



INTERCULTURAL  
DEVELOPMENT  
INVENTORY

# Intercultural Development Inventory v.3 (IDI)

## EDUCATION

## GROUP PROFILE REPORT



### Prepared for:

CAN Cultural Competency Training

### Prepared by:

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IDI, contact:  
[www.idiinventory.com](http://www.idiinventory.com)

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## Introduction

Success in the 21<sup>st</sup> century in our educational institutions demands the *development of intercultural competence*. Intercultural competence spans both international and domestic educational contexts and is essential for students, faculty, staff and administrators as well as society at large.

## A Group Profile

Your IDI Group Profile Report provides valuable information about *orientations toward cultural difference and commonality found within an identified group of three or more people*. These groups can include, for example, teaching departments, classrooms, athletic and other school sponsored groups, the parents of your students and members of the community as a whole. The IDI Group Profile can help you gain insight about how your group makes sense of and responds to cultural differences and similarities. Please be assured that the Intercultural Development Inventory (IDI) is a cross-culturally valid and reliable assessment of intercultural competence. It is developed using rigorous psychometric protocols with over 5,000 respondents from a wide range of cultures. Further, “back translation” procedures were followed in accurately translating the IDI into a number of languages.

The IDI Group Profile identifies the way your group collectively experiences cultural differences. As you review your IDI profile results, your group might consider past situations in which the group attempted to make sense of cultural differences and similarities. Re-framing your understanding of *past events* in this way can help you uncover assumptions that may have guided actions in these situations. In addition, you may wish to focus on a situation or challenge your group is *currently facing* in which cultural differences and similarities have emerged. In education, these challenges can range from changing community demographics, achieving local or national educational learning objectives, graduation rates, curriculum relevancy, as well as school violence concerns. The IDI Group Profile results can help you proactively address these and other concerns as well as increase your own cultural “self-awareness” of your group’s own, unique experiences around cultural differences and commonalities. As you reflect on your IDI Group Profile results, consider the following:

- **Did the group respond to each of the statements in the IDI honestly?** If so, then the IDI profile will be an accurate indicator of your group’s approach for dealing with cultural differences and commonalities.
- **Did the group think about their culture group and other cultures with which they have had the most experience when responding to the IDI?** For example, if the respondents thought of some idealized “other culture” with which they have had little experience, then you might consider having these members re-take the IDI.
- **Have members had or are currently experiencing a significant professional or personal transitional experience (e.g., moving to another country, traumatic event)?** If so, in some cases, their individual responses to the IDI may reflect their struggle with this transitional situation rather than their more stable orientation toward cultural differences. If this is the case, you may consider having these members re-take the IDI at a later date.

## Intercultural Development Continuum

Intercultural competence is *the capability to accurately understand and adapt behavior to cultural difference and commonality*. In education, intercultural competence reflects the degree to which cultural differences and commonalities in values, expectations, beliefs, and practices are effectively bridged, an inclusive learning environment is achieved, and specific differences that exist in your institution are addressed from a “mutual adaptation” perspective.

People are not alike in their capabilities to recognize and effectively respond to cultural differences and commonalities. The intercultural development continuum (figure 1 below), adapted from the Developmental Model of Intercultural Sensitivity originally proposed by Dr. Milton Bennett, identifies specific orientations that range from more monocultural to more intercultural or global mindsets.

This continuum indicates that individuals and groups who have a more intercultural mindset have a greater capability for responding effectively to cultural differences and recognizing and building upon true commonalities. That is, your group’s success in achieving its educational mission is better served when the members are able to more deeply understand culturally-learned differences, recognize commonalities between themselves and others, and act on this increased insight in culturally appropriate ways that facilitate learning and personal growth among diverse groups.

### Monocultural Mindsets

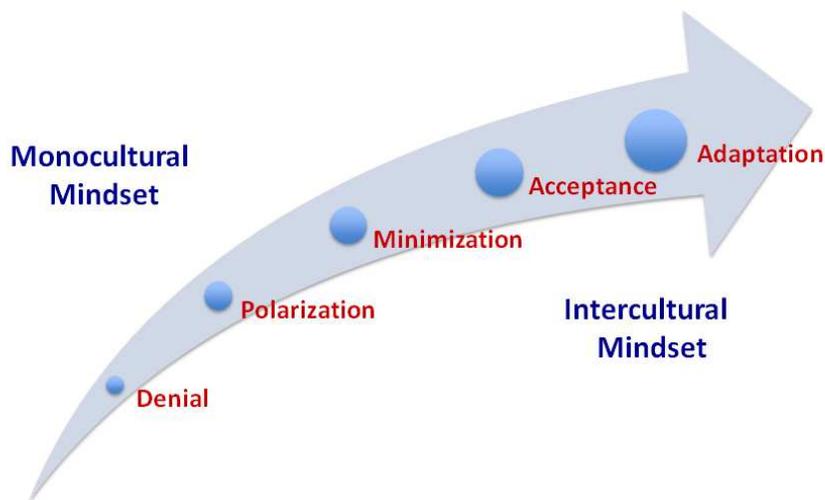
- ✎ Makes sense of cultural differences and commonalities based on one’s own cultural values and practices
- ✎ Uses broad stereotypes to identify cultural difference
- ✎ Supports less complex perceptions and experiences of cultural difference and commonality

### Intercultural/Global Mindsets

- ✎ Makes sense of cultural differences and commonalities based on one’s own *and* other culture’s values and practices
- ✎ Uses cultural generalizations to recognize cultural difference
- ✎ Supports more complex perceptions and experiences of cultural difference and commonality

The specific competence orientations identified in the developmental continuum are Denial, Polarization (Defense & Reversal), Minimization, Acceptance, and Adaptation (figure 1). The IDI also measures **Cultural Disengagement** as a separate dimension. Cultural Disengagement is not a dimension of intercultural competence along the continuum. Nevertheless, it is an important aspect of how people relate to their own culture group and other cultures.

