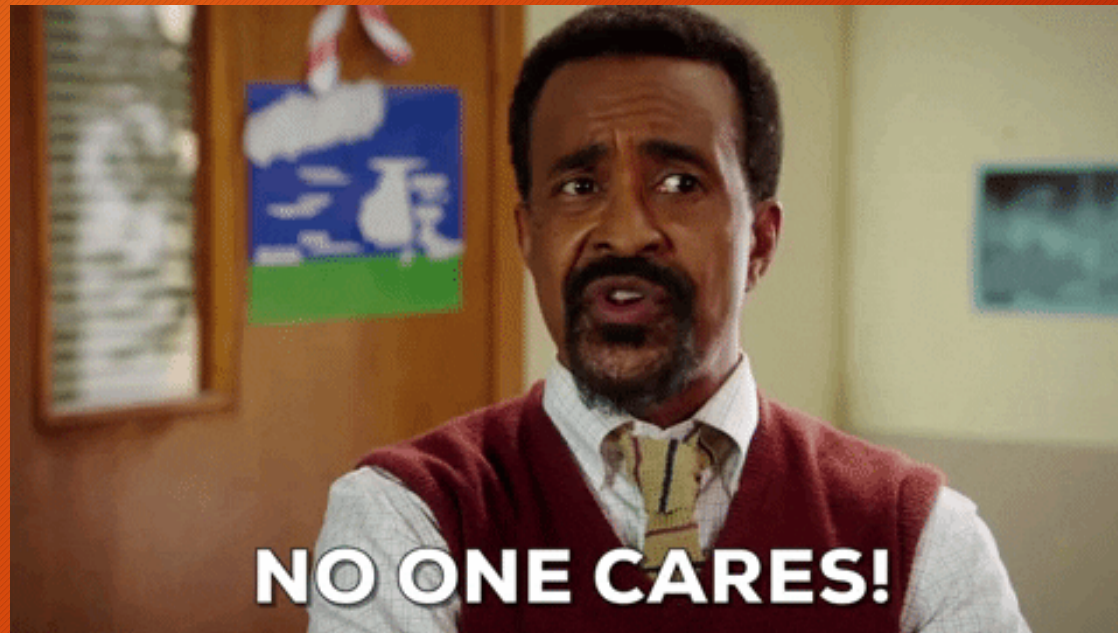


Intercultural Development Inventory

Thomas Rainey
Office of Residential Education

Brief Introduction

- Who am I and why I chose this work?



