

Using IDI Results with Individual and/or Group Coaching

The IDI Qualifying Seminar prepares IDI Qualified Administrators (QAs) to:

- Administer the IDI to groups and individuals
- Share individual IDI results via IDI Individual Profile Reports and introduce the Intercultural Development Plan (IDP) in an Individual Debrief
- Share group IDI results via IDI Group Profile Reports
- Engage groups in basic action planning using IDI group results

QAs may also use IDI results to inform individual and group development including delivering IDI-based individual and/or group coaching, should their skillset support it. We define coaching as a QA taking a leadership or facilitated role in engaging in ongoing development, balancing challenge and support, based on the individual or group's Developmental Orientation (DO).

When considering whether or not coaching may be a competency for you, review the below set of competencies and best practices for successfully undertaking IDI assessment coaching to guide your reflections. Each competency or best practice is described with reference to your client. Think of your client as either your own organization, or, if you are a QA consultant, as a client organization. You are asked to rate your own ability to meet each of the competencies/best practices listed by checking one of two responses:

“YES” You have sufficient knowledge and skills to successfully meet the competency/best practice requirement.

OR

“NO” You do not feel you have sufficient knowledge and skills to successfully meet the competency/best practice and you need support.

Important: If you are unsure whether to answer “Yes” to a competency/best practice, then you should respond with “No” as a sense of uncertainty indicates you likely do not have sufficient knowledge or skill with that particular competency.

IDI Coaching Competencies & Best Practices	YES: I have sufficient knowledge and skills to successfully meet this competency	NO: I do not have sufficient knowledge and skills to successfully meet this competency
1. I am able to describe in my own words the difference between IDI Debriefs and guided coaching and am able to articulate my coaching experience and philosophy with my client.		
2. I understand what is necessary to establish a coaching engagement and can provide guidelines and parameters for an agreement (e.g., logistics, fees, scheduling, etc.).		
3. I am able to demonstrate a deep understanding of the Intercultural Development Continuum (IDC) by articulating the strengths and developmental opportunities for each Orientation using various examples (e.g., metaphors, analogies, stories) and language that make the content accessible to the client.		
4. I am able to ask questions that prompt client reflection and provide clarity regarding the client's perspective and experiences around navigating cultural differences and commonalities.		
5. I am able to implement various strategies that foster an environment where the client feels supported to learn and grow, taking into account their intercultural communication style, background, learning styles, and other personal and cultural traits and characteristics.		
6. I am able to help my client articulate their goals for intercultural growth and help translate those goals into actions steps.		
7. I am able to co-create an ongoing intercultural learning process and identify resources based on the client's goals, learning preferences, and intercultural competence capacity.		
8. I am able to use multiple sources (e.g., IDI results, client context and experiences, etc.) to challenge (e.g., offering different and alternative ideas, perspectives, and suggestions) and support (e.g., encouragement and affirmation) my client to make progress toward their intercultural competence goals.		
9. I am able to implement successful practices and structures for managing client accountability and progress towards their goals for effectively navigating cultural differences and commonalities.		
10. My Developmental Orientation (DO) is at least one Orientation ahead of the person(s) I am coaching.		
11. I am continuously working to develop my own intercultural competence.		