

# Understanding the Intercultural Development Inventory

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## ■ Intercultural Competence



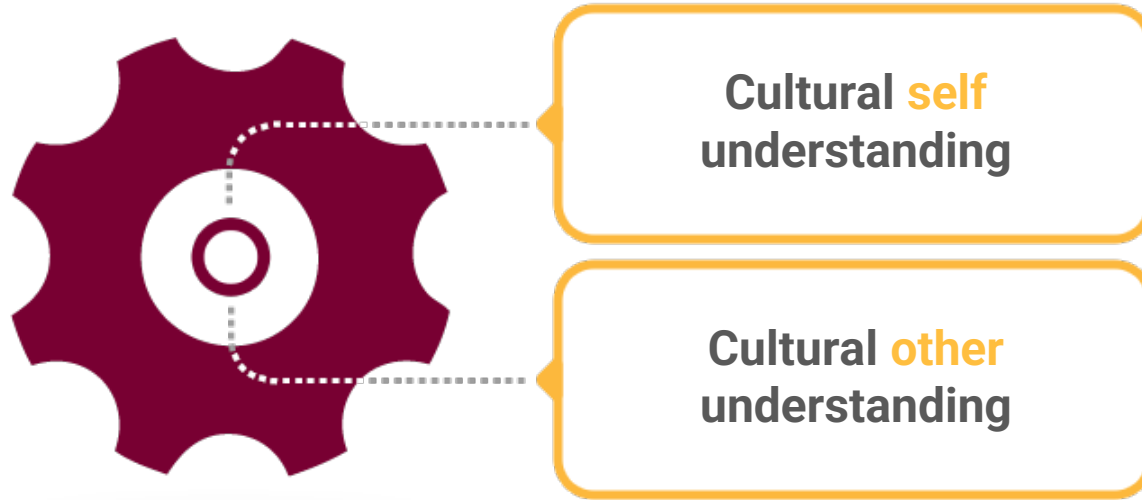
The capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities.

