## **APPENDIX E1: Intercultural Development Inventory (IDI)**

## INTERCULTURAL DEVELOPMENT INVENTORY® V3 EDUCATION

The Intercultural Development Inventory (IDI®) is a valid, reliable instrument measuring people's basic orientations toward cultural difference. Thank you for your valuable assistance.

## CONFIDENTIALITY

Your honest responses to the IDI® are crucial to its effectiveness. If your name or identification is asked for, your individual responses will be kept in strict confidence by the IDI® administrator.

### RESPONDING TO ITEMS

There are no right or wrong answers, nor "good" or "bad" responses. Respond to each statement based on your first, initial reaction. BE SURE to respond to each and every item. Ignoring some statements will mean that your total responses will not reflect your own personal viewpoint, and your completed survey cannot be properly analyzed.

The items in the IDI® are drawn from actual statements made by people from many cultures throughout the world. The wording and content of the items reflect a range of viewpoints toward cultural differences. It is important that you respond to each item based on your agreement or disagreement with the overall content of each item. You should not respond based on whether you believe a certain type of statement should or should not be made or whether you like or dislike the way a statement is worded.

Some of the items in the IDI® express a viewpoint that you might not feel comfortable expressing to others. When responding to these types of statements in the IDI®, you should think about the degree to which you agree or disagree with the overall content or meaning of each statement as if you "overheard" someone make that statement.

## DEFINING "CULTURE"

Each of us has a worldview that is related to participation in one or more culture groups. These groups are typically defined by national and/or ethnic boundaries, but they may also represent other affiliations. In the IDI®, terms such as "our culture" or "my culture" refer to the culture group(s) to which you feel you "belong" the most. The terms "other cultures," "people from different cultures," or "different cultures" refer to groups to which you do not feel you belong.

Try to think about the other culture groups with which you are familiar. Please avoid considering cultures that you know only from media. Respond to each item in the IDI® in terms of the specific culture groups with which you have had the most contact or experience.

@Mitchell R. Hammer, Ph.D., IDI, LLC 1999-2012

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### INSTRUCTIONS

Use a No. 2 pencil, or blue or black ink pen only.

Do not use pens with ink that soaks through the paper.

Make solid marks that fill the oval completely.

Fill in the number that best represents your response.

Complete every item.

Erase errors completely or use an "X" to indicate erasure.

Do not tear or mutilate this form.

CORRECT MARK

Ø Ø ● ○ INCORRECT MARKS







For each statement, please fill in the number that most accurately indicates your agreement or disagreement with the item. When a statement presents an opinion or viewpoint, respond to that item as if you overheard someone making that statement. Also, be sure to respond to each item in terms of the specific culture(s) with which you have had the most contact or experience.

Responses: 1 = disagree 2 = disagree somewhat more than agree 3 = disagree some and agree some4 = agree somewhat more than disagree 5 = agree

### **EXAMPLE:** "I like people from different cultures." In this example, if you "agree" with this statement, you would fill in the number "5." If you "disagree somewhat more than agree" with this statement, you would fill in the number "2." 1. It is appropriate that people do not care what happens outside their country. 2 3 (4) (5) 1 2. I feel rootless because I do not think I have a cultural identification. (2) (3) (4) (5) 1 3. I have observed many instances of misunderstanding due to cultural differences in 1 2 3 4 (5) gesturing or eye contact. 4. When I am with people from different cultures, I act differently than when I am (5) (D) (2) (3) 4 with people from my own culture. 5. I have seen many situations where cultural differences in the way people express 1 2 3 1 (3) their emotions led to misunderstanding. People of other cultures are more interested in improving themselves than we are. 2 3 4 (5) 1 7. People are the same; we have the same needs, interests, and goals in life. 1 (2) 3 4 (5) (5) Technology is creating a single world-wide culture. 1 (2) (3) (4) I can look at the world through the eyes of a person from another culture. (2) (3) (5) 1 (4) 10. I do not feel I have a culture. (T) (2) (3) (4) (5) 11. When I come in contact with people from a different culture, I find I can change 1 2 (3) 4 (3) my behavior to adapt to theirs. 12. I use different cultural criteria for interpreting and evaluating situations. 2 3 (5) 1 (4) 13. While I see myself as a member of my own culture, when I am in one or more 1 (3) (5) other cultures, I find myself thinking like a member of that group. 14. I evaluate situations in my own culture based on my experiences and knowledge 2 4 (5) 1 3 of other cultures. 15. It is appropriate that members of our stronger culture have more opportunities. 2 3 4 (5) 16. Human behavior worldwide should be governed by natural and universal ideas of 1 (2) 3 4 (5) right and wrong. 17. There would be fewer problems in the world if culturally different groups kept to 1 (2) (3) (4) (5) People from our culture are lazier than people from other cultures. (5) 1 (2) (3) (4) 19. I can change my behavior to adapt to other cultures. (5) 1 (2) (3) (4) 20. I do not feel I am a member of any one culture or combination of cultures. 1 (2) 3 (4) (5) 21. Many times I have noticed cultural differences in how direct or indirect people are 1 (2) 3 4 (5) in conversation. 22. If only other cultures were more like ours, the world would be a better place. 2 3 4 (5)

