

# THE INTERCULTURAL DEVELOPMENT INVENTORY (IDI)



The Intercultural Development Inventory® (IDI®) is a highly researched, reputable, and widely used online assessment. It provides individuals, groups, and organizations the opportunity to assess and further develop intercultural capabilities. Assessment results create a realistic and accurate picture of an individual's worldview on a continuum of development. The IDI also informs the design of a custom intercultural development plan to accelerate strategic growth.

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## HOW CAN YOU USE THE IDI?

- **Individuals:** The IDI can serve as a starting point for intercultural coaching, a guided process of creating an intercultural development plan and coaching around intercultural stress points.
- **Leaders:** The IDI can be used to support leaders in any industry or role in developing intercultural competence.
- **Teams:** The IDI can be used to develop custom team reports and support specific organizational goals.
- **Educators/students:** The IDI can be used to support intercultural growth for educators and students in specific classes, campus diversity initiatives, or study abroad programs.
- **Churches:** The IDI can help churches to develop a strategy for how to effectively value, engage with, and leverage cultural differences.
- **Missionaries:** The IDI is an excellent tool to support a strategic intercultural development for both long-term and short-term missionaries.

# SERVICES

## The standard IDI package provides:

1. access to the IDI online inventory
2. a 2-hour introductory workshop
3. a 45-minute individual feedback session
4. a 60-minute action planning workshop

*\*IDI Individual Coaching is recommended for executive leaders and diversity task force members to provide support for sustainable, strategic change within your team or organization. See p. 3 for a sample coaching package.*

### PHASE 1: INTRO TO THE IDI

#### Step 1: Take the IDI.

Using an online access code, all participants complete the IDI, a 30 minute assessment.

#### Step 2: Attend IDI presentation.

The initial 2-hour workshop provides foundational information about the Intercultural Development Inventory® (IDI®), leading across differences, and interactive opportunities for discussion amongst team members.

### PHASE 2: FEEDBACK & PLANNING

#### Step 3: Debrief Individual Feedback.

The 45-minute feedback session provides insight into IDI assessment results and tools to customize an Intercultural Development Plan (IDP).

#### Step 4: Participate in Action Planning.

The 60-minute follow-up workshop includes a group profile report and provides an opportunity for participants to discuss strategies to customize an action plan.

For current pricing and availability, contact:  
[bethany@theleadershipcoachinglab.com](mailto:bethany@theleadershipcoachinglab.com)  
[www.theleadershipcoachinglab.com](http://www.theleadershipcoachinglab.com)

# INDIVIDUAL IDI COACHING

After your Intercultural Development Inventory (IDI) debrief, continue to build your awareness & make progress with this 4-session Intercultural Development Plan coaching package. The package consists of 4 60-minute individual coaching sessions. *Please contact [bethany@theleadershipcoachinglab.com](mailto:bethany@theleadershipcoachinglab.com) for rates and scheduling.*

## **INTERCULTURAL DEVELOPMENT PLAN STRATEGY SESSION 1**

Targeted goal setting is critical to building your intercultural skills. In this session, we will review your IDI results and focus on setting specific, measurable goals and identifying potential challenges.

## **INTERCULTURAL DEVELOPMENT PLAN STRATEGY SESSION 2**

In this session, we will explore the high impact activities and opportunities that will help you to make progress towards your goals. You will leave with a clear action plan to implement.

## **INTERCULTURAL DEVELOPMENT PLAN STRATEGY CHECK-IN**

The focus in this session will be to assess your progress, reflect on critical learning, and make strategy changes based on what is and isn't working with your action plan.

## **INTERCULTURAL DEVELOPMENT PLAN IMPACT SESSION**

What impact are you seeing, at an individual level, as well as in the contributions you are making to your team or organization? What habits do you want to create and maintain for long-term impact?