# | Intercultural Competence



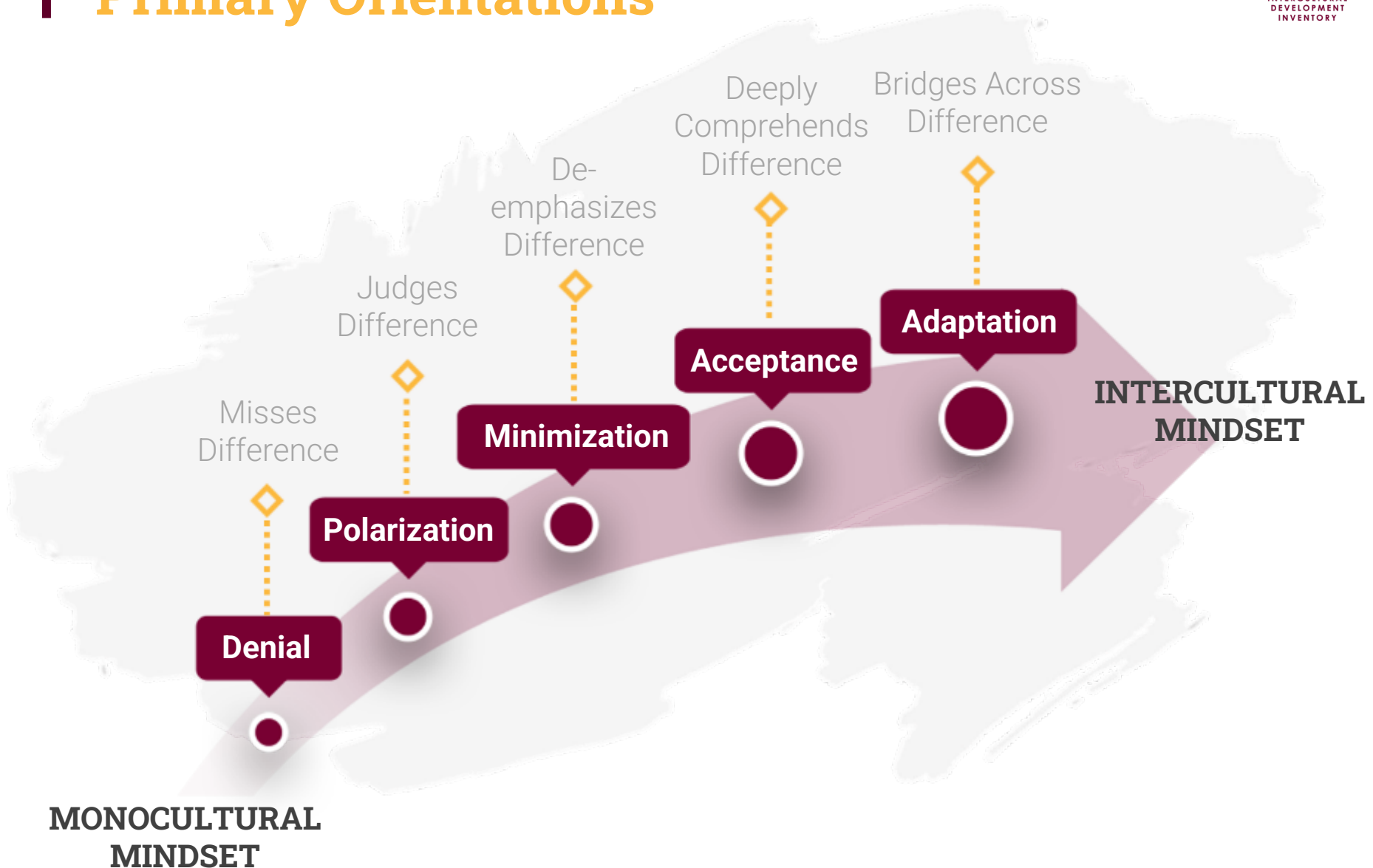
Diversity	+ Intercultural Competence =	Inclusion
<ul style="list-style-type: none"> <li>◇ The WHO: The mix of differences</li> <li>◇ Focus on “impact” of differences</li> <li>◇ Measured by demographic analysis</li> </ul>	<ul style="list-style-type: none"> <li>◇ The HOW: How to make the mix work</li> <li>◇ Focus on capacity</li> <li>◇ <b>Measured by the IDI</b></li> </ul>	<ul style="list-style-type: none"> <li>◇ The WHAT: The “mix” feeling valued and engaged</li> <li>◇ Focus on the experience</li> <li>◇ Measured by outcomes</li> </ul>

# Core IDI Concept: Intercultural Competence



The *capacity* to shift perspective and behavior based on commonalities and differences by experiencing cultures and individuals with greater levels of complexity.