Intercultural Development Inventory

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23.	I am often aware of cultural differences in how decisions are made.	1	2	3	4	(5)
24.	People from our culture are less polite compared with people from other cultures.	1	2	3	4	(5)
25.	I do not identify with any culture, but with what I have inside.	1	2	3	4	(5)
26.	My cultural identity is not clear to me because it is not grounded in the values and patterns of any particular cultural group.	1	2	3	4	3
27.	Too much attention is directed toward other cultures.	1	2	3	4	<b>5</b>
28.	People from other cultures are more sophisticated than people from our culture.	1	2	3	(1)	(5)
29.	Other cultures relate to technology better than our culture does.	1	2	3	<b>(4)</b>	(3)
30.	Despite some cultural differences, it is more important to recognize that people are all alike in their humanity.	1	(2)	3	4	(5)
31.	If only our culture was more like other cultures, the world would be a better place.	1	2	3	<b>(1)</b>	(5)
32.	I often act as a cultural bridge between people from different cultures.	1	3	(1)	(1)	(3)
33.	People from our culture are less tolerant compared with people from other cultures.	①	(2)	1	(d)	(5)
34.	People from other cultures are not as interested as we are in improving themselves.	①	(3)	3	(3)	(5)
35.	Too much cultural diversity is bound to lead to divisive conflict.	1	(2)	(3)	(3)	(3)
36.	People are fundamentally the same despite apparent differences in cultures.	1	3	3	(1)	(3)
37.	Family values are stronger in other cultures than in our culture.	1	(2)	(1)	<b>(</b>	(5)
38.	It is appropriate that people do not socialize very much with individuals from different cultures.	①	3	(3)	⊕	(3)
39.	People in our culture work harder than people in most other cultures.	1	2	3	(3)	<b>3</b>
40.	Our culture's way of life should be a model for the rest of the world.	1	(2)	3	① '	(3)
41.	Cultural differences are less important than the fact that people have the same needs, interests, and goals in life.	①	2	3	<b>(1)</b>	(5)
42.	Family values are stronger in our culture than in other cultures.	1	2	3	(1)	(5)
43.	People should avoid individuals from other cultures who behave differently.	1	2	3	(I)	(5)
44.	People from our culture are not as open-minded as people from other cultures.	1	2	3	<b>(1)</b>	(3)
45.	Our common humanity deserves more attention than cultural difference.	1	3	3	<b>(</b>	(5)
46.	Because there are universal values, cross-cultural conflicts can be resolved.	1	②.	3	(1)	(5)
47.	I have frequently observed cultural differences in how problems are defined and solved.	①	(2)	3	<b>①</b>	(5)
	It is best to form relationships with people of your own culture.	①	2	3	4	(5)
49.	Universal moral principles provide an effective guide for behavior in other cultures.	1	(3)	1	<b>(1)</b>	(3)
50.	I frequently change my behavior to deal with cultural differences in gesturing or eye contact.	1	2	3	(d)	3
	Please Co	1			9	





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## Part Two

51. First (Given) Name:

For each question in Part Two, please select the response that best describes your background.

