

Debriefing the Intercultural Development Inventory®



INTERCULTURAL
DEVELOPMENT
INVENTORY

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The Jaffray Centre is committed to helping people develop Cultural Fluency. Cultural fluency, also known as intercultural competence, is defined as *the ability to communicate and act appropriately and effectively across cultural difference*. The Intercultural Development Inventory® is designed to increase understanding of how one engages with cultural difference. Through self-awareness we begin to appreciate how cultural differences impact our behavior and our interactions with others. This awareness launches us on an ongoing journey towards greater cultural fluency as we become more attentive to the perspectives others bring to our lives and our work. Although assessments of this nature are only a starting point, we trust that the insights gained from this tool will be helpful along your journey towards greater cultural fluency.

Objectives:

- Review the key elements of the Intercultural Development Inventory
- Highlight key concepts of culture, diversity, inclusion, and cultural fluency
- Develop awareness of one's own approach to navigating similarities and differences
- Begin a conversation on how to apply this to both personal and professional contexts

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“It may not be too much to claim that the future of our world will depend on how we deal with identity and difference.” - Miroslav Volf

About the Intercultural Development Inventory

The Intercultural Development Inventory (IDI®) is an online assessment tool which identifies the common patterns and behaviors we each employ when interacting with those who are different from us. Unlike other tools, the IDI is developmental and does not look at personal characteristics or traits. Instead, it assesses the complexity with which one experiences cultural differences.

Dr. Mitch Hammer developed the IDI based on Dr. Milton Bennet's Developmental Model of Intercultural Sensitivity. The IDI is a Cross-culturally validated measurement of intercultural competence which is used by governments, businesses, non-profits, and educational institutions. The 50 item online questionnaire has been "back translated" into 17 languages, and is able to produce customized group and individual profile reports.



The IDI assessment tool and model is:

- **Holistic** — assesses mind/action sets; not individual personality, knowledge, attitude or skill dimensions
- **Developmental** — not typological
- **Interculturally grounded** — explains how individuals and/or groups experience cultural differences and commonalities

You can read more about the IDI, its uses, and validity at: <https://idiinventory.com/>

Steps to take the IDI:

- 1) You will be emailed a unique login and password.
- 2) Go to <https://idi5.idiassessment.com/>
- 3) Login and complete the 50 question assessment. This usually takes less than 30 minutes.
 - Please note, the IDI is available in 17 languages. You can select your language of preference at the top of the assessment page.
 - When filling out the assessment, relax and answer the questions honestly. There are no right or wrong answers. It can be helpful to think of a specific culture with which you are most familiar and to reflect on that culture while answering the questions. If you do not understand a question, don't worry, just answer it the best you can.
- 4) Click Submit and you are done.
- 5) After you submit your IDI, we'll be meeting with you to go over the results. Your personal results will be strictly confidential, and not shared with anyone beyond the Jaffray IDI administrator who will be working with you. For those doing a personal one on one debrief, we will provide you with your Individual IDI Profile and a customized Intercultural Development Plan® (IDP®). The IDP is a key resource to help you on your journey to increasing your intercultural mindset. Studies have shown that by spending a few months intentionally working through the items in the IDP, people can advance one or more developmental orientations.

FAQs

I don't want anyone to know my IDI results. Will these be confidential?

It's natural for people to have concerns about the confidentiality of their assessments. As Qualified Administrators of the IDI, we are not permitted to share individual profile results with anyone other than the individual themselves, so results will be handled with the strictest confidence. The reports are all housed on the secure IDI server.

For the group profile, the information is only included in the aggregate form, so individual respondents cannot be identified in the results. This is the only profile information which will be shared publicly in the group debrief.

Lauren will be the only one who is accessing the information on the IDI server, but she will only be retrieving individual profile reports for those who are doing individual debriefs. If someone is only participating in the group debrief, their individual report will not be viewed.

How do I see my Individual Profile Report?

IDI only permits us to provide an Individual Profile Report and an Intercultural Development Plan (IDP) after completing a personal debrief. These debriefs usually take 30-45 minutes. To set up a personal debrief and receive your Individual IDI and IDP, email us at jaffray@ambrose.edu and we'll be glad to arrange a time for a personal debrief.

Who will do my one on one debrief?

Both Charles and Lauren are Qualified Administrators of the IDI and will be available to do the individual debriefs. When you visit the [online booking system](#), you will be given the opportunity to select which qualified administrator you would like to schedule the debrief with.

I am interested in doing the IDI assessment with my class/church. How do I arrange this?

The Jaffray Centre would be glad to talk with you about the possibility of doing the assessment with your group. You can contact us at jaffray@ambrose.edu.

Resources

We think developing cultural fluency is important, but don't just take our word for it. Here are a few resources to check out:

- BBC article on [The 'hidden talent' that Determines Success](#) by David Robson
- Cross-Cultural Competence is listed as one of the top competencies in the [Future Skills](#) report by Institute for the Future. The IDI is listed as a means to assess this competency.
- British Council research on [Culture at Work: The value of intercultural skills in the workplace](#)
- There are various articles and research related to the IDI listed on their website <https://idiinventory.com/idi-validation/>

Who We Are

Charles Cook, PhD - Charlie is the Executive Director of the Jaffray Centre for Global Initiatives and Professor of Global Studies and Mission at Ambrose University where he has served since 1989. He is a Qualified Administrator of the Intercultural Development Inventory® assessment. Prior to teaching at Ambrose, the Cooks worked in Bolivia, Mexico and Argentina. Born to Canadian international workers he was raised in Colombia, Ecuador and Peru. When he is not teaching he can be found involved in various Jaffray related activities in different corners of the world.



Lauren Goldbeck, MA has been the Research and Program Coordinator for the Jaffray Centre for Global Initiatives at Ambrose University for the past four years. Prior to that she managed two cafes in Laos with a Business as Missions focus for three years, and spent a year in Vietnam teaching English. Lauren has a Master of Arts in Intercultural Ministries from Ambrose Seminary and is a Qualified Administrator of the Intercultural Development Inventory®.



Jaffray Centre for Global Initiatives

The mission of the Jaffray Centre for Global Initiatives is to engage our multicultural world in new and meaningful ways through education, research, and project development. The Jaffray Centre is a combination incubator/greenhouse where new ideas, collaborative initiatives, and fresh ways of looking at God's global mission are nurtured.

The Jaffray Centre is committed to helping Canadians develop Cultural Fluency so they can engage appropriately and effectively with the cultural diversity in their neighborhoods. As part of this initiative, the Jaffray Centre recently published a collection of papers on the topic. *Beyond Hospitality: Migration, Multiculturalism, and the Church* is available from [Tyndale Academic Press](#) or [Amazon](#). The [2021 JaffrayAng Symposium](#) will continue to explore the issue around the need to move *Beyond Multiculturalism: Intentional Intercultural Congregations in a Globalizing and Hybridizing World*.

To find out more about the Jaffray Centre,
visit us at www.jaffrayglobal.com or email us at jaffray@ambrose.edu