Definition

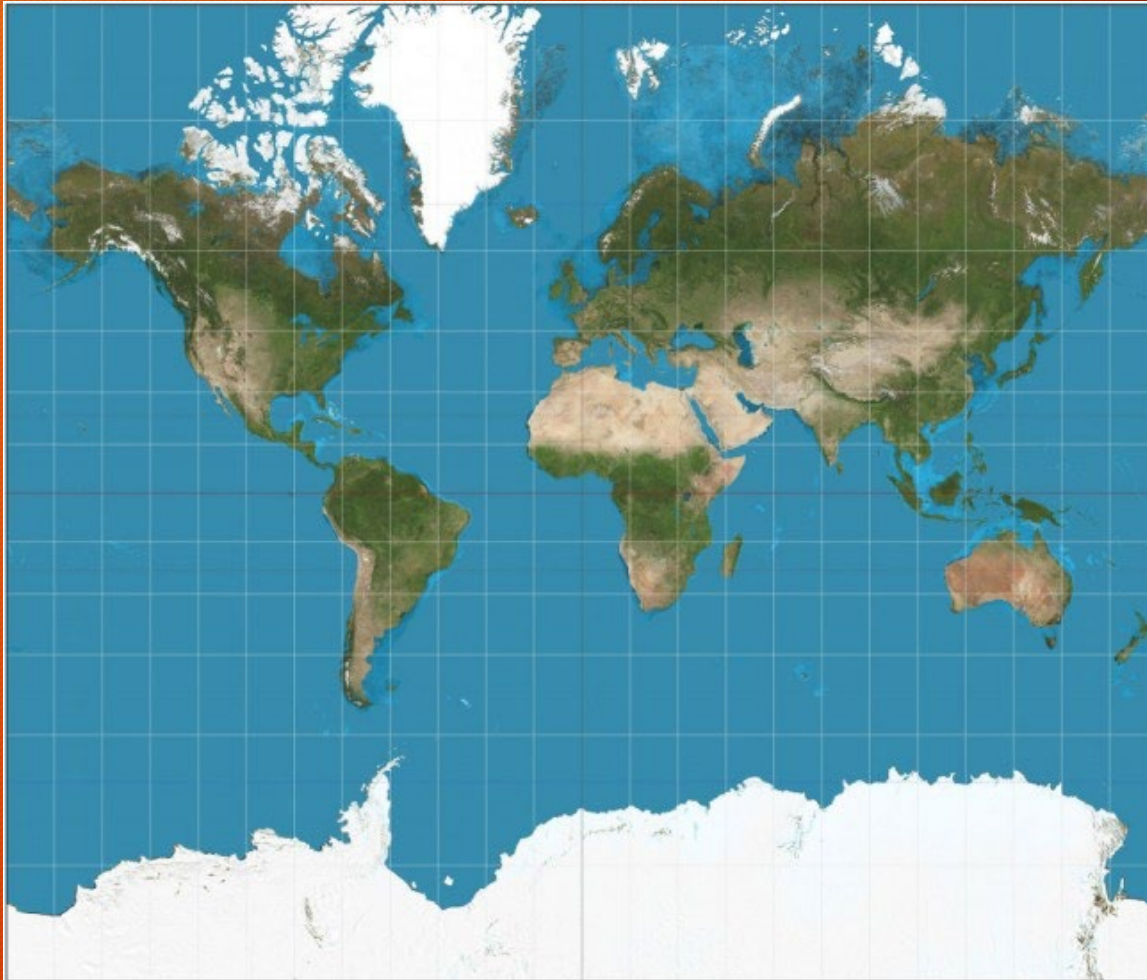
- Cultural Perspective
- Diversity
- Inclusion
- Cultural Competency

Cultural Perspective



“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

Periodic Table of the Elements

1 H	Periodic Table of the Elements																2 He
3 Li	4 Be	Alkali Metals										5 B	6 C	7 N	8 O	9 F	10 Ne
11 Na	12 Mg	Alkaline Earth										13 Al	14 Si	15 P	16 S	17 Cl	18 Ar
19 K	20 Ca	21 Sc	22 Ti	23 V	24 Cr	25 Mn	26 Fe	27 Co	28 Ni	29 Cu	30 Zn	31 Ga	32 Ge	33 As	34 Se	35 Br	36 Kr
37 Rb	38 Sr	39 Y	40 Zr	41 Nb	42 Mo	43 Tc	44 Ru	45 Rh	46 Pd	47 Ag	48 Cd	49 In	50 Sn	51 Sb	52 Te	53 I	54 Xe
55 Cs	56 Ba	57-71 La-Lu	72 Hf	73 Ta	74 W	75 Re	76 Os	77 Ir	78 Pt	79 Au	80 Hg	81 Tl	82 Pb	83 Bi	84 Po	85 At	86 Rn
87 Fr	88 Ra	89-103 Ac-Lr	104 Rf	105 Db	106 Sg	107 Bh	108 Hs	109 Mt	110 Ds	111 Rg							
LANTHANIDE																	
57 La	58 Ce	59 Pr	60 Nd	61 Pm	62 Sm	63 Eu	64 Gd	65 Tb	66 Dy	67 Ho	68 Er	69 Tm	70 Yb	71 Lu			
ACTINIDE																	
89 Ac	90 Th	91 Pa	92 U	93 Np	94 Pu	95 Am	96 Cm	97 Bk	98 Cf	99 Es	100 Fm	101 Md	102 No	103 Lr			

