

Why the IDI?

The Intercultural Development Inventory[®] (IDI[®]) is the premier, cross-cultural assessment of intercultural competence that is used by thousands of individuals and organizations to build intercultural competence to achieve international and domestic diversity and inclusion goals and outcomes.

IDI research in organizations and educational institutions confirms two central findings when using the IDI:

- Interculturally competent behavior occurs at a level supported by the individual's or group's underlying orientation as assessed by the IDI.
- Training and leadership development efforts at building intercultural competence are more successful when they are based on the individual's or group's underlying developmental orientation as assessed by the IDI.

In contrast to many “personal characteristic” instruments, the IDI is a cross-culturally valid, reliable and generalizable measure of intercultural competence along the validated intercultural development continuum (adapted, based on IDI research, from the DMIS theory developed by Milton Bennett). Further, the IDI has been demonstrated through research to have high predictive validity to both bottom-line cross-cultural outcomes in organizations and intercultural goal accomplishments in education.

Link to more information: <https://idiinventory.com/wp-content/uploads/2016/05/why-consider-the-idi.pdf>

Why MCH chose IDI?

Because of the populations MCH seeks to build power with, it is crucial for us to have an inclusive tool that works across differences and strives to understand cultural diversity (a loaded term!). The IDI is unique in its ability to impact both one's personal and professional development. The assessment measures the placement of groups and individuals on a continuum, offering a self-awareness and self-reflectiveness that is paramount to understanding how to best develop as an organization. Additionally, the IDI is critical to establishing measurable goals that aid in developing intercultural competency in an intentional way.

SUMMARY OF SERVICES/PROCESS:

1. Initial conversation regarding organizational needs, goals, and objectives regarding utilizing the IDI (complimentary hour, introduction to materials/continuum)
2. Administration of IDI assessment
3. Individual consultation (in-person, over the phone, or video chat) to debrief individual profiles; generally takes one hour per person
4. Group consultation (**While this is an optional service, we highly recommend it as it is a key part of the development process**); generally takes two-three hours
5. Additional development consultant services (optional) i.e. coaching, 3 mo. follow-up, 6 mo. follow-up
6. Administrative fees:
 - Planning and preparation time

- Travel costs
- Lodging
- Additional materials

Services	Cost
IDI Assessment	\$18.00/each
Individual Consultation Hours (# of hours x hourly rate) (depending on membership status) For members: \$100/hr For non-members: See scale below	
Group Consultation Hours (# of hours x hourly rate) (depending on membership status) For members: \$100/hr For non-members: See scale below	
Administrative Costs Ex: travel costs, a la carte items, lodging, materials, etc. (if applicable, will be detailed in invoice)	
Total:	

A la Carte Items <i>For all A la Carte items, the following rates apply: (# of hours x hourly rate) (depending on membership status)</i> For members: \$100/hr For non-members: See scale below	Cost
Coaching sessions	
3 Month Individual Check-In	
6 Month Group Check-In	
Total:	

Grand Total (services + a la carte items):	
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For more information, contact Kirsten Rokke (kirsten@mnhomelesscoalition.org) or Eden Fauré (eden@mnhomelesscoalition.org).

If your annual budget is:	Your hourly consultation rate is:
\$100,000 or less	\$150
\$100,001 - \$250,000	\$250
\$250,001 - \$500,000	\$350
\$500,001 - \$750,000	\$450
\$750,001 - \$999,000	\$550
\$1M - \$5M	\$650
\$5M – \$10M	\$750
\$10M or more	\$1,000

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