52. Last (Family) Name:

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3. Iden	tification	Number:				
				56. To	otal amount of time y	ou have lived in another country:
00	0000	000			Never lived in another coun	etry O 1–2 years
OO	0000	000		1	Less than 3 months	○ 3–5 years
	0000	222			3-6 months	○ 6-10 years
		333			7-11 months	Over 10 years
22	3333			i		
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59.	9. Are you a member of an ethnic minority in your country?   Yes   No								
60.	Country of citizens	hip	(passport country)						
	Indicate the count	ry t	hàt you consider yo	ur	primary country of	cit	rizenship.		South Africa
0	Afghanistan	0	Cook Islands		Iraq	0	Nepal	0	South Georgia and the South
	Aland Islands				Ireland		Netherlands		Sandwich Islands
0	Albania				Isle of Man		Netherlands Antilles	0	Spain
$\circ$	Algeria	$\circ$			Israel		New Caledonia		Sri Lanka
$\circ$	American Samoa	$\circ$	Cuba	0	Italy		New Zealand		Sudan
0	Andorra	$\circ$	Cyprus	0	Jamaica	$\circ$	Nicaragua	0	South Sudan
$\circ$	Angola			$\circ$	Japan	$\circ$	Niger	$\circ$	Suriname
	Anguilla		Denmark		Jersey		Nigeria	0	Svalbard and
	Antarctica		Djibouti		Jordan		Niue	_	Jan Mayen
	Antigua and Barbuda	_	Dominica		Kazakhstan		Norfolk Island		Swaziland
	Argentina	0			Kenya	$\circ$	Northern Mariana		Sweden
	Armenia		Ecuador		Kiribati Korea, Democratic	0	Islands Norway		Switzerland
	Aruba		Egypt El Salvador		People's Republic of		Oman	0	Syrian Arab Republic
	Australia	0			Korea, Republic of		Pakistan		Taiwan, Province
	Austria		Eritrea		Kuwait		Palau		of China
	Azerbaijan Bahamas	0			Kyrgyzstan		Palestinian Territory,	$\bigcirc$	Tajikistan
	Bahrain		Ethiopia		Lao People's		Occupied	(	Tanzania, United
	Bangladesh		Falkland Islands		Democratic Republic	$\overline{C}$	Panama		Republic of
	Barbados		(Malvinas)	0	Latvia	$\sim$	Papua New Guinea	,	Thailand
	Belarus	0	Faroe Islands		Lebanon	-	Paraguay		Timor-Leste
	Belgium		Fiji		Lesotho	_	Peru		Togo
	Belize		Finland	$\subset$	Liberia		Philippines		Tokelau
	Benin		France	$\circ$	Libyan Arab Jamahiriya	4	Pitcairn		Tonga
	Bermuda	0	French Guiana	$\bigcirc$	Liechtenstein		Poland	-	Trinidad and
	Bhutan	$\circ$	French Polynesia	$\bigcirc$	Lithuania	-	Portugal		Tobago
	Bolivia	$\circ$	French Southern	$\bigcirc$	Luxembourg		Puerto Rico		Tunisia
0	Bosnia and		Territories	$\bigcirc$	Macao	-	Qatar		Turkey
	Herzegovina	$\bigcirc$	Gabon	$\circ$	Macedonia, The Former		Reunion		Turkmenistan
0	Botswana	$\circ$	Gambia		Yugoslav Republic of	·	Romania		Turks and Caicos
0	Bouvet Island	$\circ$	Georgia	$\bigcirc$	Madagascar		Russian Federation		Islands
	Brazil	$\circ$	Germany	$\bigcirc$	Malawi	-	Rwanda		Tuvalu
0	British Indian	$\circ$	Ghana	$\circ$	Malaysia	-	Saint Barthelemy		Uganda
	Ocean Territory	0	Gibraltar	9	Maldives	- '	Saint Helena		Ukraine United Arab
$\circ$	Brunei Darussalam	$\circ$	Greece	0	Mali		Saint Kitts and Nevis		Emirates
$\circ$	Bulgaria		Greenland	0	Malta		Saint Lucia		United Kingdom
	Burkina Faso	_	Grenada	0	Marshall Islands		Saint Martin Saint Pierre and		United States
	Burundi	0		0	Martinique		Miquelon		United States Minor
	Cambodia		Guam	2	Mauritania		Saint Vincent and		Outlying Islands
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	Canada	-	Guernsey	0	Mayotte Mexico		Samoa		Uzbekistan
	Cape Verde	0			Micronesia, Federated	, -	San Marino		Vanuatu
	Cayman Islands		Guinea-Bissau		States of		Sao Tome and Principe		Vatican City State
	Central African Republic		Guyana Haiti		Moldova		Saudi Arabia		Venezuela
	Chad		Heard Island and		Monaco		Senegal		Viet Nam
	Chile		McDonald Islands	6			Serbia		Virgin Islands,
	China Christmas Tsland		Honduras	C	Montenegro		Seychelles		British
	Christmas Island Cocos (Keeling) Islands		Hong Kong	$\overline{c}$	Montserrat		Sierra Leone		Virgin Islands, U.S.
	Colombia		Hungary	Ö			Singapore		Wallis and Futuna
	Comoros		Iceland	Ö			Slovakia		Western Sahara
	Congo		India	ō			Slovenia		Yemen
	Congo, The Democratic		Indonesia		Namibia		Solomon Islands		Zambia
	Republic of the		Iran, Islamic Republic of	$\bigcirc$	Nauru		Somalia		Zimbabwe