Inclusion

- The action or state of including or of being included within a group or structure- Webster Definition

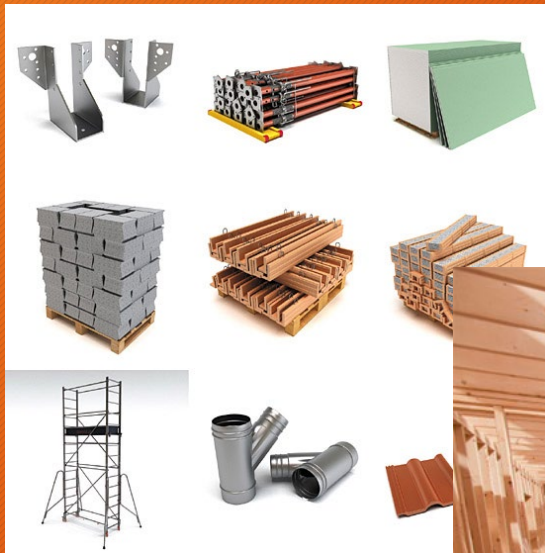


Intercultural Competence: The How



- **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**

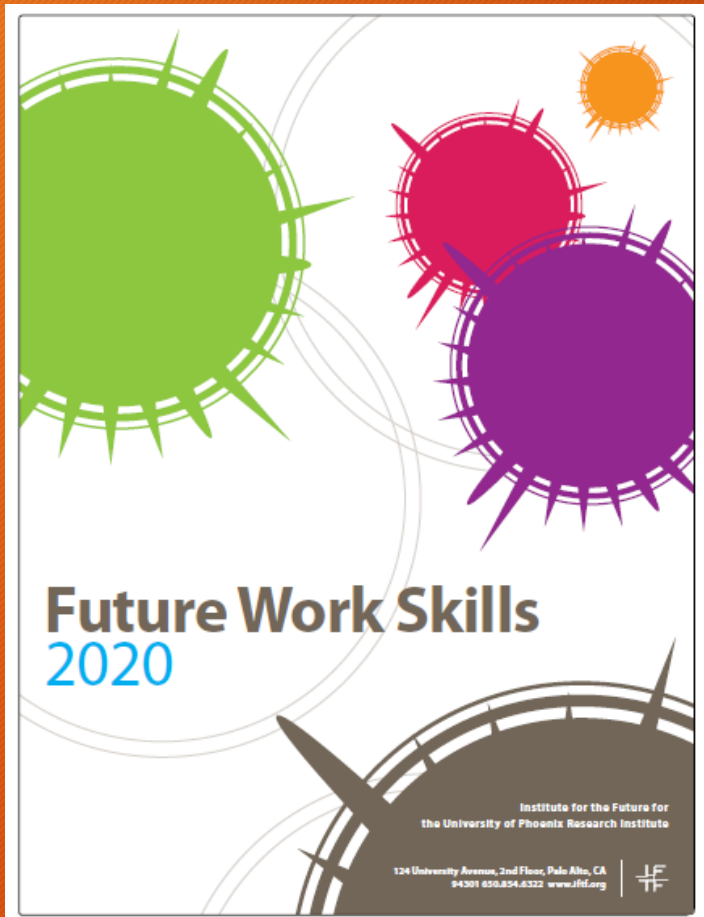
A simple metaphor



A Core Competency Over Next Decade . . .

