

# Articles About Relationships, Succession Were Top Draws in 2024

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FamilyBusiness.org attracted more than 5.5 million page views in 2024, and judging from the best-read articles published last year, many readers wanted advice about handling toxic family relationships, managing succession, and preserving the family's values over time.

Here is a list of the 10 best-read FamilyBusiness.org articles published between November of 2023 and December 2024, based on average weekly page views to avoid disadvantaging articles published late in the year.

Thanks to our readers and congratulations to our authors!

## Best-Read FamilyBusiness.org Articles Published in 2024

**Employees With Toxic Traits Can Still Be An Asset At Family Firms**  
(<https://familybusiness.org/content/employees-with-toxic-traits-can-still-be-an-asset-at-family-firm>)

By Benjamin McLarty and Daniel P. Holt

The emotional connection that families have with their companies can encourage good performance -- even from employees with narcissism, psychopathy, and Machiavellianism.

**A Charismatic Family Business Leader Can be a Tough Act to Follow**  
(<https://familybusiness.org/content/a-charismatic-family-business-founder-can-be-a-tough-act-to-foll>)

By Kimberly Eddleston, with Meghan Lynch

For family businesses, a popular leader can bring many benefits, but can make it challenging to manage succession. An advisor offers strategies.

## When the Family Leaves the Business, Can Their Values Remain?

(<https://familybusiness.org/content/when-the-family-leaves-the-business-can-their-values-remain>)

By Roy Suddaby, Wilson Ng, Natalia Vershinina, Gideon Markman, and Matthew Cadbury

Researchers explored how the Cadbury family's Quaker values, which prioritized honesty and fairness, have endured even after the confectioner was sold to Kraft.

## Better Let Your Brother Do it: Men Are Still Preferred in CEO Successions

(<https://familybusiness.org/content/better-let-your-brother-do-it-men-are-still-preferred-in-ceo-suc>)

By Jan-Philipp Ahrens, Melania Riefolo, Annegret Hauer, and Katharina Siegert

At 800 German firms, 81% chose sons over daughters in succession decisions -- and the presence of first-born sons also made them exclude outside candidates.

## How to Encourage Devotion Among Nonfamily Employees

(<https://familybusiness.org/content/how-to-encourage-devotion-among-nonfamily-employees>)

By Joseph Llach, Valeriano Sanchez-Famoso, and Dr. Sharon M. Danes

Good things happen when employees identify with the firm, participate in decision-making and feel loyalty -- and certain combinations of the three are most effective.

### **Why Families and Their Firms Behave Badly**

**(<https://familybusiness.org/content/why-families-and-their-firms-behave-badly>)**

*By Roland Kidwell, Kimberly Eddleston, Linda Kidwell, John Cater, and Ellison Howard*

Sometimes the worst behavior happens for all the right reasons.

### **Family History Can be Repurposed to Serve Today's Challenges**

**(<https://familybusiness.org/content/family-history-can-be-repurposed-to-serve-todays-challenges>)**

*By Christina Lubinski and William Gartner*

The stories that families tell about their past matter. Here are some ways that families can begin to use the past to serve their present-day goals.

### **An Innovation Challenge Can Help Employees Feel More Connected**

**(<https://familybusiness.org/content/an-innovation-challenge-can-help-employees-feel-more-connected>)**

*By Kimberly Eddleston with Ian and Emmie Strommer*

A Minneapolis-based firm challenged employee teams to design and build something that would help people in their local community.

### **'Performance-Enhancing Vices': Good for Business, Bad for Relationships**

**(<https://familybusiness.org/content/performance-enhancing-vices-good-for-business-bad-for-relationships>)**

*By Kimberly Eddleston with David Werdiger*

Advisor and author David Werdiger talks about the business benefits and personal drawbacks of being selfish and stubborn.

### **How Family Firms Can Identify and**

### **Preserve Their Legacy**

**(<https://familybusiness.org/content/how-family-firms-can-identify-and-preserve-their-legacy>)**

*By Miruna Radu-Lefebvre, Jim Davis, and William Gartner*

Many family firms are not fully sure of their legacy and how to communicate it to others. Research suggests ways to get a better handle on it.