# Intercultural Development Continuum: Primary Orientations

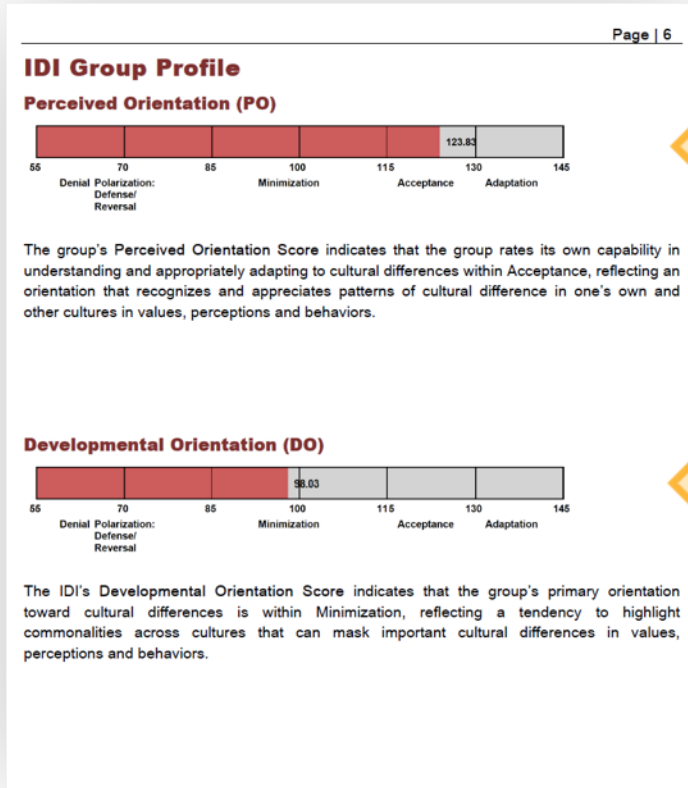


# Group Profile Results

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# Understanding IDI Reports

## Page 6: Perceived Orientation and Developmental Orientation



PO

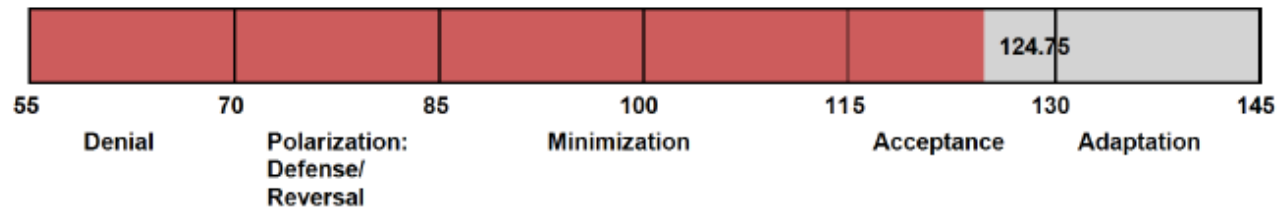
Perceived  
Orientation

DO

Developmental  
Orientation

# Understanding IDI Reports

## Perceived Orientation (PO)

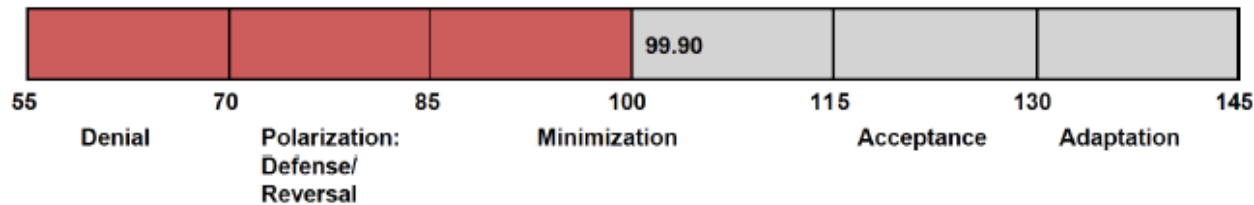


The group's Perceived Orientation Score indicates that the group rates its own capability in understanding and appropriately adapting to cultural differences within Acceptance, reflecting an orientation that recognizes and appreciates patterns of cultural difference in one's own and other cultures in values, perceptions, and behaviors.



