

Highroad Global Services: A Qualified IDI Administrator - Visit us at <http://www.highroaders.com>



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A. What is the IDI?

The Intercultural Development Inventory (IDI) is a statistically valid assessment that measures your intercultural competence. If your job depends on cross-cultural skills in any way, this tool is for you. What is the IDI?

- ❖ The IDI is a 50-item instrument available in 12 languages that takes about 30-40 minutes to complete.
- ❖ The IDI is a continuum that shows where you are in your intercultural development and where you want to be.
- ❖ Studies show that neither international experience nor language fluency are predictors of intercultural competence. The IDI gives you an accurate picture of how your job may be impacted by your intercultural capability.
- ❖ The IDI is based on extensive psychometrics, not opinion, and is unbiased by culture, age, gender, education level and mood.
- ❖ Your IDI administrator ties the IDI results to your business goals and provides a pathway for development.

B. Uses of the IDI

- ❖ To prepare people to work or live in a new culture or multicultural environment
- ❖ To prepare teams for working across cultures whether virtually or in person
- ❖ To increase self-awareness and cultural effectiveness on the job
- ❖ To assess and design training content
- ❖ To develop executives
- ❖ To assist in the selection and/or assess readiness of overseas assignment candidates
- ❖ To determine the degree of cultural fit for mergers and acquisitions

C. How it Works

1. Your IDI administrator interviews you to determine your intercultural goals and objectives.
2. You take the IDI online.
3. Your results are sent to your IDI administrator to be interpreted.
4. Your results are then sent to you to review.
5. You schedule a coaching appointment with your IDI administrator to discuss the results and your goals.
6. An action plan and next steps are developed.
7. Ongoing coaching sessions may be scheduled.

Interested in the IDI? Call 770-936-9209 to find out how this tool can help you meet your international objectives.

Information adapted from Dr. Mitchell Hammer