

Intercultural Development Inventory Coaching

The Intercultural Development Inventory (IDI) assesses intercultural competency—**the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities.**

There are three elements that help us develop increased intercultural competency:

- Deep cultural self-awareness
- Deep understanding of the experiences of people from unfamiliar cultural communities
- Behavioral shifting across these various cultural differences

Most people overestimate their intercultural competency. According to Dr. Mitchell Hammer, less than 2% of people can adapt to different cultures effectively. Most individuals find that they are in the minimization-development level where diversity doesn't feel heard or valued. **The end goal is an adaptation mindset where diversity feels valued and involved.**

By engaging in IDI work, you can learn where you are on the intercultural development continuum as an individual or organization and **receive guidance, trainings, and coaching to guide your journey to being adaptive and facilitating inclusion.**

FAQs

How does coaching work?

Coaching is provided with a highly experienced coach during virtual, one-on-one sessions. Each coaching package includes your Individual Profile Report (IPR), your Intercultural Development Plan (IDP), and a 45 to 60-minute coaching session to help you identify blind spots and prepare a plan to achieve adaptation while you move along the IDI continuum.

What do I need to participate in virtual coaching sessions?

Sessions are typically conducted through Adobe Connect which can be downloaded for free and is compatible with various laptops, tablets, and smart phones. If needed, coaching sessions can be completed by phone. [Contact us](#) for additional details on hardware and software requirements or to conduct a test session using your device.

How long is each session?

Each coaching session is typically 45 to 60 minutes, but we're happy to accommodate your schedule with sessions that meet your needs. [Contact us](#) to discuss your goals and scheduling needs to better determine the length of sessions that will be most productive for you.

How many sessions should I schedule?

The initial coaching agreement includes Individual Profile Report (IPR), your Intercultural Development Plan (IDP), and a 45 to 60-minute coaching session. Many people find it helpful to schedule two to five sessions to assist them in reaching their goals to move along the IDI continuum.

What if I've already taken the IDI but need help developing my intercultural competency?

Good news! Coaching is a perfect fit. You can [contact us](#) to schedule a consultation to explore your learning goals and create a coaching plan that fits your needs.

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