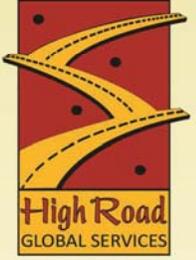


Highroad Global Services: A Qualified IDI Administrator - Visit us at <http://www.highroaders.com>



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A. What is the IDI?

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

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 a 50-item instrument available in 12 languages that takes about 45 minutes to complete.
- ❖ The IDI provides two ratings: Where the instrument rates you and where you rate yourself on intercultural sensitivity and capability.
- ❖ The IDI is based on extensive psychometrics, not on opinion, and is unbiased by culture, age, gender, education level and mood.
- ❖ Your IDI administrator ties your results to your business goals and provides a pathway for development.

B. Uses of the IDI

- ❖ To develop global leaders and executives
- ❖ To prepare people to work or live successfully in a new culture or multicultural environment
- ❖ To optimize global teams (virtual or face-to-face)
- ❖ To increase self-awareness and global effectiveness on the job
- ❖ To assess and design training content
- ❖ To develop readiness of overseas assignment candidates
- ❖ To determine the degree of cultural fit for mergers and acquisitions

C. How it Works

1. You have a short interview by phone with your administrator to determine your goal for the taking the IDI.
2. You take the IDI online.
3. Your IDI administrator interprets the results, and then sends them to you for review.
5. You schedule a coaching appointment with your administrator to discuss the results.
6. An action plan and next steps are developed in line with your goal.
7. Ongoing coaching sessions may be scheduled if needed.

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

Information adapted from Dr. Mitchell Hammer