



Michigan Conference

The United Methodist Church

Intercultural Development Inventory (IDI)

Theory Based:

- See individual or group's progression along a continuum
- Provides in-depth insights on how we can make sense of and respond to cultural differences
- Measures mindset and skillset

Developmental:

- Focus is on increasing intercultural competence
- Conversations and actions directed toward growth and development rather than judgment

The IDI can be used to help strengthen your leadership skills in a variety of ways:

- **Pastoral Care:** Understanding and responding to congregation members with different backgrounds, theologies and experiences with Christianity.
- **Ministry Teams:** Better understanding of how your church leadership team functions when encountering diversity.
- **New Skills:** If you feel like you need a new way of thinking about moving into the next stage of your leadership identity, the IDI is for you.
- **Church Conversations:** Your church wants to talk about some challenging topics — how can we have those conversations well?

Practical Information:

- Extensive, in-depth insights on individual and group levels
- Customized IDI profile reports that present valid, quantitative information on how to engage cultural difference in day-to-day interactions

Actionable:

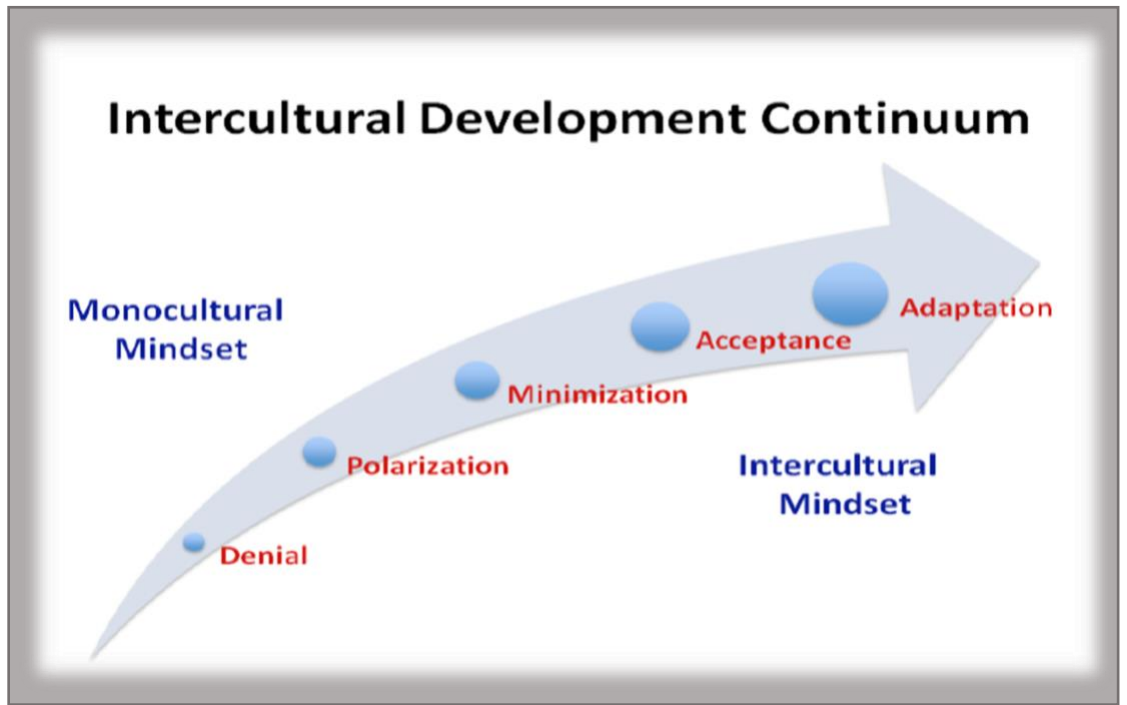
- Plans that guide through a series of activities and self-reflections
- Training designed to substantially increase intercultural competence based on IDI profile results

Spans Across Cultures:

- Provides powerful and accurate profile of respondents' orientations toward a wide range of "other culture" groups including nationality, ethnicity, race, gender, and additional diversity categories

Wide Application:

- Individual feedback and development
- Training opportunities
- Engagement survey, program evaluation, and benchmarking



When Denial is present in the workplace, cultural diversity oftentimes feels “ignored.”



When Polarization is present in an organization, diversity typically feels “uncomfortable.”



This latter strategy can have survival value for non-dominant culture members and often takes the form of “go along to get along.” When Minimization exists in organizations, diversity often feels “not heard.”



When Acceptance is present in organizations and educational institutions, diversity feels “understood.”



When an Adaptation mindset is present in the workplace, diversity feels “valued and involved.”