

Are You Interculturally Competent?



What is intercultural competence?

Though definitions vary, intercultural competence is defined here as the ability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. This ability is considered essential to our role as citizens of the world.

How to measure intercultural competence?

The IDI (Intercultural Development Inventory), a cross-cultural developmental tool based on research by M.R. Bennett, and developed by Dr. M. Hammer, allows to assess and further develop intercultural competence.

To learn more, [click here](#)

Who uses the IDI?

The IDI is used by corporations, not-for-profit organizations, government agencies, secondary schools, colleges, and universities in more than 30 countries. Here are a few examples:

- Microsoft • Walt Disney Parks and Resorts • YMCA • AARP
- Arizona State University • Chinese University of Hong Kong
- Duke University • State University • University of Minnesota
- Texas A&M University • U.S. Naval Academy • State of Oregon

Why use the IDI?

Intercultural competence is a key component for developing environments that promote both optimal living and working conditions. Being aware of one's own intercultural competence and reflecting upon cultures allows a person to transcend ethnocentrism (the belief that your own ethnic group or culture is superior to others) and create positive relations across cultural boundaries both internationally and domestically.

Our daily work environment promotes collaboration and/or interaction with students, colleagues, administrators, and researchers, from diverse backgrounds, which stresses the importance of creating a positive atmosphere around us. The IDI helps us we become aware of our own intercultural competence, and as we keep developing it, we improve our environment.

The IDI would enhance research involving, but not limited to, diversity, global outreach, and cultural differences, as well as areas such as Healthy Populations and Vital Communities, Sustainable Energy, Environmental and Societal Infrastructures, and Food Systems and Security when diverse cultures are involved.

The IDI can also be used to measure students' intercultural competence by pre- and post- testing them either at the onset of their program of studies and before graduation, before and after studying abroad, or for a specific course.

How does it work?

The IDI consists of a 50-item questionnaire and a few contexting questions to be taken at your convenience on your own computer and can be administered in 17 languages. It can be used for individuals and/or groups.

A group profile report (if applicable) and an individual profile report are generated. These profiles are debriefed in a group session (if applicable) and individually. During the confidential individual session, an Individual Intercultural Development Plan (IDP) will also be provided since the IDI is a development tool and will help you continue increasing your intercultural competence.

How much does it cost?

Please see one of the qualified administrators for the fee as it varies based on your needs.

Who are the qualified administrators?

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