



Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

About the Intercultural Development Inventory (IDI)

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About the Intercultural Development Inventory®

Developing intercultural competence is a life-long learning journey. The Intercultural Development Inventory® (“IDI”) is an excellent tool for assessing an individual, group, or organization’s level of intercultural competence, and for providing individual and group feedback and coaching to create a development plan to further enhance intercultural understanding.

Conducting an IDI assessment is often the first step on the intercultural competence development journey, and the tool is very useful in determining further developmental activities that are targeted to the specific needs and developmental level of each individual who completes the assessment.

About the IDI questionnaire

The IDI is a 50-item questionnaire (similar to Myers-Briggs Type Indicator or other psychometric self-assessment tools) that can be completed in approximately 10–20 minutes. A wide range of organizations and educational institutions use the IDI. Thousands of Qualified Administrators in more than 30 countries have extensively applied the IDI in corporate, non-profit, and educational contexts. In addition, more than 60 published articles and book chapters as well as over 80 Ph.D. dissertations have been dedicated to the IDI.

The IDI includes contextualizing questions that allow respondents to describe their intercultural experiences in terms of (a) their intercultural goals, (b) the challenges that they face navigating cultural differences, (c) critical (intercultural) incidents that they face when they encounter cultural differences, and (d) the ways they navigate those cultural differences. Additional contextualizing questions can be customized to suit the needs of a specific organization or team. Responses to these contextualizing questions provide a cultural grounding for relating IDI profile scores to the actual experiences of the individual.

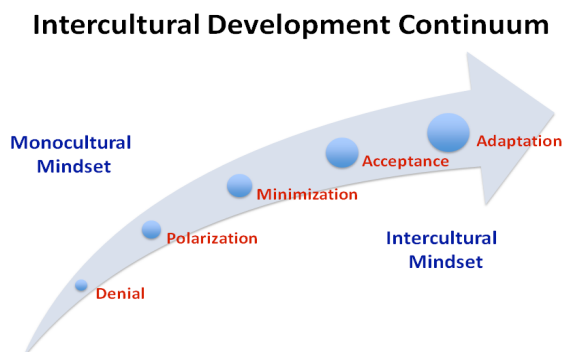
After individuals complete the IDI, each person’s responses to the 50 items are analyzed and reports are prepared.



What the IDI measures

The IDI measures an individual or group's level of intercultural sensitivity along the Intercultural Development Continuum, which is based on the Developmental Model of Intercultural Sensitivity, a renowned and widely respected developmental model originally created by Dr. Milton Bennett.

The Intercultural Development Continuum theorizes that individuals progress through specific phases of development in their understanding of the complexity of cultural similarity and difference. Each position along the continuum represents an increasingly complex understanding of cultural difference, which in turn allows increasingly sophisticated and engaging experiences with people of other cultures.



Outputs of the IDI assessment process

The IDI tool generates profiles of an individual's and a group's capability for shifting cultural perspective and adapting behaviour toward cultural differences and commonalities—that is, it measures their level of intercultural competence.

Individual Profile Reports and Development Plans.

When used to assess an individual's level of intercultural competence, an IDI Individual Profile Report is prepared for that individual. In addition, a customized Intercultural Development Plan® ("IDP") is also prepared for the person. This IDP provides a detailed blueprint for the individual to further develop his/her intercultural competence, based on their individual results.

Group Profile Report

The Intercultural Development Inventory® can also be used to assess a group or team's overall approach to dealing with cultural differences and commonalities. Detailed group and subgroup reports are produced to provide the group or team with an aggregate picture of intercultural competence within the group.



Using the IDI with teams and individuals

Team training

The IDI group profile identifies a group or team's primary way of interacting with cultural diversity and is used for designing team training efforts that target the intercultural competence development needs of the group. The group profile report also illustrates variances and developmental issues that exist within the group or team.

Individual coaching

The IDI Individual Profile Report® provides useful feedback to individuals about how they engage cultural diversity and identifies issues that may be impeding them from bridging more effectively across cultural differences. An IDI Qualified Administrator analyzes the IDI Individual Profile Report® and the Intercultural Development Plan® and conducts a one hour debrief and coaching session with the individual to discuss that person's position on the Intercultural Development Continuum, their developmental opportunities as assessed by the IDI, and provide coaching and an action plan for further development.

A valid assessment tool

The Intercultural Development Inventory® has been psychometrically tested and found to possess strong validity and reliability across diverse cultural groups. This validity includes predictive validity within both the corporate and educational sectors. The IDI has been rigorously tested and has intercultural generalizability, both internationally and with domestic diversity.

Psychometric scale construction protocols were followed to ensure that the IDI is not culturally biased or susceptible to social desirability effects (i.e., individuals cannot "figure out" how to answer in order to gain a higher score).

The IDI possesses strong content and construct validity. Recent studies also indicate strong predictive validity of the IDI (Hammer, 2011). In one study within the corporate sector, higher levels of intercultural competence, as measured by the IDI, were strongly predictive of successful recruitment and staffing of diverse talent in organizations.

For more information or to request an IDI assessment for yourself or your team, please contact: Nyla Camille Guerrero, Senior Director, Partner Relations. Nyla.Camille@CCDI.ca

Canadian Centre for Diversity and Inclusion (CCDI)

The Canadian Centre for Diversity and Inclusion (CCDI) is a made-in-Canada solution designed to help employers, diversity and inclusion/human rights/equity, and human resources practitioners effectively address the full picture of diversity, equity and inclusion within the workplace. Founded and run by experienced diversity and inclusion practitioners, CCDI's focus is on practical sustainable solutions that help employers move toward true inclusion. Effectively managing diversity and inclusion, and human rights and equity is a strategic imperative for all Canadian organizations that wish to remain relevant and competitive.

We focus on the topics of inclusion that are relevant in Canada and the regional differences that shape diversity by addressing the issues that move employers from compliance to engagement. Our research, reports and events have become valuable cornerstones for people developing and implementing diversity plans.

CCDI is grateful for the support of our over 200 Employer Partners across Canada.

Contact us

Have questions about the benefits of becoming a CCDI Employer Partner, or any of our services? Please contact:

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CCDI is grateful for the ongoing support of our Founding Partners.

