

WHAT MAKES AUDIT PARTNERS & THEIR ENGAGEMENT TEAMS SUCCESSFUL?



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PERSONALITY IS VERY CONSISTENT OVER TIME & SITUATIONS
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"PREDICTIVE" FOR PERFORMANCE!

I WILL SAY A COUPLE OF WORDS & LET LENA DO THE WORK... THAT'S WHAT LEADERS DO, RIGHT?

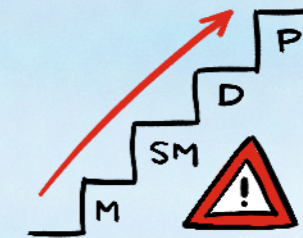
I'M GRUMPY, BUT CAREFUL!

LOOK AT ME, I'M AN EXTRAVERT!

I'M ONLY REWARDED FOR LEADERSHIP SKILLS! BUT I'M VERY TECHNICAL...

I NEED SOME TARGETED TRAINING ON MY CONSIDERATION SKILLS..

PERSONALITY MATTERS! BUT...



AUDITORS BECOME MORE SIMILAR THE HIGHER THEY GET...

PARTNERS

1 WHAT'S THEIR (INDIVIDUAL) PERSONALITY LIKE?

DIRECTORS & (SENIOR) MANAGERS

WE'RE INITIATING STRUCTURES

2 HOW DO THEY WORK TOGETHER? (DYAD)

3 HOW DO THEY INFLUENCE THE TEAM?

MANAGE THE TENSION BETWEEN COMMERCIAL & TECHNICAL

SHOW EMPATHY!

OUR CONCEPTUAL MODEL:

AUDITOR SKILLS
- COMMERCIAL
- TECHNICAL
- LEADERSHIP

INDIRECT

PERFORMANCE

DIRECT

AUDITOR'S PERSONALITY TRAITS

- 5 FACTOR MODEL
- DARK TRIAD
- BRAVERY

WE MET THE DEADLINE AS A TEAM!

STAFF

WE HAVE COMPLEMENTARY SKILLS!

WOW, I WANT TO WORK IN THIS TEAM AGAIN!

CHARACTERISTICS OF OUR DATA:

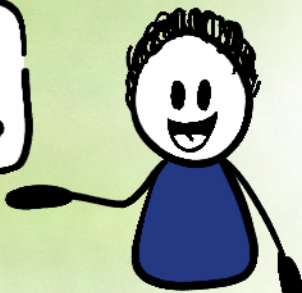


TEAM PERFORMANCE

TEAM EFFICACY (ARE WE CAPABLE?)

SHOULDN'T WE SIGN THE AUDITOR'S REPORT AS A FIRM?

WHAT ABOUT DIVERSITY??



MARNIX POWW
DELOITTE

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