

Intercultural Development Inventory (IDI)



Overview

The Intercultural Development Inventory (IDI) is a powerful assessment tool to help individuals and teams assess and reflect on stages of cultural sensitivity. The (IDI) was developed by Dr. Mitchell Hammer and Dr. Milton Bennett as an empirical measurement of intercultural sensitivity as conceptualized by Bennett's Developmental Model of Intercultural Sensitivity (DMIS).

The DMIS has been used extensively in intercultural education and training since 1986 as a framework for explaining the reactions of people to cultural difference. The DMIS identifies a set of cognitive structures (or "worldviews") that act as orientations to cultural difference which move along a developmental scale from stages of ethnocentrism through stages of ethnorelativism. The IDI is a valid, reliable tool to measure an individual's (or group's) fundamental worldview orientation to cultural difference according to the DMIS stages

What is the IDI?

- A theory-based (not opinion-based) inventory which meets standard scientific criteria for a valid and reliable psychometric instrument.
- A 50 item questionnaire available in 12 languages.
- The IDI is currently being used by over 1,200 Qualified Administrators in over 25 countries.

Why use the IDI?

- To assess cross-cultural competencies for teams or individuals working in cross-cultural situations.
- To understand and identify developmental stages of clients or partners.
- To encourage reflection and strategizing for multicultural teams.
- To determine areas that facilitate, or limit, cross-cultural competence for teams or individuals.
- To increase self-awareness of intercultural competencies and encourage further development.
- To establish a language and conceptual framework for discussing intercultural interactions.

What is the purpose of the IDI?

The IDI can help respondents to:

- Understand the developmental stages of intercultural sensitivity through which people move towards greater intercultural effectiveness.
- Increase self-awareness for each individual respondent and identify issues that may be impeding development.
- Increase organization-level understanding of intercultural issues.
- Determine training and educational needs.
- Evaluate the effectiveness of training, counseling and education endeavors.
- Improve the intercultural skills of respondents.
- Prepare to enter a new culture, such as a multinational environment, a new country, or a domestic situation with cultural diversity.
- Identify training and education needs of client populations.

How does it work?

- Participants complete a confidential (password accessed) online inventory.
- A Qualified IDI Administrator creates a graphic profile (for a group or individuals).
- IDI Administrator explains stages of the Developmental Model of Intercultural Sensitivity (DMIS) which is the theoretical base of the instrument.
- IDI Administrator provides graphic profile and interpretation.
- Teams or individuals reflect on results of inventory, strategize for further development and achieve greater understanding of reactions to cultural difference.

How long does it take?

- 25 minutes
- Online inventory complete by individual participants before the scheduled workshop.

Workshop Options:

- Option #1: IDI Consultation
 - 1.5 to 3 hours: Information session and group profile interpretation.
 - 20-30 minutes: Individual profile interpretation (optional)
- Option #2: IDI Integrated Intercultural Session
 - 3 to 6 hours: Information session, group profile interpretation and training session (min 3hrs)
 - 20-30 minutes: Individual profile interpretation (Optional)

Workshop Options:

- \$40 per inventory (plus gst)
- Follow up consulting and workshop costs are determined on a case by case basis

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