Cross-Cultural Competency

Ranked #4 of the top 10
work skills needed for the
future





SENSE MAKING

ABILITY TO DETERMINE THE DEEPER MEANING OR SIGNIFICANCE OF WHAT IS BEING EXPRESSED

THE DRIVERS:



SOCIAL INTELLIGENCE

ABILITY TO CONNECT TO OTHERS IN A DEEP AND DIRECT WAY, TO SENSE AND STIMULATE REACTIONS AND DESIRED INTERACTIONS

THE DRIVERS:



NOVEL AND ADAPTIVE THINKING

PROFICIENCY AT THINKING AND COMING UP WITH SOLUTIONS AND RESPONSES BEYOND THAT WHICH IS ROTE OR RULE-BASED

THE DRIVERS:



CROSS CULTURAL COMPETENCY

ABILITY TO OPERATE IN DIFFERENT CULTURAL SETTINGS

THE DRIVERS:



COMPUTATIONAL THINKING

ABILITY TO TRANSLATE VAST AMOUNTS OF DATA INTO ABSTRACT CONCEPTS AND TO UNDERSTAND DATA BASED REASONING

THE DRIVERS:



NEW MEDIA LITERACY

ABILITY TO CRITICALLY ASSESS AND DEVELOP CONTENT THAT USES NEW MEDIA FORMS, AND TO LEVERAGE THESE MEDIA FOR PERSUASIVE COMMUNICATION

THE DRIVERS:



TRANSDISCIPLINARY

LITERACY IN AND ABILITY TO UNDERSTAND CONCEPTS ACROSS MULTIPLE DISCIPLINES

THE DRIVERS:



DESIGN MINDSET

ABILITY TO REPRESENT AND DEVELOP TASKS AND WORK PROCESSES FOR DESIRED OUTCOMES

THE DRIVERS:



COGNITIVE LOAD MANAGEMENT

ABILITY TO DISCRIMINATE AND FILTER INFORMATION FOR IMPORTANCE, AND TO UNDERSTAND HOW TO MAXIMIZE COGNITIVE FUNCTIONS

THE DRIVERS:



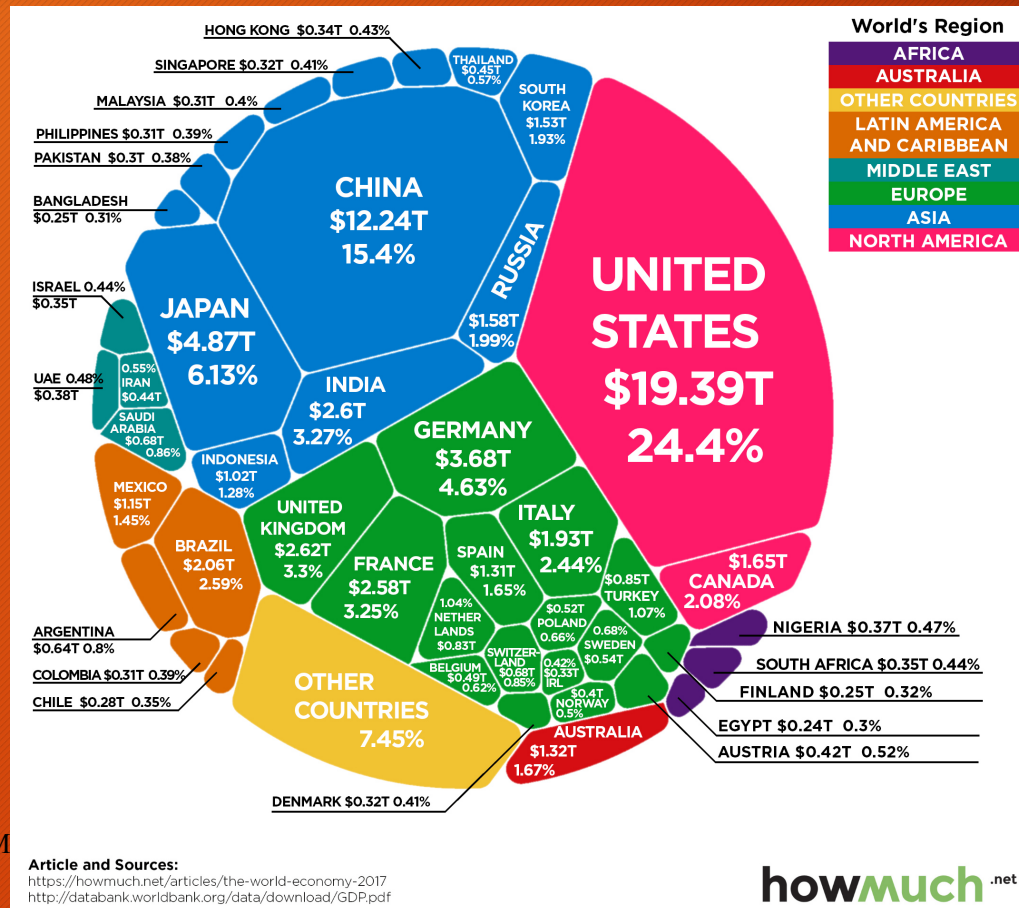
VIRTUAL COLLABORATION

ABILITY TO WORK PRODUCTIVELY, DRIVE ENGAGEMENT, AND DEMONSTRATE PRESENCE AS A MEMBER OF A VIRTUAL TEAM

THE DRIVERS:



Changing World



IDI Background (not an assessment)