# Understanding IDI Reports

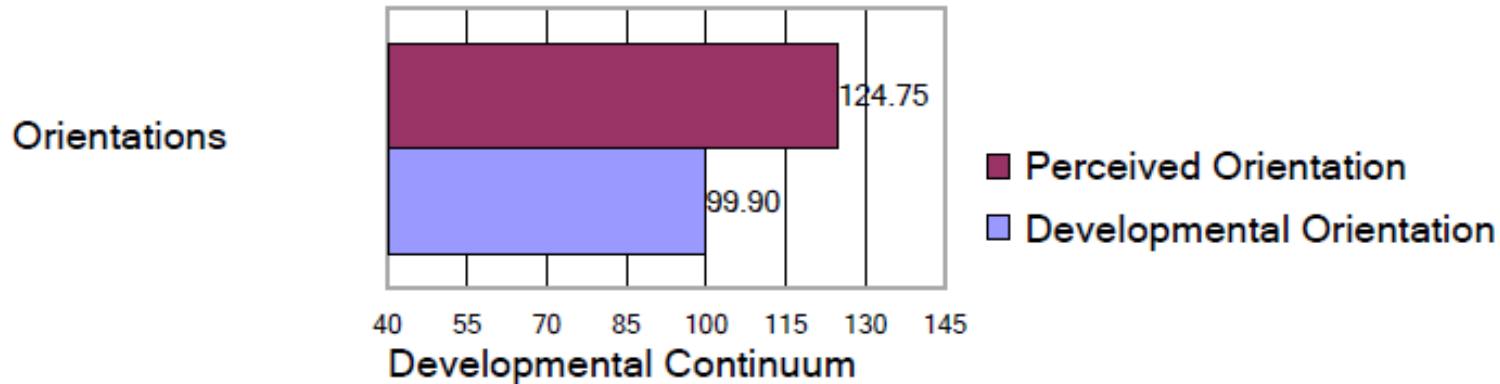
## Developmental Orientation (DO)



The group's Developmental Orientation Score indicates that the group's primary orientation toward cultural differences is within Minimization, reflecting a tendency to highlight commonalities across cultures that can mask important cultural differences in values, perceptions, and behaviors.

# Understanding IDI Reports

## Orientation Gap (OG)



The Orientation Gap between the group's Perceived Orientation score and its Developmental Orientation score is 24.86 points.

more effectively and frequently than you did.

You may also feel your IDI results are often grounded in the gap between your Perceived Orientation and your Developmental Orientation. Being aware of your Orientation Gap can help you better understand your own intercultural competence development.

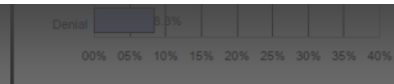
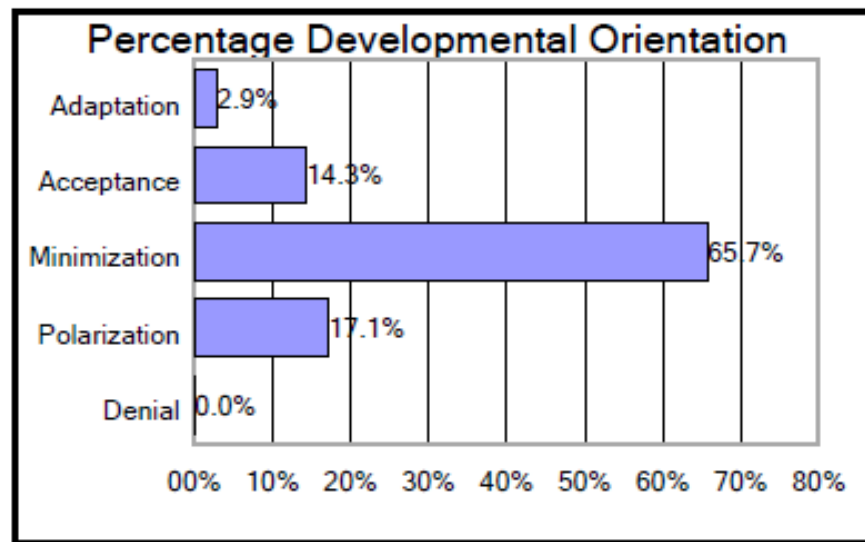
➤ If you underestimated your intercultural competence, you may have used less responsive strategies than you believe you used when you were first encountered where diversity challenges were present. You may have performed less competently than you did.

➤ If you accurately estimated your intercultural competence, you may have had your own sense of how well you do when you are first encountered where diversity challenges would not surprise you.

