



Intercultural
Development
Inventory®

Development and Validation of the IDI

There are several types of validity and a variety of ways to measure it (see [this site](#) for an explanation of different types of validity). Thus, there is not simply one metric that can be provided to illustrate validity. Instead, there are several important data points to consider (a summary is provided below).

For detailed information on the development and validation of the IDI, review [Hammer, R. \(2011\). Additional validity testing of the Intercultural Development Inventory. *International Journal of Intercultural Relations*, 35, 474-487.](#)

Here are some highlights from that article (*section #, page #*):

- The items on the IDI were generated from people from a wide range of cultures, which provides evidence for **content validity** (2.1, p. 3)
- The items were reviewed for clarity by culturally diverse pilot testing groups, then submitted to an expert panel of 7 acknowledged cross-cultural experts for review. Only items that the experts agreed on were retained, providing additional support for **content validity** (2.1, p. 3)
- **Construct validity** was tested by comparing responses of the scales to 2 other theoretically related constructs: worldmindedness and intercultural anxiety. Correlations were as predicted (2.2., p. 4 - see article for details)
- The DO and PO scores have **reliability** of .83 & .82 (2.2.1, p.4), which are considered good scores.
- Confirmatory factor analysis showed the model the IDI is based on is a good fit for the data collected from the IDI ($\chi^2/df=9.45$, $GFI=.91$, $RMR=.05$ & $RMSEA=.04$) (4., p. 5-7).
- **Criterion/predictive validity** of the IDI was examined by looking at IDI scores of 6 staffing teams and the number of diversity hiring benchmarks they missed. Results indicate Spearman's Rho correlation is $-.96$ ($p=.000$) - e.g. there is a very strong negative correlation between DO score and benchmarks missed (the lower the team's DO score, the more benchmarks are missed) (5.2, p 9-10).
- **Criterion validity** was also supported in a study which found that increases in IDI scores in study abroad students are associated with increases in knowledge of host culture, decreased intercultural anxiety, more intercultural friendships, and higher satisfaction with the study abroad experience (5.3, p. 10-12).

An [additional independent review of the validity of the IDI was completed in 2016-17 by ACS Ventures](#), a nationally recognized leader in psychometric instrument testing and research, who concluded:

"The development procedures and the research surrounding the IDI Inventory provides a strong argument for the IDI Inventory as a valid measure of intercultural competence."