## Intercultural Development Continuum



## SUMMARY ORIENTATION DESCRIPTIONS

<b>Denial</b>	<i>An orientation that likely recognizes more observable cultural differences (e.g., food) but, may not notice deeper cultural differences (e.g., conflict resolution styles), and may avoid or withdraw from cultural differences.</i>
<b>Polarization</b>	<i>A judgmental orientation that views cultural differences in terms of “us” and “them”. This can take the form of:</i>
<b>Defense</b>	<i>An uncritical view toward one’s own cultural values and practices and an overly critical view toward other cultural values and practices.</i>
<b>Reversal</b>	<i>An overly critical orientation toward one’s own cultural values and practices and an uncritical view toward other cultural values and practices.</i>
<b>Minimization</b>	<i>An orientation that highlights cultural commonality and universal values and principles that may also mask deeper recognition and appreciation of cultural differences.</i>
<b>Acceptance</b>	<i>An orientation that recognizes and appreciates patterns of cultural difference and commonality in one’s own and other cultures.</i>
<b>Adaptation</b>	<i>An orientation that is capable of shifting cultural perspective and changing behavior in culturally appropriate and authentic ways.</i>
<b>Cultural Disengagement</b>	<i>A sense of disconnection or detachment from a primary cultural group.</i>

## How to Interpret the IDI Profile

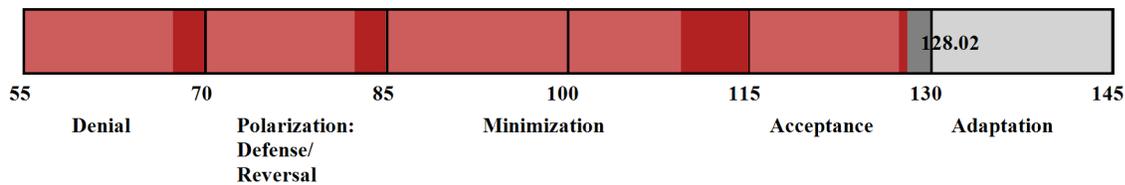
The IDI Profile presents information about how your group makes sense of and responds to cultural differences and commonalities. In addition to demographic and statistical summaries for your group, the IDI profile presents the following information:

- ✚ **Perceived Orientation (PO)**: A group's Perceived Orientation (PO) reflects where the group as a whole *places itself* along the intercultural development continuum. The Perceived Orientation can be Denial, Polarization (Defense/Reversal), Minimization, Acceptance or Adaptation.
- ✚ **Developmental Orientation (DO)**: The Developmental Orientation (DO) indicates the group's primary orientation toward cultural differences and commonalities along the continuum *as assessed by the IDI*. The DO is the perspective the group is most likely to use in those situations where cultural differences and commonalities need to be bridged. The Developmental Orientation can be Denial, Polarization (Defense/Reversal), Minimization, Acceptance or Adaptation.
- ✚ **Orientation Gap (OG)**: The Orientation Gap (OG) is the difference along the continuum between the Perceived and Developmental Orientation. A gap score of *seven points or higher* indicates a meaningful difference between the Perceived Orientation and the Developmental Orientation. The larger the gap, the more likely the group may be "surprised" by the discrepancy between their Perceived Orientation score and their Developmental Orientation score.

  - A Perceived Orientation score that is seven points or higher than the Developmental Orientation score indicates an *overestimation* of the group's intercultural competence.
  - A Developmental Orientation score that is seven points or higher than the Perceived Orientation score indicates an *underestimation* of the group's intercultural competence.
- ✚ **Trailing Orientations (TO)**: *Trailing orientations* are those orientations that are "in back of" the group's Developmental Orientation (DO) on the intercultural continuum *that are not "resolved"*. When an earlier orientation is not resolved, this "trailing" perspective may be used to make sense of cultural differences at particular times, around certain topics, or in specific situations. Trailing Orientations, when they arise, tend to "pull you back" from your Developmental Orientation for dealing with cultural differences and commonalities. The IDI identifies the *level of resolution* groups have attained regarding possible Trailing Orientations.
- ✚ **Leading Orientations (LO)**: *Leading Orientations* are those orientations that are immediately "in front" of the Developmental Orientation (DO). A Leading Orientation is the next step to take in further development of intercultural competence. For example, if your group's Developmental Orientation is Minimization, then the group's Leading Orientations (LO) would be Acceptance and Adaptation.
- ✚ **Cultural Disengagement (CD)**: The *Cultural Disengagement* score indicates how connected or disconnected the group feels toward their own cultural community as defined by each individual within the group. Cultural Disengagement is *not* a dimension of intercultural competence along the developmental continuum. Rather, it is a separate dimension of how disconnected or detached people feel toward their own cultural group.

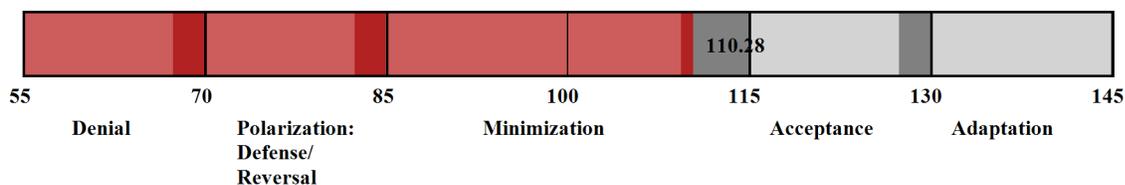
## IDI Group Profile

### Perceived Orientation (PO)



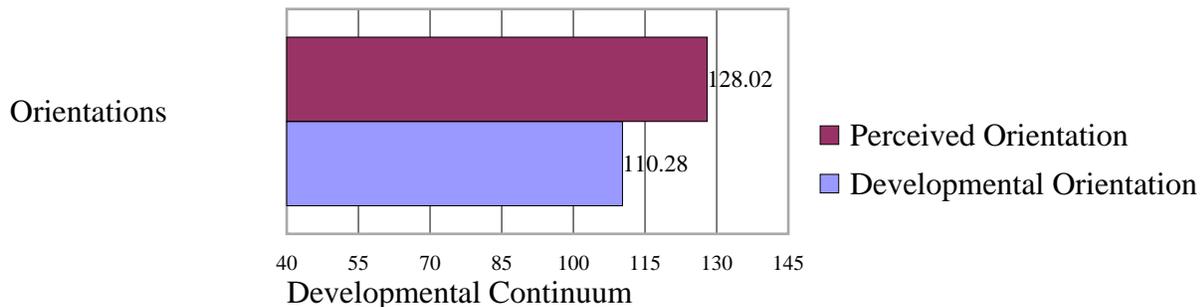
The group's **Perceived Orientation Score** indicates that the group rates its own capability in understanding and appropriately adapting to cultural differences at the Cusp of Adaptation, reflecting a relatively early capability to deeply understand, shift cultural perspective, and adapt behavior across cultural differences and commonalities.

