Intercultural Development Inventory

Thomas Rainey
Office of Residential Education

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Brief Introduction

- Who am I and why I chose this work?
Definition

- Cultural Perspective
- Diversity
- Inclusion
- Cultural Competency
“Cultural perspective refers to the way that individuals are shaped by their environments as well as social and cultural factors. Such factors include a person’s nationality, race and gender.”
Quick Activity
Diversity

- the condition of having or being composed of differing elements - Webster definition
Inclusion

- The action or state of including or of being included within a group or structure - Webster Definition
Intercultural Competence: The How

- The capability to shift cultural perspective and adapt—or bridge--behavior to cultural commonality & difference
  - Deep cultural self-awareness
  - Deep understanding of the experiences of people from different cultural communities—in perceptions, values, beliefs, behavior and practices
  - Behavioral shifting across these various cultural differences
A simple metaphor
A Core Competency Over Next Decade . . .

Cross-Cultural Competency

Ranked #4 of the top 10 work skills needed for the future
<table>
<thead>
<tr>
<th><strong>SENSE MAKING</strong></th>
<th><strong>SOCIAL INTELLIGENCE</strong></th>
<th><strong>NOVEL AND ADAPTIVE THINKING</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to determine the deeper meaning or significance of what is being expressed</td>
<td>Ability to connect to others in a deep and direct way, to sense and stimulate reactions and desired interactions</td>
<td>Proficiency at thinking and coming up with solutions and responses beyond that which is rote or rule-based</td>
</tr>
<tr>
<td><strong>CROSS CULTURAL COMPETENCY</strong></td>
<td><strong>COMPUTATIONAL THINKING</strong></td>
<td><strong>NEW MEDIA LITERACY</strong></td>
</tr>
<tr>
<td>Ability to operate in different cultural settings</td>
<td>Ability to translate vast amounts of data into abstract concepts and to understand data based reasoning</td>
<td>Ability to critically assess and develop content that uses new media forms, and to leverage these media for persuasive communication</td>
</tr>
<tr>
<td><strong>TRANSDISCIPLINARY</strong></td>
<td><strong>DESIGN MINDSET</strong></td>
<td><strong>COGNITIVE LOAD MANAGEMENT</strong></td>
</tr>
<tr>
<td>Literacy in and ability to understand concepts across multiple disciplines</td>
<td>Ability to represent and develop tasks and work processes for desired outcomes</td>
<td>Ability to discriminate and filter information for importance, and to understand how to maximize cognitive functions</td>
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<tr>
<td><strong>VIRTUAL COLLABORATION</strong></td>
<td></td>
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<tr>
<td>Ability to work productively, drive engagement, and demonstrate presence as a member of a virtual team</td>
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Changing World

[Image of a pie chart showing global economies with various countries and their GDP values.]

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Article and Sources:
https://howmuch.net/articles/the-world-economy-2017
IDI Background (not an assessment)
Not a personality or morality test!

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Intercultural competence is important & central to team performance

Distefano’s research compared the performance of homogenous and diverse teams

Monocultural Teams

Leaders ignore and suppress cultural differences
Cultural differences become an obstacle to performance

Multicultural Teams

Leaders acknowledge and support cultural differences
Cultural differences become an asset to performance

This Intercultural Development Inventory® (IDI®)

- Cross-culturally validated assessment of intercultural competence
- 50 item questionnaire, “back translated” into 17 languages, available online
- Includes open-ended questions & ability to add six unique questions
- Customized to Educational and Organizational applications
- Able to produce customized individual, group, sub-group and organization-wide IDI profile reports
- All Individual IDI profile reports accompanied by customized, Intercultural Development Plans
- IDI is cross-culturally validated with over 10,000 individuals across a wide range of cultures—both domestic & international diversity
- No cultural bias and not “transparent” (i.e., no social desirability)
- Demonstrated content, construct and predictive validity in organizations and in educational institutions

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How to Use the IDI to Build Intercultural Competence

Applications:

Individual:
- Development
- Leadership coaching

Classroom/team:
- Training, classroom learning
- Team/group development

Organizational:
- Program evaluation
- Research
- Policy/Strategy revision
- Baseline/benchmarking/needs analysis

Restricted use:
- Selection (only IDI, LLC)
How We View Intercultural Competence

Diversity: The Who
- Presence of differences

Inclusion: The What
- Leveraging differences to increase contributions & opportunities for all

Intercultural Competence: The How
- “How” to achieve Diversity representation & Inclusion goals

Assessed by representation (e.g., how many . . . )

Assessed by outcomes (e.g., climate, tenure turnover, conflict)

Assessed by the IDI
Intercultural Development Continuum: Primary Orientations

Monocultural Mindset

Denial

Misses Difference

Polarization

Minimization

Acceptance

Adaptation

Intercultural Mindset

Deeply Comprehends Difference

Bridges across Difference

Modified from the Developmental Model of Intercultural Sensitivity (DMIS), M. Bennett, 1986
The Higher the Staffing Team’s IDI Score—the More Successful in Hiring Diverse Talent

Greater Diversity Hiring

Less Diversity Hiring

Polarization
(Defense / Reversal)

Minimization

Acceptance

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<th>Instrument Development Criteria</th>
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<tr>
<td>1. <strong>Testing confirmed the underlying theoretical framework of the IDI—the Intercultural Development Continuum or IDC</strong> (e.g., high inter-rater reliabilities based on in-depth interview analysis &amp; correlational analysis)</td>
</tr>
<tr>
<td>1. <strong>IDI items reflect perspectives of people from a wide range of international and domestic cultural groups</strong> (e.g., through in-depth interviews)</td>
</tr>
<tr>
<td>1. <strong>IDI does not contain cultural bias</strong> (e.g., initial pool of items generated from statements made by culturally diverse interviewees—not by the researchers)</td>
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<tr>
<td>1. <strong>IDI validity and reliability results confirmed in large, multicultural samples—over 10,000 individuals</strong> (e.g., using rigorous Confirmatory Factor Analysis in item/scale analysis)</td>
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<tr>
<td>1. <strong>IDI has strong “content” validity</strong> (e.g., initial item pool generated from actual statements made by interviewee’s from a wide-range of cultural groups &amp; Expert Panel Review used to narrow item pool—with high inter-rater reliabilities)</td>
</tr>
<tr>
<td>1. <strong>IDI has strong “construct” validity</strong> (IDI Orientations correlated as predicted to Worldmindedness (cognitive measure) and Intercultural Anxiety (affective measure))</td>
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<td>1. <strong>IDI has strong “predictive” validity in organizations</strong> (e.g., IDI predictive of success in diversity recruitment and hiring)</td>
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<tr>
<td>1. <strong>IDI has strong “predictive” validity in education</strong> (e.g., IDI predictive of achievement of study abroad outcomes)</td>
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<td>1. <strong>IDI Developmental Orientation and Perceived Orientation scores are highly reliable (.82, .83, coefficient alpha &amp; all sub-scales achieved satisfactory reliabilities)</strong></td>
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<tr>
<td>1. <strong>Readability analysis of the IDI indicates the IDI is appropriate for individuals 15 years of age or higher</strong></td>
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How to Read the IDI Group & Individual Profile Report

- PO score
- DO score
- Orientation Gap
- Range of Primary Orientations
- % Resolution of Polarization of Defense & Reversal
- Trailing Orientation
- Leading Orientation
- Cultural Disengagement
- Demographics and/or customized questions (Note: Individual contexting question answers in individual IDI profile report only)
Group Report PDF
What does this mean for us?

Break out room session
Quick Poll on Service

Provide and estimate of the percentage of time in a month you would say you have done something only for the benefit of someone else?
What does this mean to you?
Next Steps
Increase Cultural Competency

Ten Key Intercultural Learning Opportunities

- Training Programs
- Workplace Activities
- Theatre, Film & Arts
- Educational Classes
- Personal Interactions
- Intercultural Journal
- Books
- Travel
- Coaching
- Site Visits

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Questions?

Yeah, I have a lot of questions.