

# 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?

# 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.

## HOW CAN YOU USE THE IDI?

- **Individuals:** The IDI can serve as a starting point for self-assessment of an individual's strengths and developmental priorities in navigating diversity with cultural sensitivity. Implementation of an intercultural development plan supports individuals in identifying strategies to reduce bias, more deeply understanding diverse perspectives, and adapting culturally sensitive behaviors.
- **Leaders:** The IDI can be used to support leaders in any industry or role in developing intercultural competence, and prepare them to contribute to or design a strategic organizational plan to support diversity & inclusion initiatives.
- **Teams:** The IDI can be used to develop custom team reports and support the development of inclusive team cultures.
- **Educators/students:** The IDI can be used to support intercultural growth for educators and students in specific classes, campus diversity initiatives, or study abroad opportunities.

## WHAT ARE THE BENEFITS?

With a commitment to a strategic plan and access to training and resources, individuals who have completed an Intercultural Development Plan (IDP) have demonstrated:

- greater recognition & appreciation of differences
- higher quality interactions with colleagues
- more effective & inclusive teamwork behaviors
- greater success in hiring diverse talent