



**INTERCULTURAL
DEVELOPMENT
INVENTORY**

Intercultural Development Inventory (IDI)

Stephanie Schuckman MA, CLC

schuckse@uc.edu

Objectives

1. Review the IDI as a valid assessment.
2. Review definitions of Diversity, Inclusion and Intercultural Competence and core cultural concepts.
3. Review the Intercultural Development Continuum and next steps.

Golden Rule versus Platinum Rule

Golden Rule

Treat people the way YOU want to be treated

Platinum Rule

Treat people the way THEY want to be treated



| Summary of the IDI



- ✓ Is a **cross-culturally** valid and reliable assessment of **intercultural competence**
- ✓ Available in **multiple languages**
- ✓ Generates **custom group** and **individual profile** reports
- ✓ Provides an **individualized Intercultural Development Plan (IDP)**
- ✓ Applies IDI results to **goal achievement** through IDI **Guided Development**
- ✓ An **Organization** and an **Education** version



How Interculturally Competent Do You Think Most People Are?



Little Intercultural Competence:

Limited concepts, experience & ability to shift perspective & behavior.

Substantial Intercultural Competence:

Extensive concepts, experience & ability to shift perspective & behavior.

Do you know that:

- ◇ Most people receive no formal education or training to be more interculturally competent?
- ◇ Most people tend to over-estimate their intercultural capability?
- ◇ IDI results indicate that 15% of people have deep cultural self & other understanding and, at times, are able to adapt behavior to cultural difference.

Why the IDI?

The University of Cincinnati College of Medicine hosted its 23rd annual White Coat Ceremony Friday, Aug. 10, 2022 at Cincinnati Music Hall. ***The first-year medical students in the class who are women account for 57% of enrollees representing their largest presence ever within a class in the college's history. Indispensable***

