is your ideal employee?		
	C-Suite Executives	HR Pros
Highly technically skilled including AI	12	10
Highly adept with life skills but less technically	34	30
Highly skilled at AI and life skills	54	60

Skill Trainability

Note: For C-Suite Executives, these items were framed in terms of how **difficult** it is to train employees on particular skills. For the HR Professionals, the items were framed to ask in which set of skills it would be **easier** to train employees.

Which skill set do you think is more difficult to train?	
	C-Suite Executives
Life skills	78
AI skills	22

Which of these skills sets do you think is easier to train your employees to develop?	
	HR Pros
Life skills	31
AI skills	69

Which skill set do you think is more difficult to train?	
	C-Suite Executives
Emotional intelligence	80
AI skills	20

Which skill set do you think is easier to train employees to have?	
	HR Pros
Emotional intelligence	26
AI skills	74

Which skill set do you think is more difficult to train?	
	C-Suite Executives
Adaptability	76
AI skills	24

Which skill set do you think is easier to train employees to have?	
	HR Pros
Adaptability	33
AI skills	67

Which skill set do you think is more difficult to train?	
	C-Suite Executives
Motivation	76
AI skills	24

Which skill set do you think is easier to train employees to have?	
	HR Pros
Motivation	23
AI skills	77

Which skill set do you think is more difficult to train?	
	C-Suite Executives
Professionalism	77
AI skills	23

Which skill set do you think is easier to train employees to have?	
	HR Pros
Professionalism	35
AI skills	65

Which skill set do you think is more difficult to train?	
	C-Suite Executives
Leadership	81
AI skills	19

Which skill set do you think is easier to train employees to have?	
	HR Pros
Leadership	26
AI skills	74

Which skill set do you think is more difficult to train?	
	C-Suite Executives
Problem solving	79
AI skills	21

Which skill set do you think is easier to train employees to have?	
	HR Pros
Problem solving	30
AI skills	70

Which skill set do you think is more difficult to train?	
	C-Suite Executives
Collaboration	72
AI skills	28

Which skill set do you think is easier to train employees to have?	
	HR Pros
Collaboration	39
AI skills	61

Which skill set do you think is more difficult to train?	
	C-Suite Executives
A positive temperament	74
AI skills	26

Which skill set do you think is easier to train employees to have?	
	HR Pros
A positive temperament	30
AI skills	70

Which of these skills do you think are important when it comes to being able to effectively learn and implement AI for the betterment of an organization or business? Select any that apply: (Items randomized)	
	Selected by C-Suite Executives
Problem Solving	68
Adaptability	63
Motivation	47
Positive Temperament	42
Coachability	41
High-level math, analytical or computers skills	41
Collaboration	39
Emotional Intelligence	37
Leadership	37
Conflict Resolution	33
Engineering Skills	28

The Perfect Employee

If you could devise your perfect employee, which of these would most closely describe that person?		
	C-Suite Executives	HR Pros
About 50% AI skills and 50% Life Skills	64	66
100% AI Skills	7	4
100% Life Skills	21	17
Other ratio. Fill in the blank.	8	13

C-Suite Executives

If you could devise your perfect employee, which of these would most closely describe that person? – Other Ratio Text***	
***AI coding was employed to identify and quantify the categories. The AI Coding was reviewed and refined by a member of the research team.	
	C-Suite Executives
95% Life Skills/5% AI Skills	3
90% Life Skills/10% AI Skills	21
80% Life Skills/20% AI Skills	18
75% Life Skills/25% AI Skills	13
70% Life Skills/30% AI Skills	8
65% Life Skills/35% AI Skills	5
60% Life Skills/40% AI Skills	15
40% Life Skills/60% AI Skills	3
30% Life Skills/70% AI Skills	3
25% Life Skills/75% AI Skills	3
Other Non-ratio Text	10

HR Pros

If you could devise your perfect employee, which of these would most closely describe that person? – Other Ratio Text*** (n = 40)	
***AI coding was employed to identify and quantify the categories. The AI Coding was reviewed and refined by a member of the research team.	
	HR Pros
90% Life Skills/10% AI Skills	12
80% Life Skills/20% AI Skills	32
75% Life Skills/25% AI Skills	22
70% Life Skills/30% AI Skills	15
60% Life Skills/40% AI Skills	10
Other Non-ratio Text	10

Recent College Graduate Preparedness

When it comes to hiring recent college graduates, do you think they are more strongly prepared with?		
	C-Suite Executives	HR Pros
AI skills and technical skills	44	46
Life skills and professionalism	17	18
Both	24	21
Neither	15	15

When it comes to hiring recent college graduates, which would you prefer they are more strongly prepared with?		
	C-Suite Executives	HR Pros
AI skills and technical skills	15	14
Life skills and professionalism	39	44
Both	43	40
Neither	3	2

Professional Use of AI

Have you tried AI chatbots (like ChatGPT, Claude, Gemini, or another AI platform)?		
	C-Suite Executives	HR Pros
Tried	84	86
Not tried yet	15	12
Unsure	1	2

Now thinking of the tasks you do in your job, how much of your work is done with AI?		
	C-Suite Executives	HR Pros
All	4	2
Most	26	22
Not much	43	61
None	25	14
Unsure	1	1

Regardless of how much of your work is currently done with AI, how much of what you do in your job do you think can be done with AI?		
	C-Suite Executives	HR Pros
All	5	2
Most	18	19
Some	42	57
Not much	22	19
None	11	3
Unsure	2	1

How often do you use AI for tasks at work?		
	C-Suite Executives	HR Pros
Every day	27	22
A few times a week	26	37
A few times a month	11	13
Rarely	15	16
Never	20	12
Unsure	*	1

