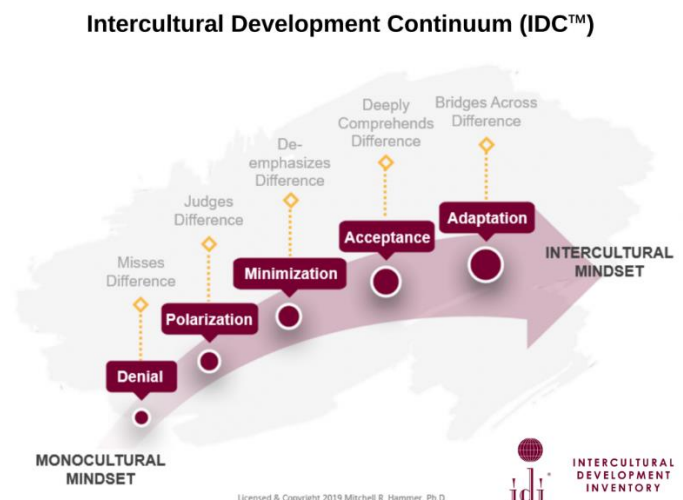# The Intercultural Development Inventory® (IDI) ®

Overview

The Intercultural Development Inventory® (IDI) is a theory-based assessment of intercultural competence —the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities— which allows individuals and groups to see their progression along the Intercultural Development Continuum® (IDC).

The IDC describes a set of knowledge/ attitude/skill sets, or orientations, toward cultural difference and commonality that are along a continuum from the more monocultural mindsets of Denial and Polarization, through the transitional orientation of Minimization, to the intercultural or global mindsets of Acceptance and Adaptation.

The capability of deeply shifting cultural perspective and bridging behavior across cultural differences is most fully achieved when one maintains an Adaptation perspective.

Intercultural Development Continuum (IDC™)

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The IDI is a 50-item questionnaire available online that can be completed in 15–20 minutes. A wide range of organizations and educational institutions use the IDI.

A Valid Assessment Tool

The IDI has been psychometrically tested and found to possess strong content, construct, and predictive validity, and reliability across diverse cultural groups. The IDI has been rigorously tested and has cross-cultural generalizability, both internationally and with domestic diversity.

Actionable Results

With the IDI, licensed IDI Qualified Administrators (QAs) can provide both group results (shared in a Group Profile Report during a Group Debrief) and individual results (shared in an Individual Profile Report during a one-on-one debrief). Individuals also receive a customized Intercultural Development Plan (IDP) which provides a detailed blueprint for the individual to further develop their intercultural competence.