### Developmental Orientation (DO)



The IDI's **Developmental Orientation Score** indicates that the group's primary orientation toward cultural differences is at the Cusp of Acceptance, reflecting a relatively early orientation that recognizes and appreciates patterns of cultural difference in one's own and other cultures in values, perceptions and behaviors.

### Orientation Gap (OG)



The **Orientation Gap** between the groups' Perceived Orientation score and its Developmental Orientation score is 17.74 points. A gap score of 7 points or higher can be considered a meaningful difference between where the group perceives it is on the developmental continuum and where the IDI places the group's level of intercultural competence.

A Perceived Orientation score that is 7 or more points higher than the Developmental Orientation score indicates the group has overestimated its level of intercultural competence. A DO that is 7 points or more than the PO score indicates that the group has underestimated its intercultural competence. **The group substantially overestimates its level of intercultural competence and may be surprised their DO score is not higher.**

### An Education Example

An IDI Group profile of 25 school administrators indicates that their Developmental Orientation is at the Cusp of Acceptance. It is likely that, overall, the group's current (Acceptance level) efforts at building understanding and awareness of cultural differences and commonalities within the school environment is producing results. Further, there is likely an accurate sense that the school is on the "right track" in creating an inclusive, multicultural community. It is likely that the group will struggle with making decisions and solving problems when cultural differences arise that demand creative solutions in ways that not only value the differences but also establish common goals, policies and practices in the school. The group's level of intercultural competence suggests they will likely be challenged to identify cross-culturally adaptive policies and practices that can guide common efforts across differences.

### Range of Developmental Orientations

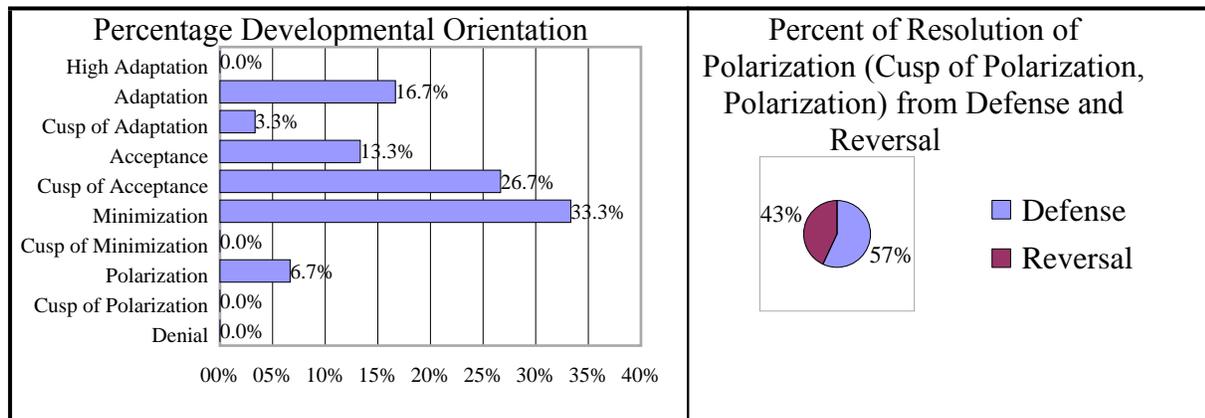


Chart A identifies the percentage of the group whose Developmental Orientation falls within each of the Orientations. Chart B indicates the percentage of Resolution of Defense and Reversal Mindsets among respondents whose Developmental Orientation is Cusp of Polarization or Polarization.

A *narrow range* of Orientations suggests the group has a more consistent perspective they use when confronted with cultural differences and similarities. When this narrow range exists within Acceptance or Adaptation, the group would more likely demonstrate relatively consistent perceptions and behavior that is generally adaptive around cultural differences. One key is how many members possess an "intercultural/global mindset" (i.e., Acceptance and Adaptation) as these members represent particularly helpful perspectives that can aid overall competence development of the group.

A *wider range* of Developmental Orientations (e.g., from Denial or Polarization through Acceptance or Adaptation) within the group reflects a lack of consensus on how the group makes sense of and adapts behavior to cultural differences and commonalities. In effect, the group has both monocultural mindsets and intercultural mindsets at work. Without targeted, intercultural competence development of the members of the group, it is likely the group will find it difficult

to achieve a “shared vision and focus” for meeting educational objectives in a culturally diverse environment.

### Trailing Orientations

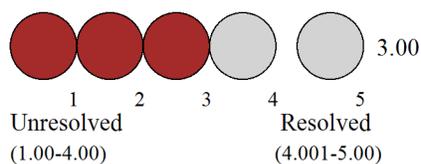
*Trailing Orientations* are those orientations that are “in back of” the group’s Developmental Orientation (DO) on the intercultural continuum that are not “resolved”. When an earlier orientation is not resolved, this “trailing” perspective may be used to make sense of cultural differences at particular times, around certain topics, or in specific situations.

Trailing Orientations essentially represent alternative “currents” that flow through an educational institution. When trailing issues arise in a school, a specific situation or decision is then made from the perspective of this “earlier” orientation rather than the Developmental Orientation or mindset that characterizes the predominant way the group deals with cultural difference challenges. When this happens, there is often a sense that “we have been going one step forward and now we just went two steps back.” When a group has trailing orientations, it is not uncommon for “progress” in building intercultural competence to have a “back and forth” quality in the school setting, as these earlier orientations arise. As the group begins to “move past” or resolve the trailing orientations, a more consistent sense of progress and “shared focus” emerges.

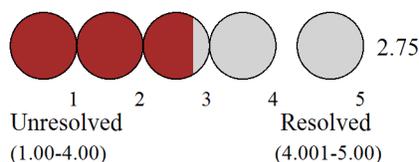
Below are graphs for each of the orientations that come before the group’s Developmental Orientation. Scores of less than 4.00 indicate a Trailing Orientation for the group because they are not “resolved”.

