

Response Distribution by Competency **Date Range: 01/2004 - 02/2004**

Competency	Respondents	Average	None Basic Intermed Advanced			
			(0)	(1)	(2)	(3)
AUDIT						
Accounting Principles -Measurement and Disclosure	12	1.5	2	4	4	2
Billing Practices	11	1.27	0	8	3	0
Business Advisory Skills	11	1.09	2	6	3	0
Business Writing	21	1.71	2	5	11	3
Client's Business Environment, Systems and Processes	10	1.2	2	4	4	0
Coaching and Empowerment	14	1.36	3	4	6	1
Computer and Technology Skills	12	1.25	0	9	3	0
Continuous Personal Improvement	26	1.62	1	13	7	5
Control Practices	11	1.45	3	1	6	1
Cross-Functional Perspective	14	1.36	2	6	5	1
Current and Emerging Management Practices	11	1	2	7	2	0
Decision Making	14	1.57	0	7	6	1
Facilitating	15	1.33	2	9	1	3
Innovative/Creative Thinking	22	1.59	2	9	7	4
Insight and Judgement	30	1.63	1	13	12	4
Integrity and Ethics	35	1.71	4	10	13	8
Internal and External Research	10	1.4	1	5	3	1
Interpersonal Orientation	24	1.5	2	12	6	4
Knowledge of Best Practices	11	0.73	5	4	2	0
Managing and Developing People	12	1.25	3	4	4	1
Managing Audit Risk	10	1.4	2	4	2	2
Marketing and Selling	12	0.83	4	6	2	0
Negotiating and Persuading	14	0.86	4	8	2	0
Organizational Systems and Processes	13	1.46	0	7	6	0
Performance Standards	12	1.5	1	5	5	1
Presenting/Speaking	22	1	7	9	5	1
Problem Solving	14	1.64	2	4	5	3
Professionalism	30	1.9	0	12	9	9
Project Management Skills	22	1.64	2	8	8	4
Relationship Management	11	1.18	0	9	2	0
Reporting Standards	11	1.64	0	6	3	2

Strategic Performance Measurements	9	1.11	1	6	2	0
Strategic Thinking and Planning	18	1.28	2	9	7	0
Tax Concepts	10	1.4	1	5	3	1
Teamwork	14	1.43	0	9	4	1
The Firm and Knowledge of the Profession	13	1.38	1	7	4	1
totals	561	1.4	66	254	177	64

BUSINESS AND INDUSTRY/NEW FINANCE

Best Practices	18	1.22	3	9	5	1
Budgeting, Forecasting, and Business Planning	16	1.75	1	5	7	3
Business Relationships/Partnerships	20	1.35	3	9	6	2
Business Writing	27	1.89	2	7	10	8
Coaching and Empowerment	22	1.77	2	9	3	8
Commitment and Performance Stability	31	2.26	0	3	17	11
Continuous Personal Improvement	37	1.81	0	14	16	7
Control Environment	17	1.59	1	9	3	4
Cost Management	18	1.33	4	7	4	3
Cross-Functional Perspective	19	1.74	1	6	9	3
Current and Emerging Management Practices	19	1.53	1	11	3	4
Decision Making	19	1.84	0	6	10	3
Facilitating	23	1.61	1	10	9	3
Financial Analysis	20	1.75	0	9	7	4
Financial and Statutory Reporting and Accounting Principles	17	1.53	0	10	5	2
Fraud Prevention, Detection, and Investigation	15	1.6	0	9	3	3
Human Resources	18	1.44	1	10	5	2
Information Technology	18	1.33	3	9	3	3
Innovative/Creative Thinking	27	1.78	1	9	12	5
Insight and Judgement	42	2.07	1	7	22	12
Insight and Judgment	1	3	0	0	0	1
Integrity and Ethics	53	2.21	1	10	19	23
Internal and External Consulting	20	1.45	2	8	9	1
Internal Audit	17	1	7	5	3	2
Interpersonal Orientation	30	1.87	1	7	17	5
Leading Change	23	1.78	0	8	12	3
Management Accounting	19	1.89	0	6	9	4
Mergers, Acquisitions, and Strategic Alliances	19	0.79	7	10	1	1
Negotiating and Persuading	23	1.57	5	6	6	6

Organizational Systems and Processes	18	1.72	0	8	7	3
Presenting/Speaking	27	1.7	1	11	10	5
Problem Solving	22	1.86	0	7	11	4
Professional Demeanor	28	2.14	0	5	14	9
Project Management Skills	28	1.79	1	11	9	7
Risk Management	19	1.53	1	10	5	3
Strategic Thinking and Planning	24	1.5	3	9	9	3
Taxation	18	0.94	6	8	3	1
Teamwork	23	1.96	1	8	5	9
The Organization and Industry Knowledge	20	1.65	0	10	7	3
Treasury Management	18	1.28	5	6	4	3
totals	893	1.8	66	321	319	187