

**Response Distribution by Competency  
by Position Profile**

**Date Range: 01/2004 - 02/2004**

Competency	Respondents Average					None (0)	Basic (1)	Intermed (2)	Advanced (3)
<b>AUDIT</b>									
<b>Senior Auditor - Medium Firm</b>									
Accounting Principles -Measurement and Disclosure	1	2	0	0	1	0			
Billing Practices	1	1	0	1	0	0			
Business Advisory Skills	1	1	0	1	0	0			
Business Writing	1	2	0	0	1	0			
Client's Business Environment, Systems and Processes	1	1	0	1	0	0			
Coaching and Empowerment	1	2	0	0	1	0			
Computer and Technology Skills	1	1	0	1	0	0			
Continuous Personal Improvement	1	1	0	1	0	0			
Control Practices	1	2	0	0	1	0			
Cross-Functional Perspective	1	1	0	1	0	0			
Current and Emerging Management Practices	1	1	0	1	0	0			
Decision Making	1	1	0	1	0	0			
Facilitating	1	3	0	0	0	1			
Innovative/Creative Thinking	1	1	0	1	0	0			
Insight and Judgement	1	1	0	1	0	0			
Integrity and Ethics	1	1	0	1	0	0			
Internal and External Research	1	1	0	1	0	0			
Interpersonal Orientation	1	1	0	1	0	0			
Knowledge of Best Practices	1	1	0	1	0	0			
Managing and Developing People	1	0	1	0	0	0			
Managing Audit Risk	1	1	0	1	0	0			
Marketing and Selling	1	1	0	1	0	0			
Negotiating and Persuading	1	1	0	1	0	0			
Organizational Systems and Processes	1	2	0	0	1	0			
Performance Standards	1	2	0	0	1	0			
Presenting/Speaking	1	1	0	1	0	0			
Problem Solving	1	1	0	1	0	0			
Professionalism	1	2	0	0	1	0			
Project Management Skills	1	2	0	0	1	0			

Relationship Management	1	1	0	1	0	0
Reporting Standards	1	1	0	1	0	0
Strategic Performance Measurements	1	1	0	1	0	0
Strategic Thinking and Planning	1	1	0	1	0	0
Tax Concepts	1	1	0	1	0	0
Teamwork	1	2	0	0	1	0
The Firm and Knowledge of the Profession	1	1	0	1	0	0
<b>totals</b>	<b>36</b>	<b>1.3</b>	<b>1</b>	<b>25</b>	<b>9</b>	<b>1</b>
<b>Senior Auditor - Large Firm</b>						
Accounting Principles -Measurement and Disclosure	2	2.5	0	0	1	1
Billing Practices	2	1.5	0	1	1	0
Business Advisory Skills	2	1.5	0	1	1	0
Business Writing	2	2.5	0	0	1	1
Client's Business Environment, Systems and Processes	2	1.5	0	1	1	0
Coaching and Empowerment	2	2	0	0	2	0
Computer and Technology Skills	2	1	0	2	0	0
Continuous Personal Improvement	2	1	0	2	0	0
Control Practices	2	2	0	0	2	0
Cross-Functional Perspective	2	1	0	2	0	0
Current and Emerging Management Practices	2	0.5	1	1	0	0
Decision Making	2	2	0	0	2	0
Facilitating	2	1	0	2	0	0
Innovative/Creative Thinking	2	1.5	0	1	1	0
Insight and Judgement	5	2	0	2	1	2
Integrity and Ethics	6	2	0	1	4	1
Internal and External Research	2	2.5	0	0	1	1
Interpersonal Orientation	2	1	0	2	0	0
Knowledge of Best Practices	2	0.5	1	1	0	0
Managing and Developing People	2	1.5	0	1	1	0
Managing Audit Risk	2	2.5	0	0	1	1
Marketing and Selling	2	0.5	1	1	0	0
Negotiating and Persuading	2	0.5	1	1	0	0
Organizational Systems and Processes	2	1.5	0	1	1	0
Performance Standards	2	2.5	0	0	1	1
Presenting/Speaking	2	0.5	1	1	0	0
Problem Solving	2	2.5	0	0	1	1

Professionalism	4	1.75	0	2	1	1
Project Management Skills	2	1.5	0	1	1	0
Relationship Management	2	1.5	0	1	1	0
Reporting Standards	2	2	0	0	2	0
Strategic Performance Measurements	2	1.5	0	1	1	0
Strategic Thinking and Planning	2	1.5	0	1	1	0
Tax Concepts	2	1.5	0	1	1	0
Teamwork	2	1.5	0	1	1	0
The Firm and Knowledge of the Profession	2	1	0	2	0	0
<b>totals</b>	<b>81</b>	<b>1.6</b>	<b>5</b>	<b>34</b>	<b>32</b>	<b>10</b>