Trailing or secondary orientations for this group is/are

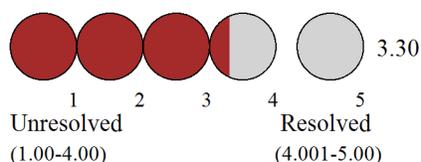
#### Minimization Trailing Orientation



#### • Similarity Trailing Orientation



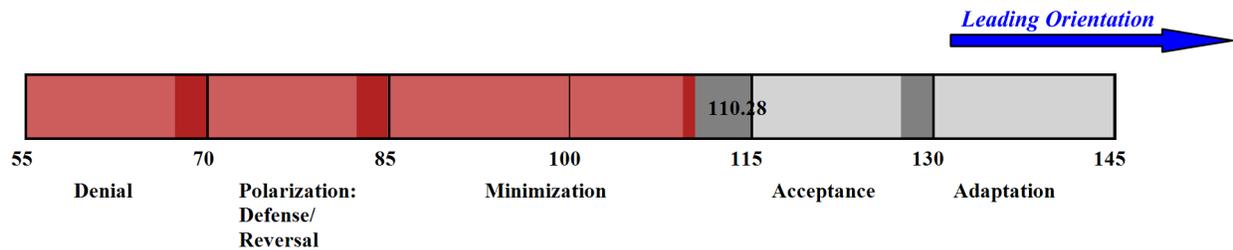
#### • Universalism Trailing Orientation



As a Trailing Orientation, there are certain times, topics or situations that Minimization may arise (an orientation that highlights cultural commonality and universal values and principles that may also mask deeper recognition and appreciation of cultural differences). This can take one of two forms: (1) highlighting commonality that masks equal recognition of cultural differences due to less cultural self-awareness, more commonly experienced among dominant group members within a cultural community, or (2) highlighting commonalities that masks recognition of cultural

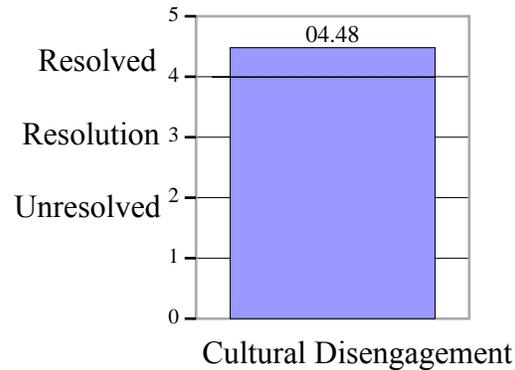
differences that functions as a strategy for navigating values and practices largely determined by the dominant culture group, more commonly experienced among non-dominant group members within a larger cultural community.

### Leading Orientations



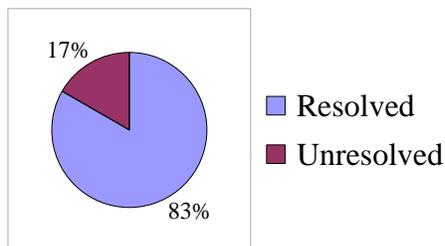
**Leading Orientations** are the orientations immediately “in front” of the group’s primary (developmental) orientation. The Leading Orientations for this group are **Adaptation**. Adaptation is focused on both increasing capability to shift deeply into one or more cultural perspectives and to appropriately adapt behavior when in other cultural communities.

### Cultural Disengagement



Cultural Disengagement is a sense of disconnection or detachment from one's cultural group. Scores of less than 4.00 indicate the group is not "resolved" and is experiencing to some degree a lack of involvement in core aspects of being a member of a cultural community.

### Cultural Disengagement

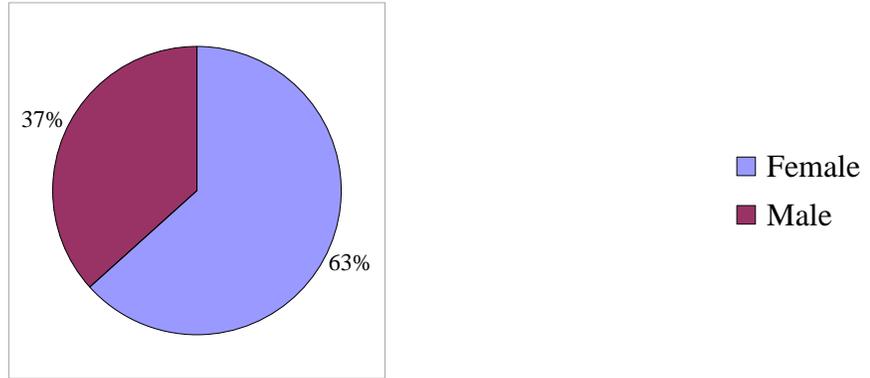


This chart lists the percentage of respondents who are either Resolved (experiencing no sense of being disconnected from a primary cultural group) or unresolved (experiencing a sense of disengagement from a primary cultural community). Overall, the group's Cultural Disengagement score is 4.48, indicating the group is Resolved.

