



The Intercultural Development Inventory®

The Intercultural Development Inventory® (IDI) was formulated by Dr. Mitchell Hammer in cooperation with Dr. Milton Bennett. The IDI is a 60-item paper and pencil or online instrument which measures a person's current intercultural development by accurately placing them in one of the following five of the six major stages of the Developmental Model of Intercultural Sensitivity (DMIS).

Denial	Polarization	Minimization	Acceptance	Adaptation
--------	--------------	--------------	------------	------------

Individuals that are currently experiencing **Denial** towards cultural differences will generally be disinterested in and unable to perceive cultural differences or will tend to avoid cultural differences.

Individuals whose experience of cultural differences is best described by the term **Polarization** may tend to polarize ("us" and "them"). This may take the form of **Defense** where negative experiences of cultural differences can lead the individual to perceive their own culture to be superior to that of another cultural group. Alternatively this may be experienced as **Reversal**. Here the polarisation ("us" and "them") is reversed and the individual starts to reject his or her own cultural group.

Individuals that are currently experiencing **Minimalization** of cultural differences will generally have a positive attitude to people from other cultures, will tend to assume that others are "like us" and will often focus on commonality for fear of "stereotyping". They may also have a strong belief in universal values and standards and normally a limited understanding of own culture.

Individuals that are experiencing **Acceptance** of cultural differences are able to recognize their own cultural values and standards and how they shape their behaviour. They have found an appropriate balance between the valuing difference and seeking commonality with people that have a different cultural background. They can appreciate that acceptance need not mean agreement.

Adaption means that the individual is now are able to view a situation from multiple perspectives. They may also be able to adapt their behaviour depending on the cultural context – either consciously or unconsciously – and act as a bridge between people who have different cultural backgrounds.

The instrument also captures information regarding the individual's experience of integration (the sixth stage of the DMIS) in terms of the **Cultural Disengagement** which can occur when an individual is perceives themselves as an outsider and is unable to identify with any cultural group.

The IDI® has been successfully used since 1998 in corporate and academic settings. It is well-validated and demonstrates high-levels of reliability. You can download more information regarding the Intercultural Development Inventory® or download a sample report at www.idiinventory.com.

The instrument is easy to complete and provides a graphic profile of an individual's or group's stage of development in dealing effectively with members of another culture. Its main applications are in pre-departure training for expatriates, intercultural teams for organizational needs assessments. It is also very powerful as part of an ongoing process of personal development within the context of a global leadership or executive coaching development program at any level of an organization.

The IDI® may only be administered by a licensed practitioner trained in its proper and ethical use.