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<ul> <li>Current position in your educational institution?</li> <li>Administration</li> <li>Student</li> <li>Faculty</li> <li>Volunteer</li> </ul>	65. Percentage of students who are international (visa holder) and minority (underrepresented) populations:
○ Staff ○ Other	O 0-10%
62. Name of Educational Institution:	26-50%
	○ 51-75%
	O 76-100%
(3) (3) (3) (3) (3) (3) (3) (3) (3) (3)	I am not able to give a general estimate
00000000000000000000000000000000000000	Not applicable
© © © © © © © © © © © © © © © © © © ©	- Not applicable
	<b>66.</b> Number of full-time administrators, teachers and support personnel in your educational institution:
	Less than 10 full-time staff
0 $0$ $0$ $0$ $0$ $0$ $0$ $0$ $0$ $0$	○ 10-20 full-time staff
00000000000000000000000000000000000000	○ 21–50 full-time staff
355355555555555 0000000000000000000	○ 51-100 full-time staff
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	○ 101-1,000 full-time staff
	1,001-10,000 full-time staff
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	<ul> <li>10,001-50,000 full-time staff</li> </ul>
	<ul> <li>50,001–100,000 full-time staff</li> </ul>
63. Kind of educational institution:	<ul> <li>100,001-500,000 full-time staff</li> </ul>
<ul> <li>Pre-school through secondary (high school)</li> </ul>	Over 500,000 full-time staff
Two-year post secondary (community college)	I am not able to give a general estimate
Four or more year post secondary (college, university)	Not applicable
Vocational post secondary (technical school)	
Other	67. Percentage of administrators, teachers and support personnel (staff) in your
64. Type of educational institution:	organization who are from minority (underrepresented) populations:
Public (non religious) school	0-10%
Private (non religious) school	○ 11-25%
Public (religiously affiliated) school	© 26–50%
Private (religiously affiliated) school	○ 51-75%
International School	O 76-100%
Other	I am not able to give a general estimate
	Not applicable
	- man approace





68. Percentage of administrators, teachers and support personnel (staff) in your organization who are from other countries (i.e., international visa holders)?									
	O-10%	○ 26-50%	O 76-100%	○ Not applicable					
	O 11-25%	O 51-75%	○ I am not able to give	e a general estimate					
The following questions have been identified by your educational institution.									
69.	Customized	1		<b>72.</b> Customized 4					
	① ② ③ ④ ⑤	(7) (8) (9) (9) (1) (1)		① ② ③ ④ ⑤	7) (1) (2) (10) (11)				
70.	Customized	2		<b>73.</b> Customized 5					
	① ② ③ ④ ⑤	7 8 9 11 12		① ② ③ ④ ⑤ ⑥	(7) (8) (9) (10) (11) (12)				
71.	· Customized	3		<b>74.</b> Customized 6					
	① ② ③ ④ ⑤ ⑥	7 6 9 9 9		D @ G G	(T) (G) (G) (B) (D) (B)				

Thank you for completing the IDI!



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