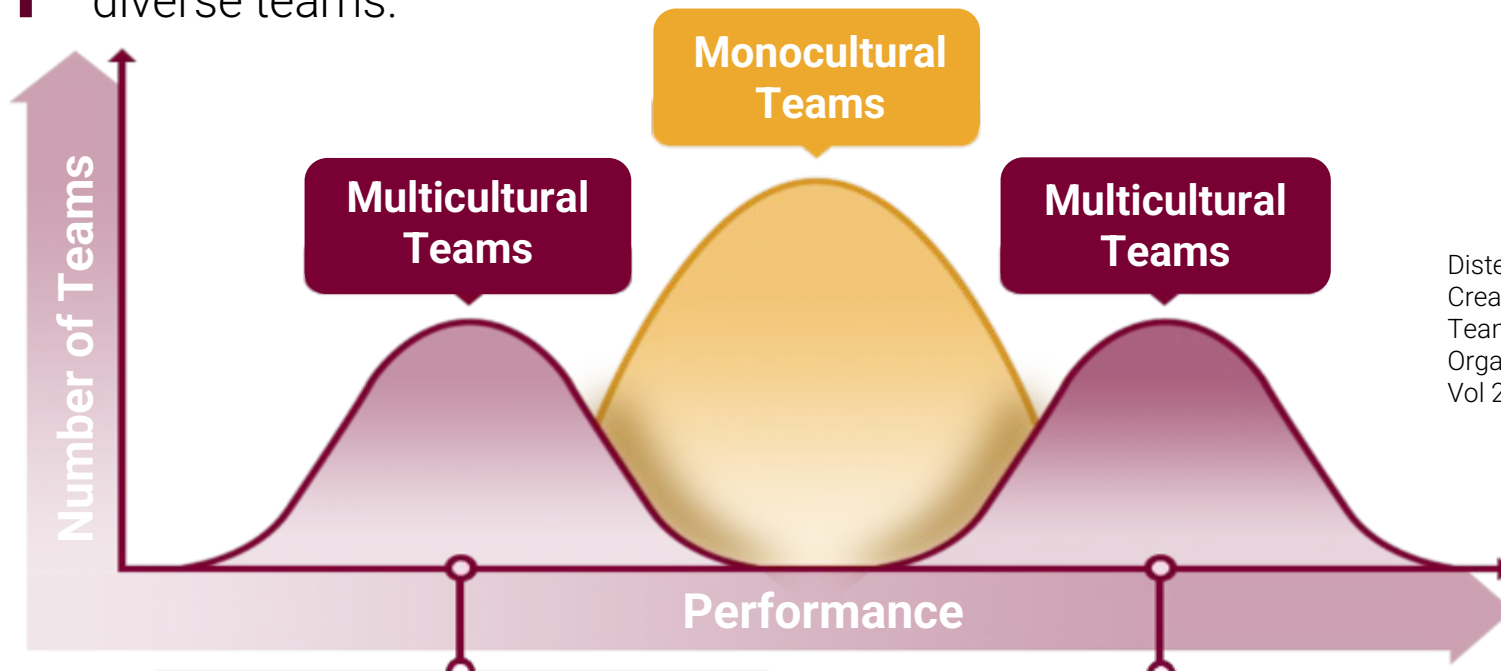


Selzer, R. A., Srivastava, R., & Huckleberry, A. (2020). *Using the Intercultural Development Inventory (IDI) With First-Year, Pre-Med Students: Impacting the Human Side of Healthcare.* <https://doi.org/10.4018/978-1-7998-1468-9.ch009>




Intercultural Competence is CRITICAL to Team Performance

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



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

- | | |
|---|--|
| <ul style="list-style-type: none">  Leaders <i>ignore</i> and <i>suppress</i> cultural differences  Cultural differences become an <i>obstacle</i> to performance | <ul style="list-style-type: none">  Leaders <i>acknowledge</i> and <i>support</i> cultural differences  Cultural differences become an <i>asset</i> to performance |
|---|--|



Core IDI Concept: Culture



Understanding “culture” is the foundation - the starting point – for all intercultural efforts. It is the most difficult concept to find widespread agreement on, yet it is central to everything.

- Dr. Mitchell Hammer



Two Ways of Thinking about Cultural Differences

Objective vs. Subjective Culture



Objective

Subjective



Diversity



Diversity	+	Intercultural Competence	=	Inclusion
------------------	---	---------------------------------	---	------------------

- ◇ The WHO: The mix of differences
- ◇ Focus on “impact” of differences
- ◇ Measured by demographic analysis



Inclusion



Diversity	+ Intercultural Competence =	Inclusion
<ul style="list-style-type: none"> ◇ The WHO: The mix of differences ◇ Focus on “impact” of differences ◇ Measured by demographic analysis 		<ul style="list-style-type: none"> ◇ The WHAT: The “mix” feeling valued and engaged ◇ Focus on the experience ◇ Measured by outcomes