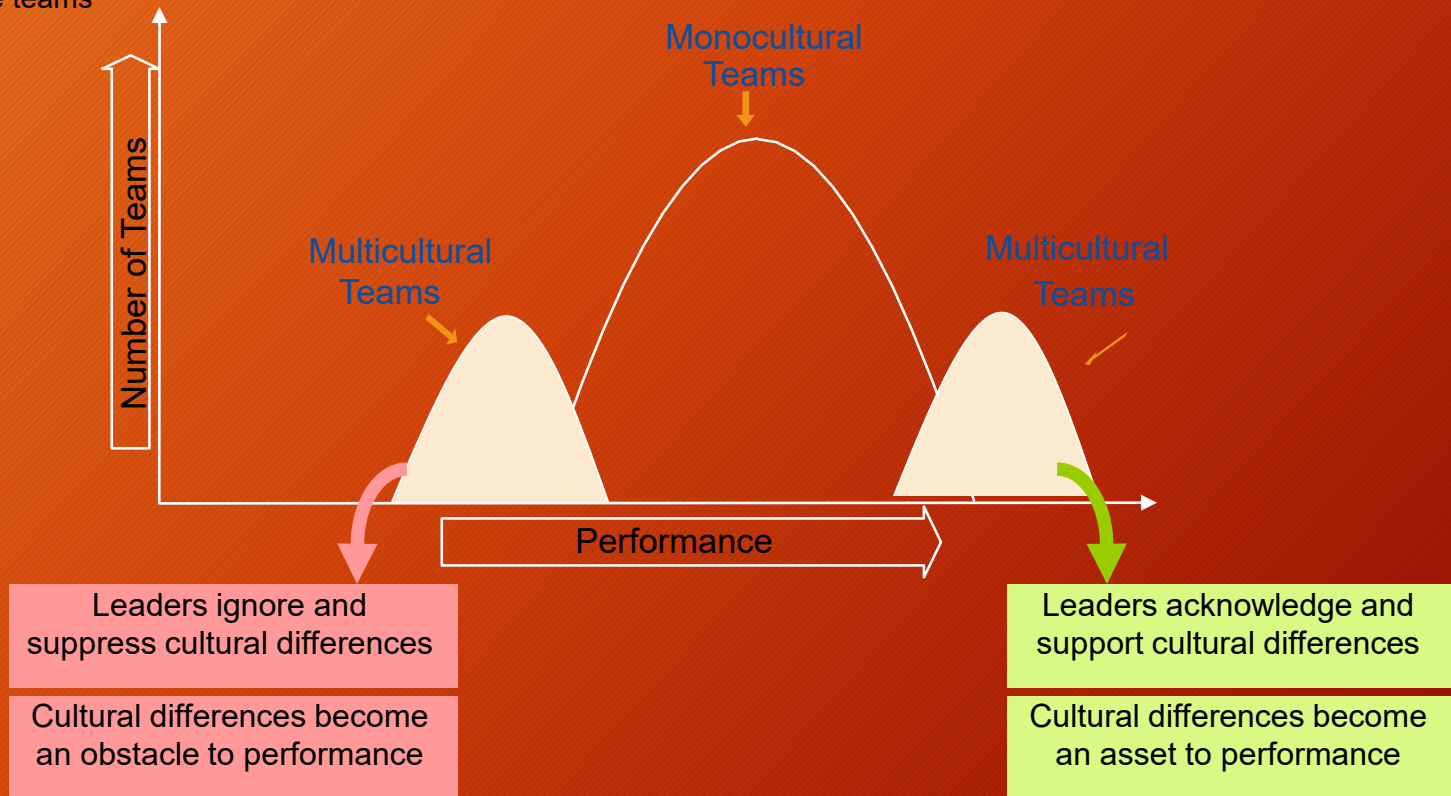


Not a personality or morality test!



Intercultural competence is important & central to team performance

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



Reference: Distefano, J.J., Creating Value with Diverse Teams in Global Management, Organisational Dynamics, Vol 29, No. 1, pp 45-63, 2000

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

- Presence of differences

Diversity: The Who

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

Inclusion: The What

- Leveraging differences to increase contributions & opportunities for all

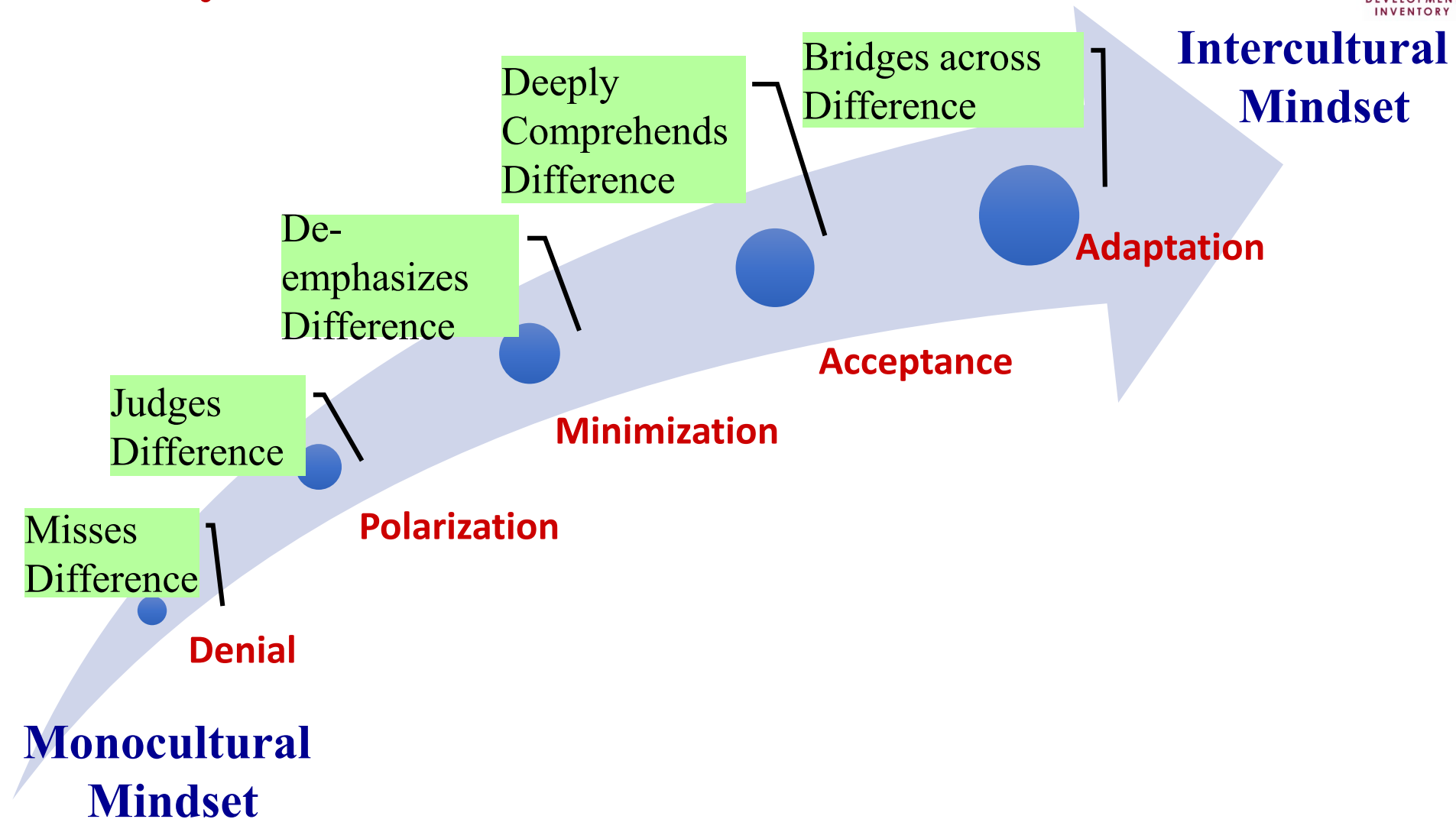
**Assessed by outcomes
(e.g., climate, tenure turnover, conflict)**