Have you ever used AI in your job to do any of the following? (Items randomized)			
C-Suite Executives			
	Yes	No	Unsure
Do research or find information about a specific topic	72	26	2
Edit written content	54	45	1
Summarize information from documents or meetings	51	47	2
Draft reports, documents or other written content	50	49	1
Come up with new ideas, such as new projects or creative solutions	46	51	3
Create or edit images or videos	45	52	2
Help with analyzing data or writing computer code	39	59	2

Have you ever used AI in your job to do any of the following? (Items randomized)			
HR Pros			
	Yes	No	Unsure
Do research or find information about a specific topic	75	24	1
Edit written content	67	33	-
Draft reports, documents or other written content	63	36	1
Summarize information from documents or meetings	58	41	1
Come up with new ideas, such as new projects or creative solutions	47	53	1
Create or edit images or videos	43	55	2
Help with analyzing data or writing computer code	35	63	2

Ingredients for Professional Success in Today's Economy

Now thinking about workers in general, how important do you think each of the following is for a worker to be successful in today's economy? (Items randomized)					
C-Suite Executive					
	Not at all important	Not too important	Somewhat important	Extremely important	Unsure
Interpersonal skills, such as getting along with people and resolving conflicts	1	1	22	76	1
Critical thinking skills such as evaluating facts and making informed decisions	*	2	20	76	1
Written and spoken communication skills	1	3	23	72	1
Management or leadership skills	1	4	34	59	1
Basic computer skills such as word processing or creating spreadsheets	1	6	34	58	1
Skills to understand and use artificial intelligence tools and technology	4	10	44	40	2
The ability to do physical or manual work and use hand tools	3	15	40	39	3
Skills to operate, build, or repair machinery or equipment	7	15	39	38	2
High-level math, analytical, or computer skills	2	12	50	35	1

Now thinking about workers in general, how important do you think each of the following is for a worker to be successful in today's economy? (Items randomized)					
HR Pros					
	Not at all important	Not too important	Somewhat important	Extremely important	Unsure
Interpersonal skills, such as getting along with people and resolving conflicts	1	2	16	81	1
Critical thinking skills such as evaluating facts and making informed decisions	1	1	17	80	-
Written and spoken communication skills	*	2	21	76	-
Basic computer skills such as word processing or creating spreadsheets	1	4	28	67	1
Management or leadership skills	*	4	39	55	2
Skills to understand and use artificial intelligence tools and technology	1	13	47	39	*
Skills to operate, build, or repair machinery or equipment	7	20	35	35	3
The ability to do physical or manual work and use hand tools	4	19	42	33	2
High-level math, analytical, or computer skills	1	17	48	33	1

Demographics

Which industry best describes your organization?		
	C-Suite Executives	HR Pros
Other	28	19
Professional Services (Legal, Consulting, etc.)	19	11
Retail/E-Commerce	16	10
Manufacturing	9	11
Technology	9	6
Healthcare	6	16
Education	5	10
Finance/Banking	3	3
Non-profit	2	4
Communication	1	2
Government/Public Sector	1	6

Which industry best describes your organization? – Other Categories*** ***AI Coding was employed to categorize and quantify this item. Categories were then further refined by a member of the research team.		
	C-Suite Executives	HR Pros
Construction & Trades	29	19
Professional & Business Services	12	19
Arts & Entertainment	14	4
Hospitality	9	17
Agriculture & Natural Resources	8	6
Personal Services	8	4
Retail, Wholesale, & Commerce	8	4
Transportation & Logistics	8	19

Please indicate your gender:		
	C-Suite Executives	HR Pros
Male	60	33
Female	40	67

Age		
	C-Suite Executives	HR Pros
18 – 24	1	3
25 – 34	8	11
35 – 44	19	23
45 – 54	23	31
55 – 64	28	23
65 or older	22	9

Do you consider yourself to be of Hispanic, Latino, or Spanish origin?		
	C-Suite Executives	HR Pros
Yes	12	12
No	88	88

What racial group best describes you?		
	C-Suite Executives	HR Pros
African-American or Black	15	14
White or Caucasian	78	76
Native American	1	1
Asian	3	5
Multiple races or other (please explain)	2	3
Don't know	*	2

What is the last year of schooling you have completed?		
	C-Suite Executives	HR Pros
1 st – 11 th grade	*	-
High School graduate	11	10
Some college	19	14
College graduate	45	52
Graduate school	25	24

Please indicate the correct category for your total household income.		
	C-Suite Executives	HR Pros
25,000 dollars or less	5	2
25,001 to 50,000 dollars	12	8
50,001 to 75,000 dollars	18	18
75,001 to 100,000 dollars	17	20
100,001 to 150,000 dollars	23	24
150,001 to 250,000 dollars	17	19
250,001 dollars or more	8	6
Prefer not to answer	1	3

How often do you attend worship services? Would you say never, a few times a year, a few times a month, almost every week, every week, or more than once a week?		
	C-Suite Executives	HR Pros
Never	35	30
A few times a year	26	28
A few times a month	12	14
Almost every week	8	8
Every week	15	17
More than once a week	4	5

In politics today, do you generally consider yourself a Republican, a Democrat, or what?		
	C-Suite Executives	HR Pros
Democrat	33	48
Republican	35	30
Independent/unaffiliated	29	21
Other – please explain	2	2

How would you best describe your current relationship status?		
	C-Suite Executives	HR Pros
Single	37	34
Engaged	1	2
Living with significant other	7	7
Married	51	53
Widowed	4	4

Just to clarify, would you describe yourself as: (asked of those identifying as “single” only)		
	C-Suite Executives	HR Pros
Single – Never married	65	64
Single – Separated	5	4
Single - Divorced	30	32