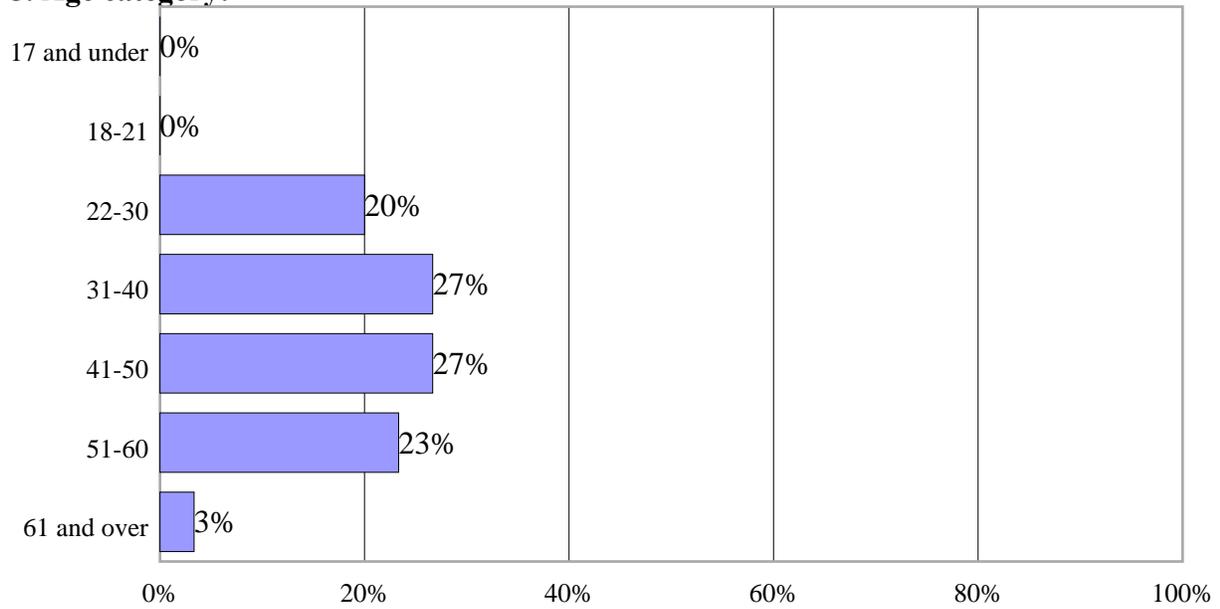
## IDI Group Profile

### Demographic Information

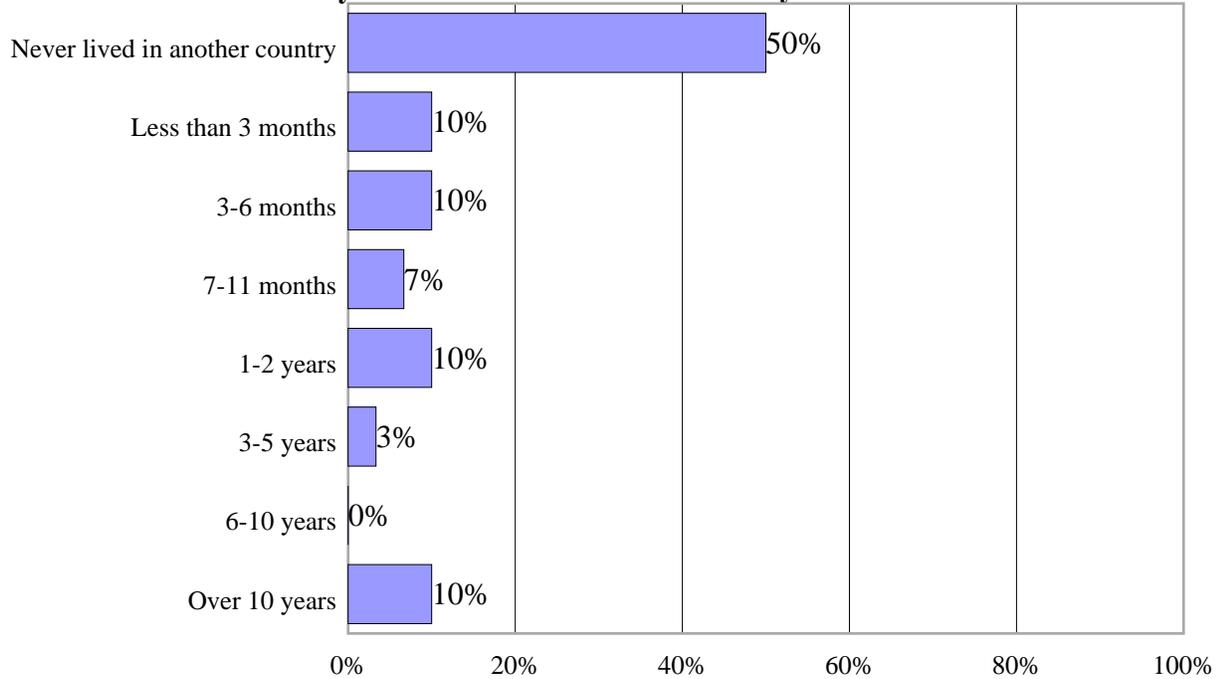
#### 4. Gender



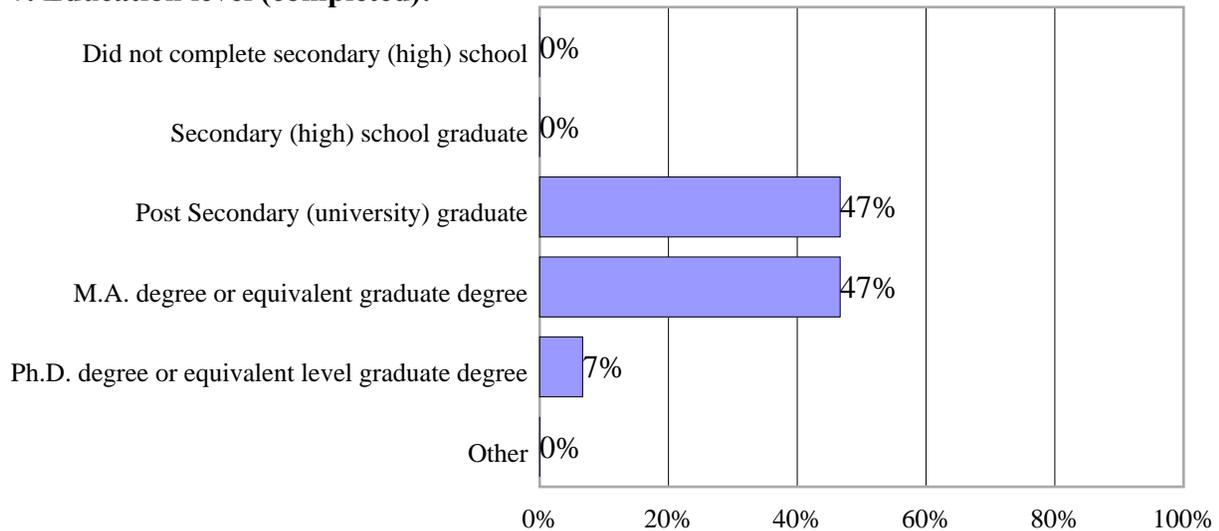
#### 5. Age category:



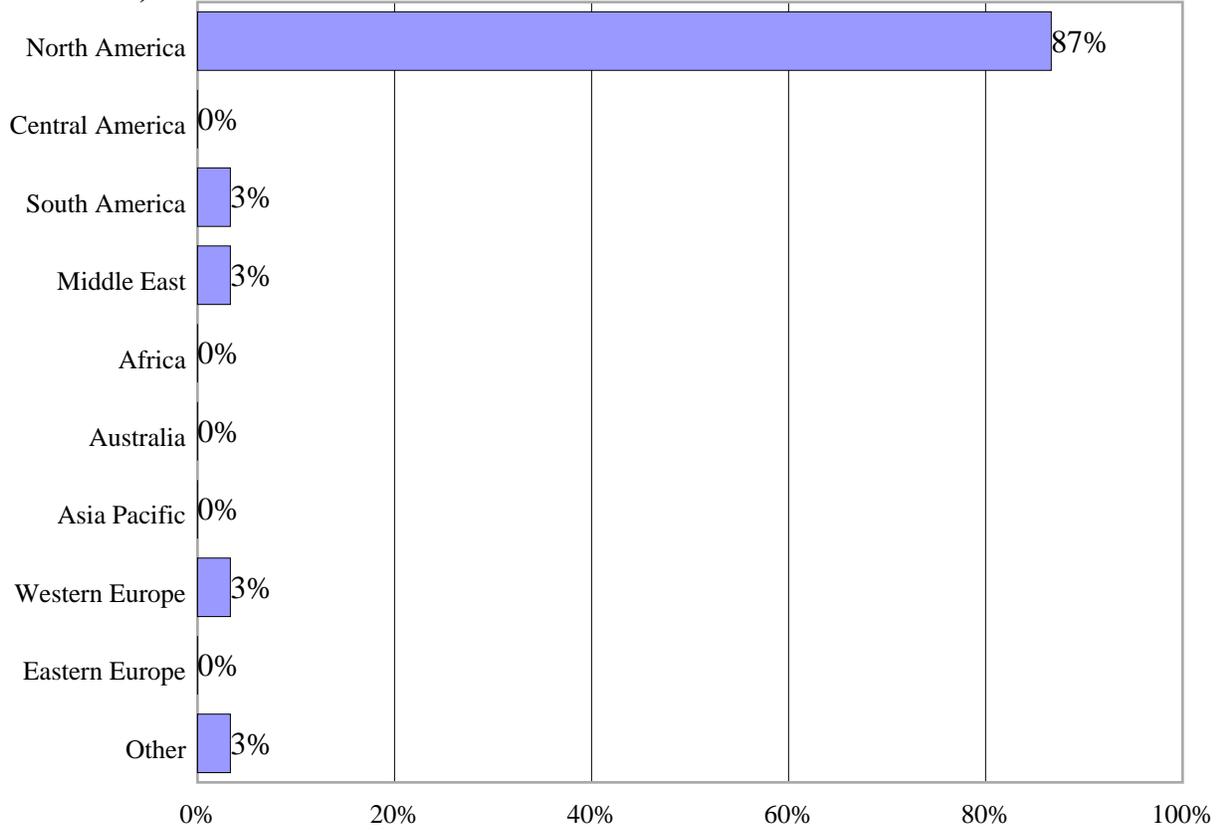
### 6. Total amount of time you have lived in another country:



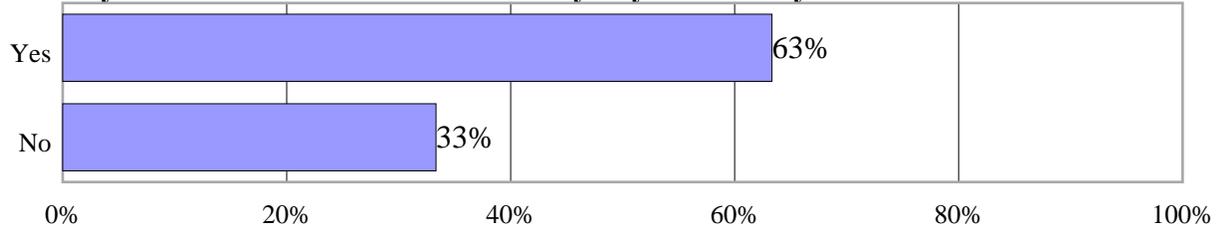
### 7. Education level (completed):



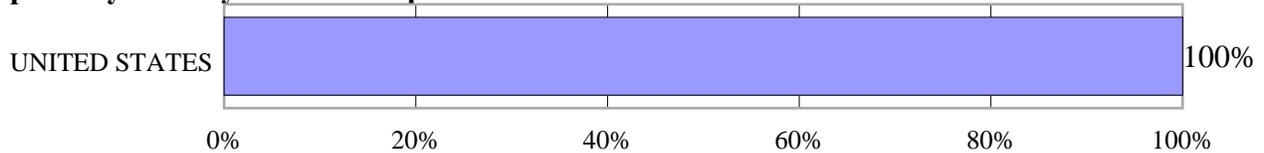
**8. In what world region did you primarily live during your formative years to age 18 (please select one):**



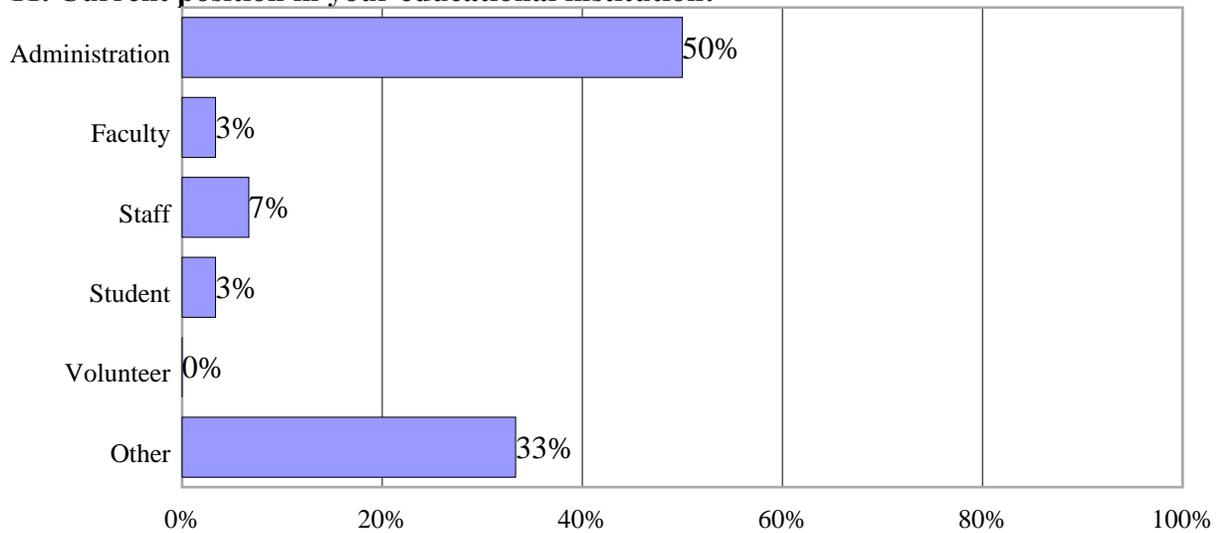
**9. Are you a member of an ethnic minority in your country?**