- “How” to achieve Diversity representation & Inclusion goals

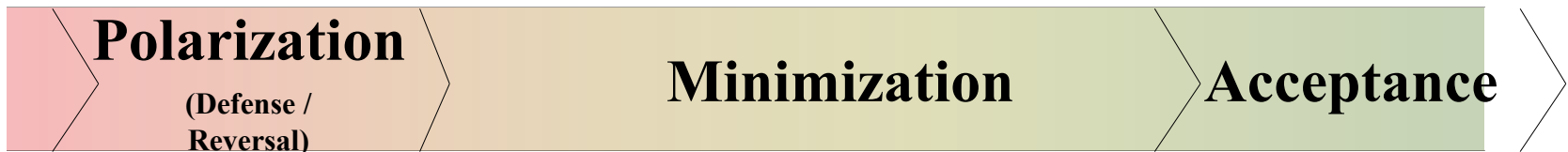
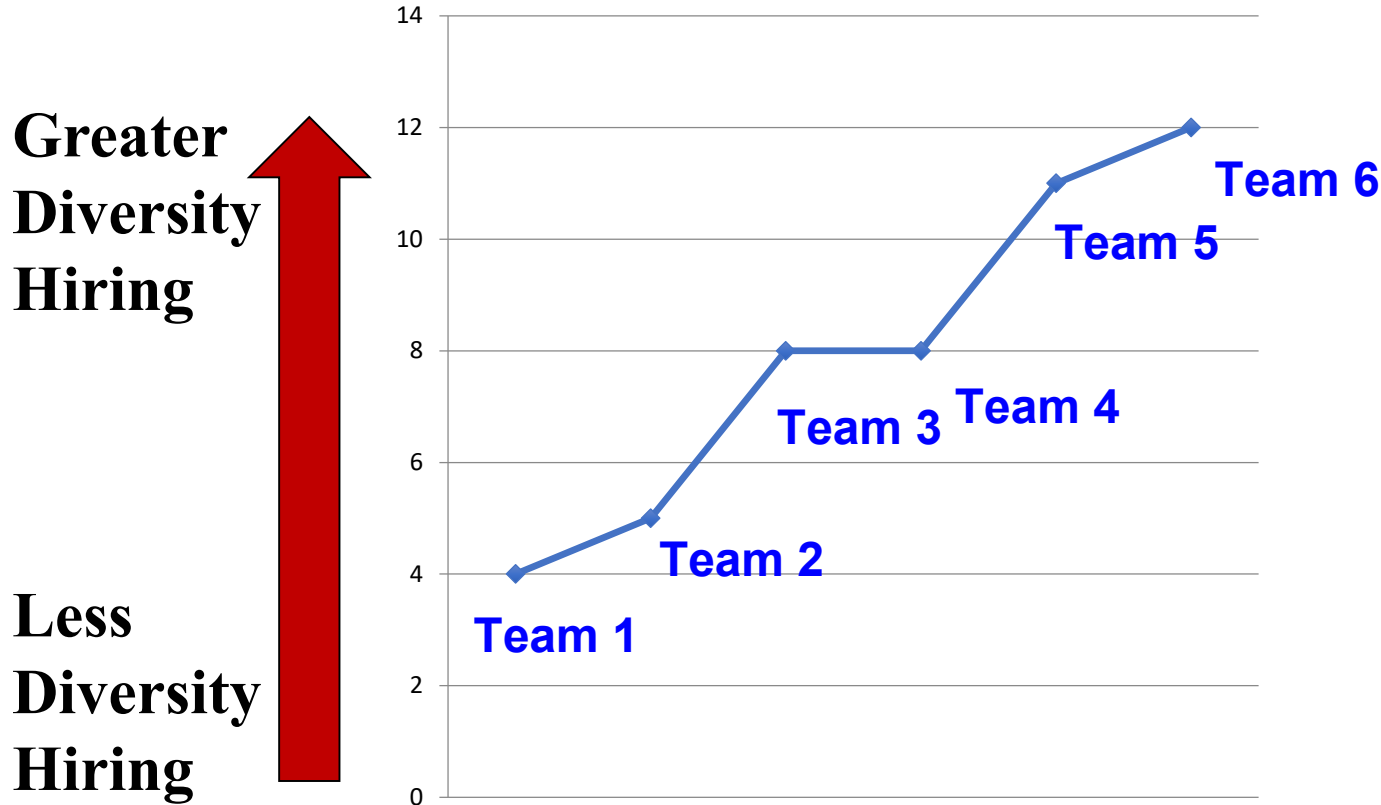
Intercultural Competence: The How