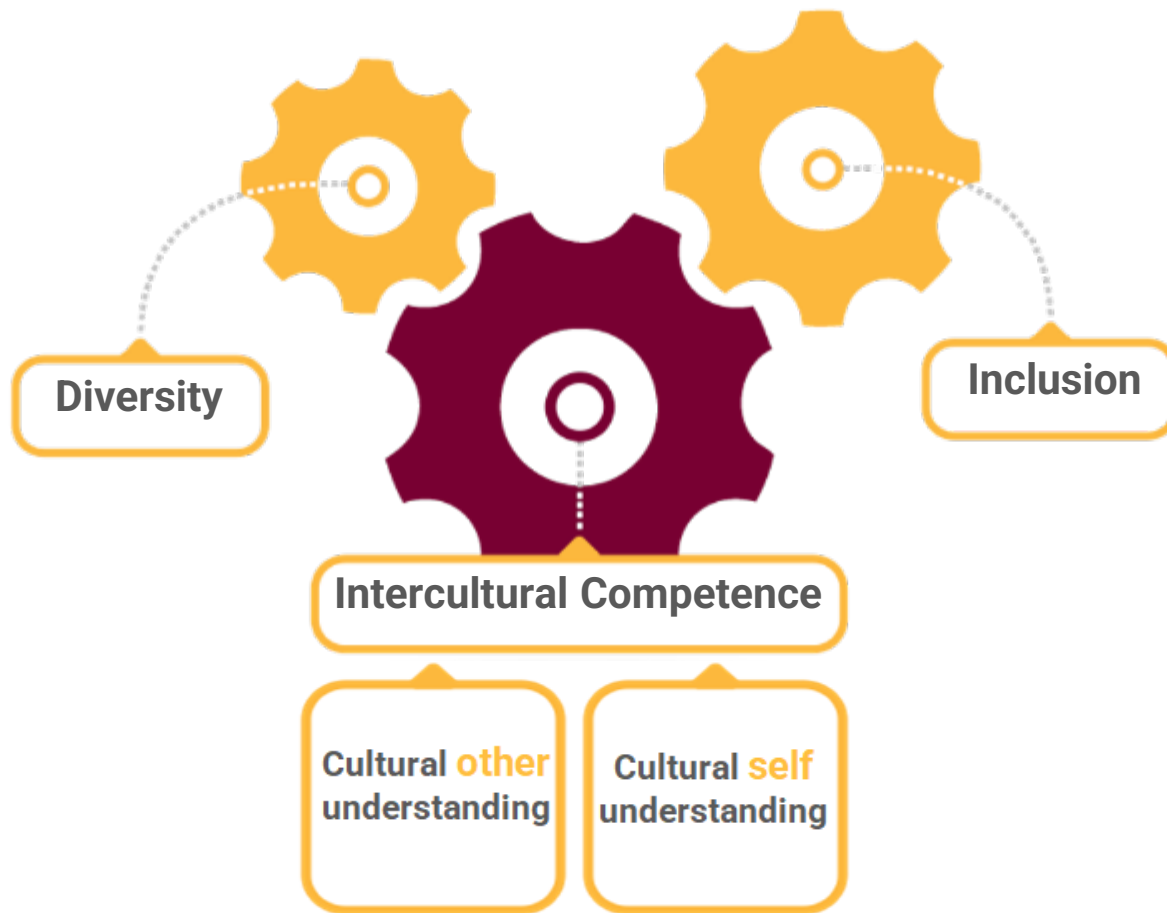
| Intercultural Competence



Diversity	+ Intercultural Competence =	Inclusion
<ul style="list-style-type: none"> ◇ The WHO: The mix of differences ◇ Focus on “impact” of differences ◇ Measured by demographic analysis 	<ul style="list-style-type: none"> ◇ The HOW: How to make the mix work ◇ Focus on capacity ◇ Measured by the IDI 	<ul style="list-style-type: none"> ◇ The WHAT: The “mix” feeling valued and engaged ◇ Focus on the experience ◇ Measured by outcomes