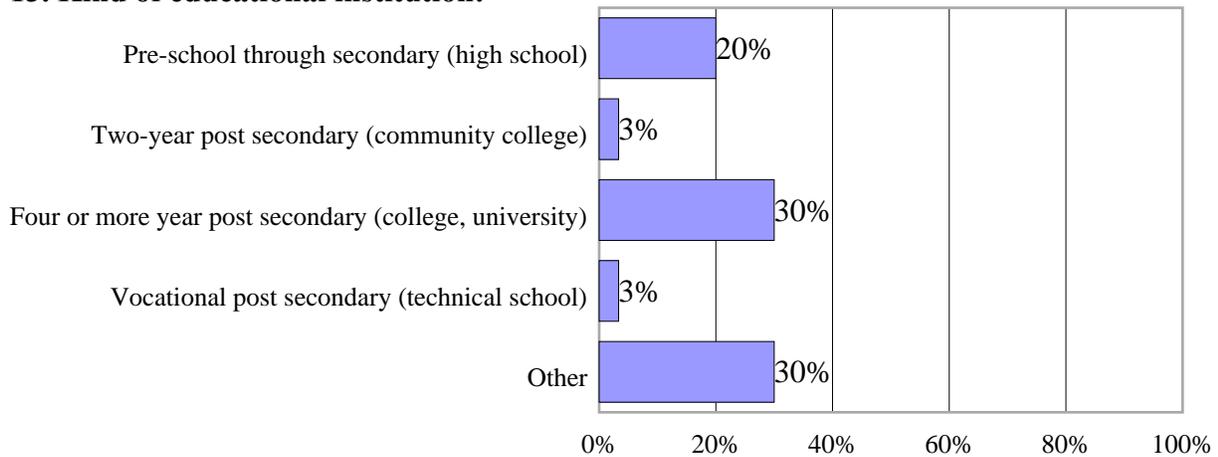
**10. Country of citizenship (passport country). Indicate the country that you consider your primary country of citizenship.**



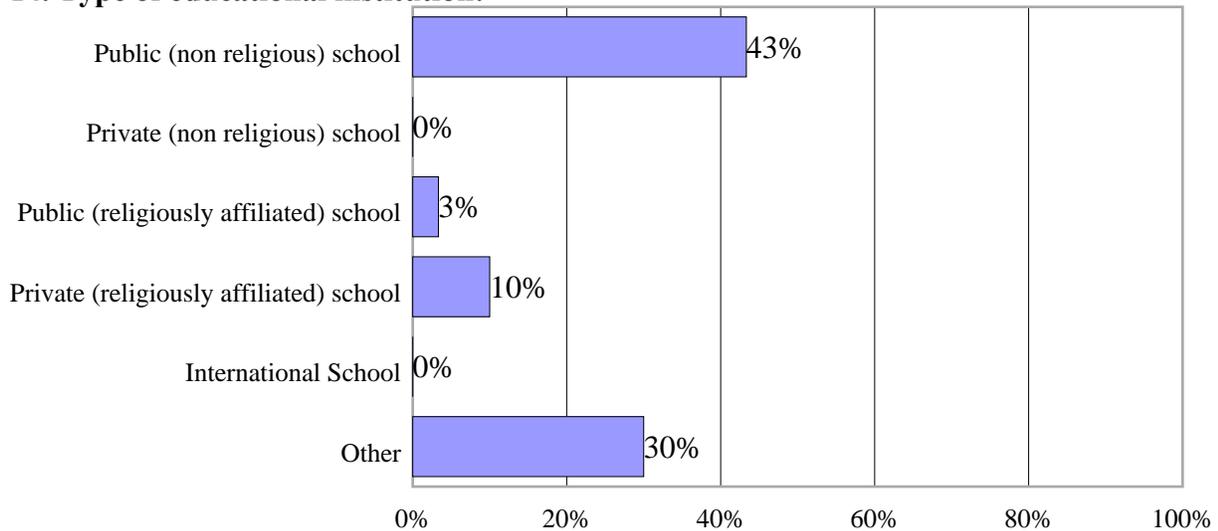
### 11. Current position in your educational institution:



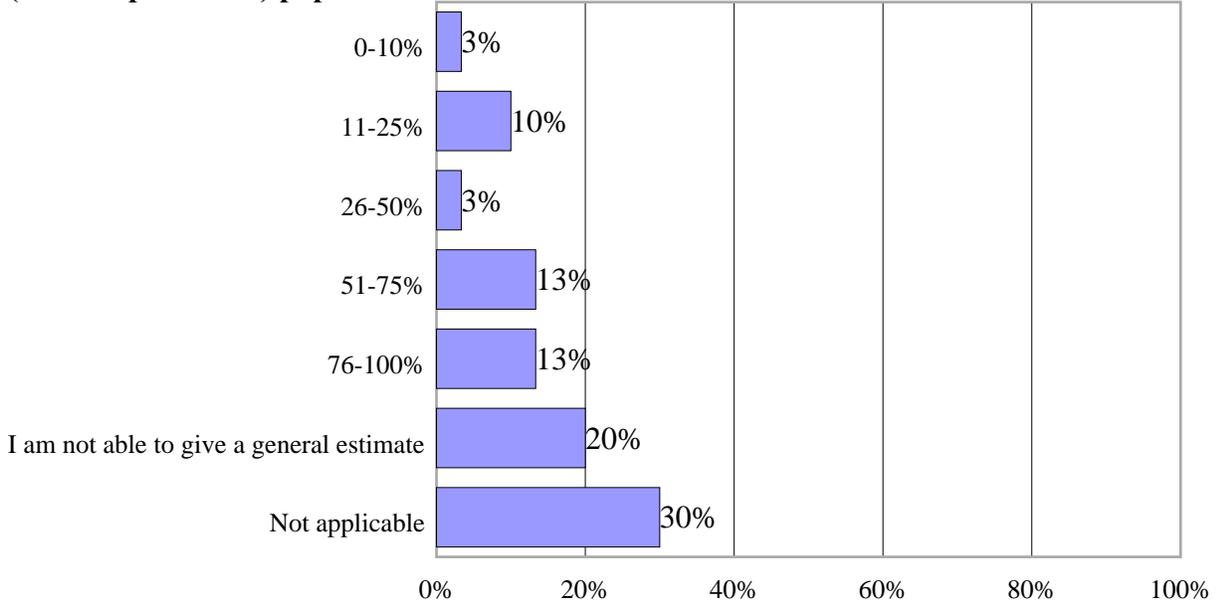
### 13. Kind of educational institution:



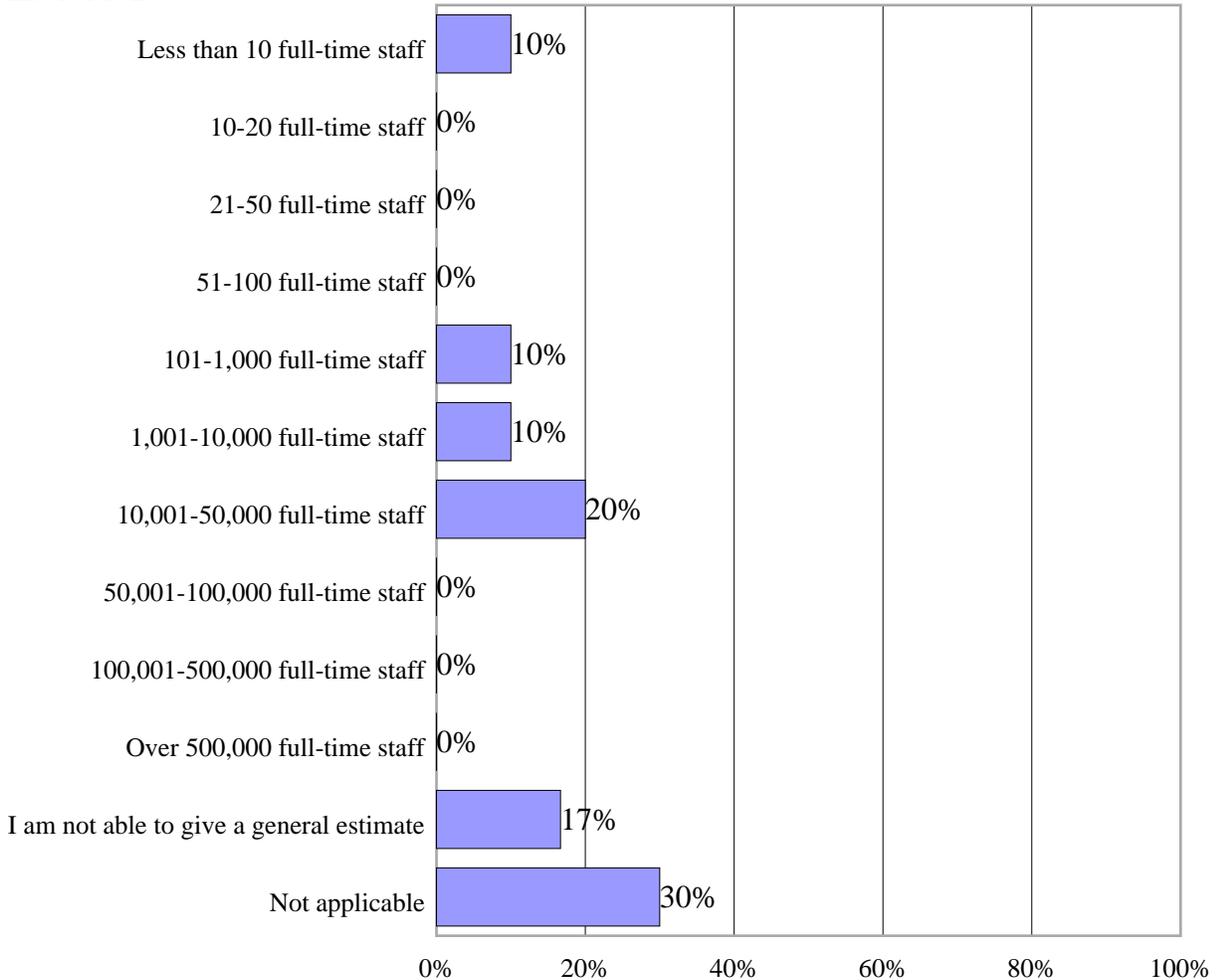
### 14. Type of educational institution:



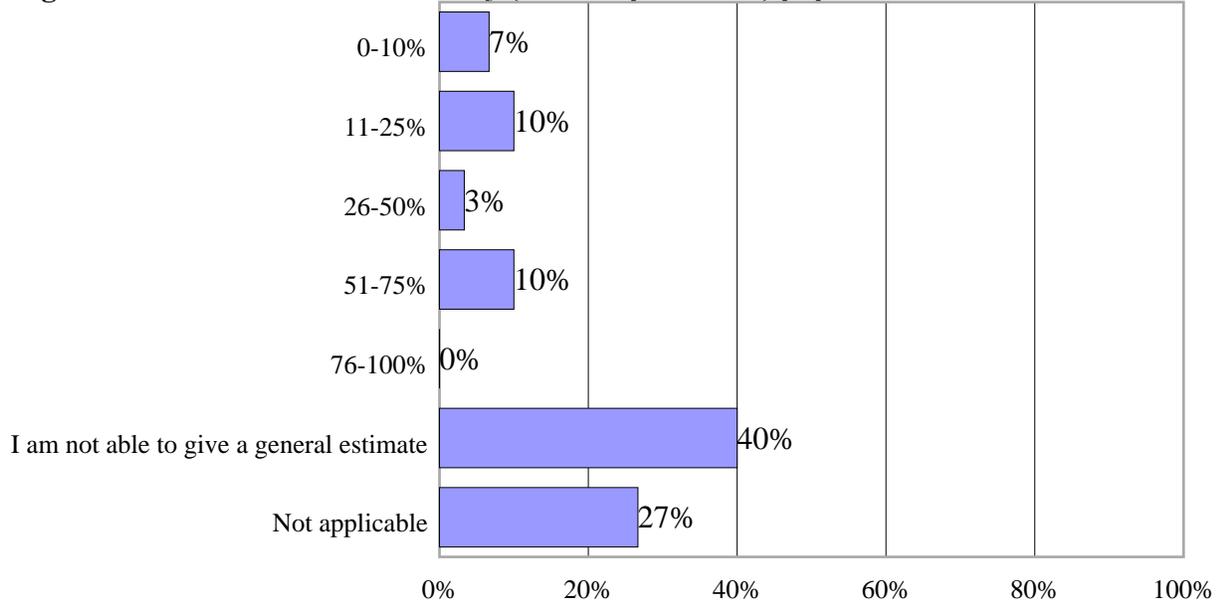
**15. Percentage of students who are international (visa holder) and minority (underrepresented) populations:**



**16. Number of full-time administrators, teachers and support personnel in your educational institution:**



**17. Percentage of administrators, teachers and support personnel (staff) in your organization who are from minority (underrepresented) populations:**



**18. Percentage of administrators, teachers and support personnel (staff) in your organization who are from other countries (i.e., international visa holders):**