Assessed by the IDI

Intercultural Development Continuum: Primary Orientations



The Higher the Staffing Team's IDI Score—the More Successful in Hiring Diverse Talent



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

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?

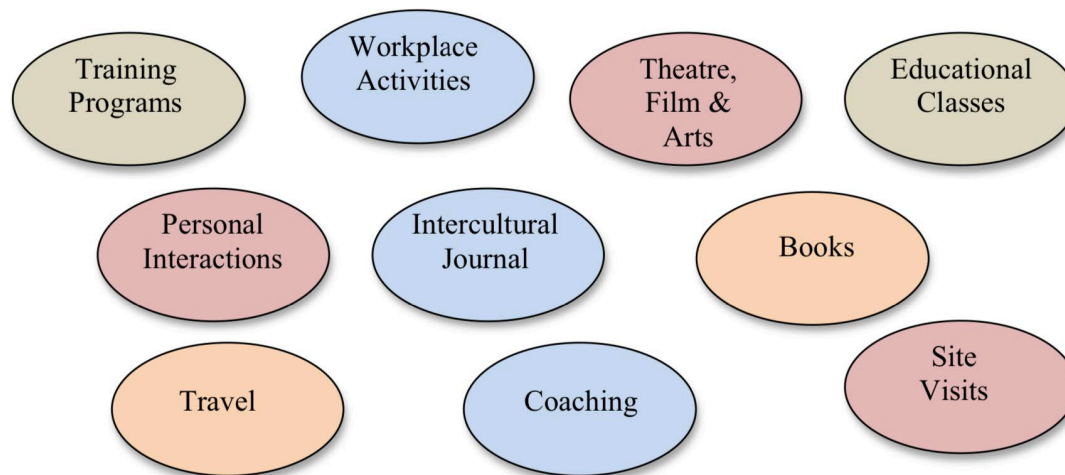
What does this mean to you?

Next Steps



Increase Cultural Competency

Ten Key Intercultural Learning Opportunities



Questions?

