

The Intercultural Development Inventory (IDI)

Creating Self-Awareness

The Intercultural Development Inventory (IDI) is a crucial tool in the process toward developing intercultural competence. You need to know where you are starting from. It will give you a benchmark for understanding where you or your work team needs to develop and how to plan training and coaching responses.

The Intercultural Development Inventory (IDI) was formulated by Dr. Mitchell Hammer (1998) in cooperation with Dr. Milton Bennett. The IDI is a 60-item, theory-based instrument which measures five of the six major stages of Bennett's Developmental Model of Intercultural Sensitivity (DMIS). The instrument is easy to complete, and it can generate a graphic profile of an individual's, or group's, predominant stage of development and a textual interpretation of that stage and associated transition issues. Knowledge of an individual's or group's predominant orientation toward cultural difference is extremely valuable for personal or organizational needs assessment, for education and training design, and for the evaluation of program effectiveness.

View a [sample copy](#) of an IDI personal profile.

If you would like to arrange an IDI personal profile, please [contact our office](#) for login information regarding our online administrator. You will also need to set up an appointment for a telephone or skype debriefing session (30-45 minutes), once your profile is ready. Cost: \$200

If you would like to arrange for an IDI group profile, please [contact our office](#) to schedule the assessment and group debrief. Normally a group profile would be used as part of an overall organizational development process, so please contact our office to discuss options for an organizational consultation and development contract. Costs: varying.

[attachments]

DMIS article

Sample IDI profile

Contact Us link (phone/email)