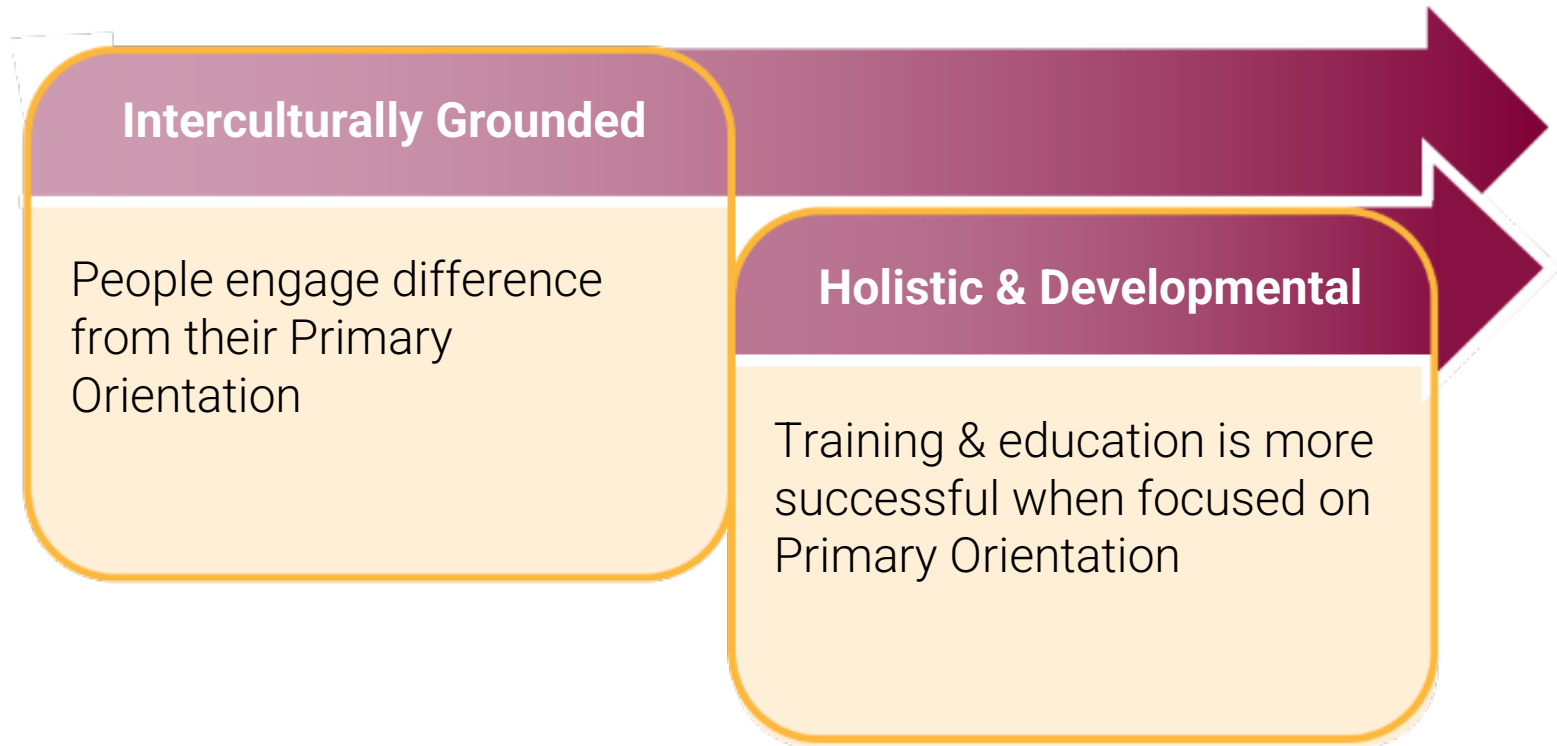
Core IDI Concept: Intercultural Competence



The *capacity* to shift perspective and behavior based on commonalities and differences by experiencing cultures and individuals with greater levels of complexity.