# Understanding IDI Reports

of DO

## Range of Developmental Orientations



The chart above identifies the percentage of group members whose Developmental Orientation falls within each of the Orientations. Also, your responses to the IDI indicate the degree to which your Polarization orientation is more Defense, Reversal or an equal combination of both. Your results indicate that:

Your Polarization is more Defense-like and less Reversal.

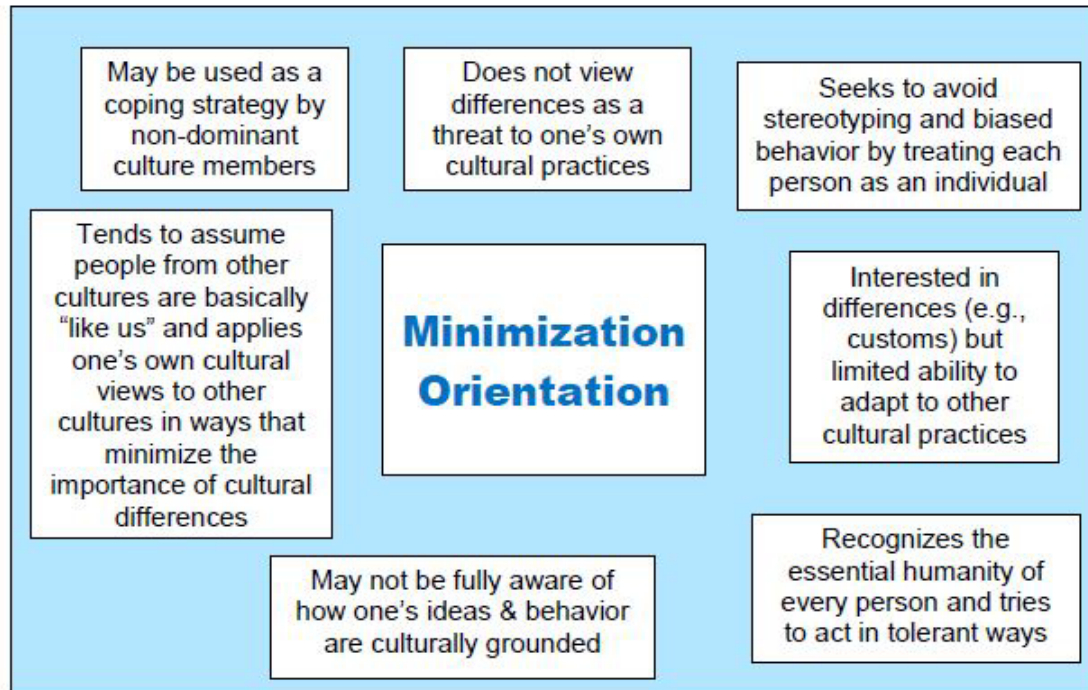
# Group Discussion

What stands out for you about this information?



## A Deeper Look at Your Developmental Orientation

A **Minimization** Orientation reflects a tendency to focus on commonalities across diverse communities that can mask deeper recognition of differences. Characteristics of a Minimization mindset are:



### Minimization Orientation

- **Strength:** Your group likely has found some success interacting with people from diverse cultures when commonalities can be drawn upon.
- **Developmental Opportunity:** Your group may struggle to bridge across diverse communities when differences need to be more deeply understood and acted upon. Your task is to develop a deeper understanding of your own culture—cultural self-awareness—and increased understanding of culture general and culture specific frameworks for making sense of and more fully attending to cultural differences.



## **Reflection Discussion**

How does this connect to the strengths and challenges within social work practice.? Within working in child welfare?

# Next Steps

- Sign up for an Individual Debrief with a Qualified Administrator before 11/30/23.
- Learning Opportunities (must complete 3, only 1 can be the individual learning):

## Learning Exchanges:

A loosely guided conversation grounded in a specific topic

## Podcast Discussions

Listen to an assigned podcast and gather to have a conversation regarding how it applies to the IDI continuum.

## Individual Learning

An independent activity they actively supports your Intercultural Development Plan. Trujillo

