

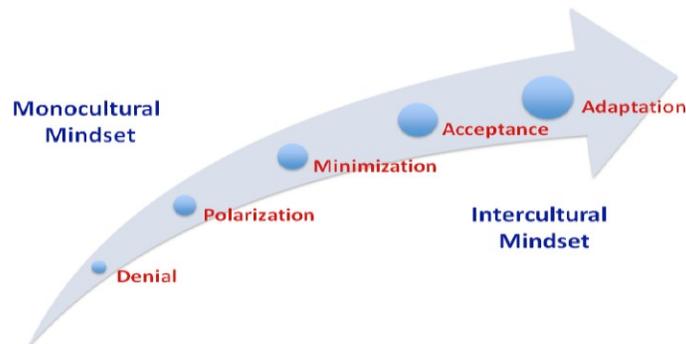
Why Use the IDI?

The capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities—what we define as intercultural competence—is assessed by the Intercultural Development Inventory[®], or IDI[®]. Research conducted on intercultural effectiveness, cross cultural adaptation and adjustment, international job performance, diversity & inclusion efforts, and other forms of intercultural contact (e.g., tourism, immigration, refugee resettlement), clearly identifies intercultural competence as a key capability for working and living effectively with people from different cultures.

The Intercultural Development Inventory assesses intercultural competence through a 50-item questionnaire, available online that can be completed in 15–30 minutes. It has been used by thousands of individuals and organizations to build intercultural competence to achieve international and domestic diversity and inclusion goals and outcomes.

What we at LifeWorks Coaching & Training love about the IDI is its developmental approach – the report provides a description of where individuals and/or teams/organizations fall on the continuum below and it provides an individual development planning tool with suggestions on how to grow capacity in intercultural communication and understanding.

Intercultural Development Continuum



The IDI generates profiles of an individual's and a group's capability for shifting cultural perspective and adapting behavior toward cultural differences and commonalities—that is, their intercultural competence orientation. In addition, a customized Intercultural Development Plan[®] (IDP) is also prepared for the person which provides a blueprint to further develop his/her intercultural competence.

The IDI can also be used for group or organization's development planning to help shape a culture that honors both differences and commonalities. Group reports are produced to provide the group or organization a comprehensive picture of intercultural competence and LifeWorks provides a facilitated workshop to kick off action planning.

Evidence of the cross-cultural validity and practical impact of the IDI is found in the remarkably strong support given from a range of associations, journals/books and professional organizations. The IDI has also been rigorously tested and found to possess high cross-cultural validity and reliability. If you wish to review the psychometric validation findings, endorsements or review, reach out to us for details. www.lifeworkscoachcenter.com or 414-732-9700.