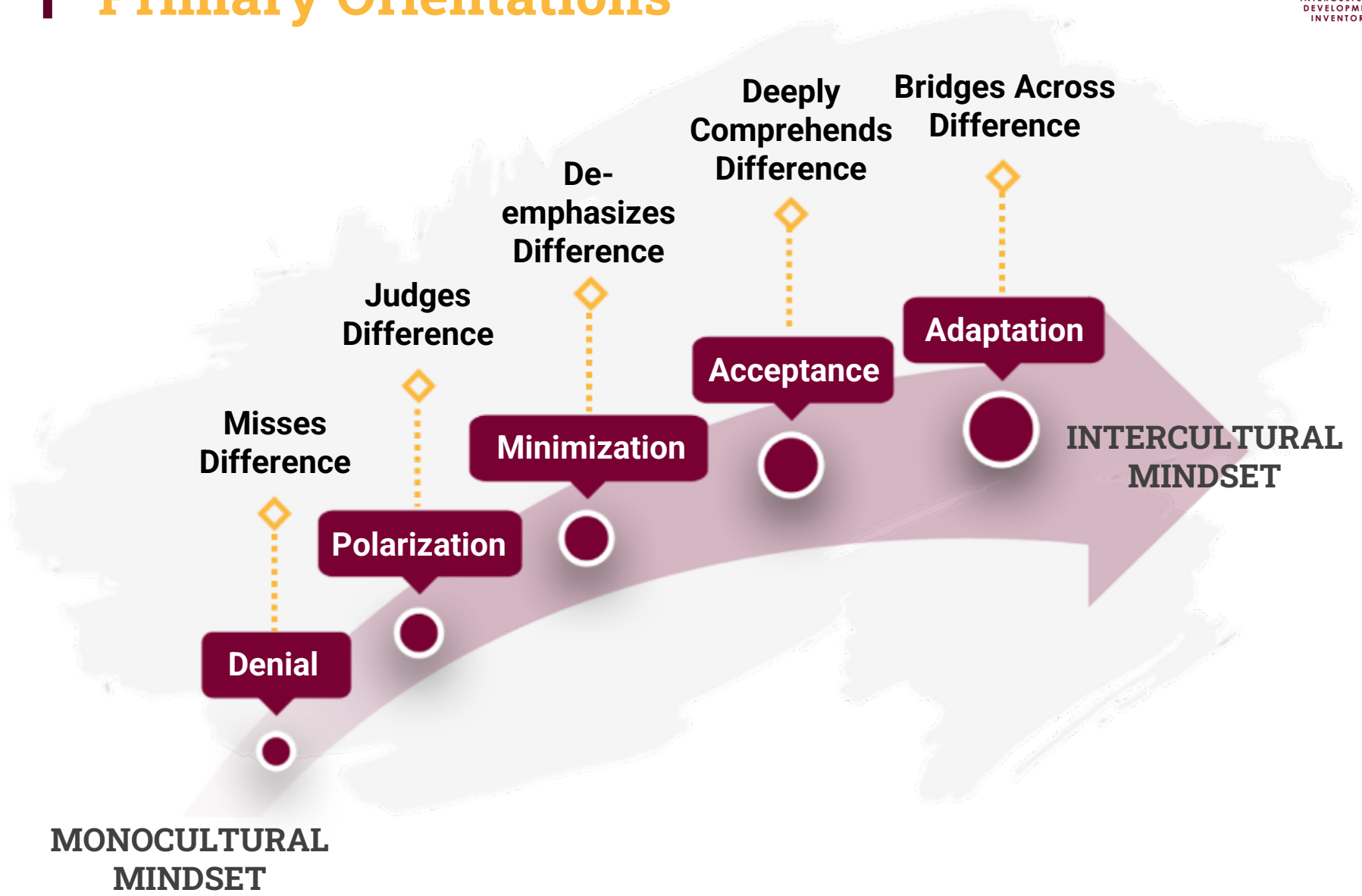


IDI Developmental Approach to Intercultural Competence





Intercultural Development Continuum: Primary Orientations



MONOCULTURAL
MINDSET

INTERCULTURAL
MINDSET



Intercultural Competence Development Using the Individual Development Plan (IDP)

- ◆ The IDP is a customized collection of activities and reflection questions to aid individual development of intercultural competence.

- ◆ The IDP helps individuals and/or teams:
 - *Gain insights about the intercultural challenges they face*
 - *Clarify their own intercultural goals*
 - *Target their intercultural development by identifying learning opportunities specific to their level of intercultural competence*



IDI next steps...

Contact Stephanie for more info:

stephanie.schuckman@uc.edu



Thank You!



References

1. Hammer, M. R. (2022, August 2). Intercultural Development Inventory | IDI, LLC. Retrieved January 31, 2023, from <https://idiinventory.com>
2. Selzer, R. A., Srivastava, R., & Huckleberry, A. (2020). *Using the Intercultural Development Inventory (IDI) With First-Year, Pre-Med Students: Impacting the Human Side of Healthcare*. In R. Gotian, Y. Kang, & J. Safdieh (Ed.), *Handbook of Research on the Efficacy of Training Programs and Systems in Medical Education* (pp. 1-21). IGI Global. <https://doi.org/10.4018/978-1-7998-1468-9.ch009>
3. Indispensable: *Class of 2022 - The One Time These Students Can Celebrate*. Retrieved January 31, 2023, from <https://med.uc.edu/indispensable/more-stories/class-of-2022-uc-college-of-medicine>

stephanie.schuckman@uc.edu