IDI Validity
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The psychometric testing of the IDI indicates that the IDI is a cross-culturally generalizable,valid and reliable assessment of an individual's and group's core orientations toward cultural differences (Hammer, 1999; Hammer, Bennett & Wiseman, 2003; Hammer, 2007). There have been three distinct versions of the IDI (v.1, v.2, and v.3).[1] Overall, these various tests clearly demonstrate that the IDI is a robust measure of the core orientations of the intercultural development continuum (and Cultural Disengagement) and the assessment is generalizable across cultures.

Recently, a more comprehensive testing of the IDI across culturally different groups (see Hammer 2007 for a more detailed description of this additional research effort) was conducted. The 50-item IDI was administered to a significantly larger, cross-cultural sample of 4,763 individuals from 11 distinct, cross-cultural sample groups. These individuals came from the profit sector, international organizations, non-profit organizations and high school and college students. All participants completed the IDI in their native language using rigorously back-translated versions of the IDI unless English was the language of the organization (e.g., managers from the international organization took the IDI in English due to exceptionally high English language fluency).

Results from this more comprehensive confirmatory factor analysis (CFA) of the data enable empirical distinctions to emerge between the Denial and Defense orientations and between Acceptance and Adaptation perspectives, resulting in the following seven scales: Denial (7 items, a= .66), Defense (6 items, a=.72), Reversal (9 items, a=.78), Minimization (9 items, a=.74), Acceptance (5 items, a=.69), Adaptation (9 items, a=.71), and Cultural Disengagement (5 items, a=.79). In addition, two composite measures were created. The Perceived Orientation score, computed using an unweighted formula, reflects where the individual or group places itself along the intercultural development continuum (PO, a=.82). The Developmental Orientation score (DO, a=.83) is computed using a weighted formula and identifies the main or primary orientation of the individual or group along the intercultural development continuum. The Developmental Orientation is the perspective the individual or group is most likely to use in those situations that involve cultural difference. Further, comparative CFA testing also shows

these seven core orientations are the best fit to the data compared to either a two factor model of monoculturalism and interculuralism or the five-factor model used in IDI v.2).[2]

   Overall, these results testing IDI v.3 persuasively demonstrate the generalizability of the IDI across cultural groups. Additional analysis of the data by distinct sample groups also clearly demonstrates the culture-specific applicability of IDI v.3 (i.e., across specific cultural communities). In addition, the intercorrelations among the seven dimensions of the 50-item IDI v.3 support the developmental continuum and the relationships among the core orientations: (1) there is a strong correlation between Defense and Denial (r = .83), (2) there is a strong correlation between Acceptance and Adaptation (r = .64), (3) Reversal is positively correlated with Denial (.34) and with Defense (.37) and not significantly correlated with Acceptance (.01) or Adaptation (.12), and (3) there are negative correlations between the Defense and Denial scales and the Acceptance and Adaptation scales. Cultural Disengagement is most correlated with Reversal (.43) and secondarily, Denial (.22) and not significantly correlated with Defense, Minimization, Acceptance or Adaptation, supporting the sense that Cultural Disengagement is focused on the disconnection experienced toward one's own cultural group.

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[1] Developing the IDI (v.1, v.2 and v.3) involved a number of protocols, including (1) in-depth interviews of 40 individuals from a variety of cultures and preparation of verbatim transcripts of these interviews, (2) inter-rater reliability testing to determine whether the discourse of the respondents reflects core orientations delineated in Bennett's (1993) DMIS model, (3) listing of all statements made by each respondent that are indicative of the agreed-upon developmental orientation followed by a review (for redundancy, word clarity, etc) of these statements by two, cross-cultural pilot groups, (4) rating of the remaining statements (randomly arranged) by a group of seven cross-cultural experts (expert panel review method) in terms of whether the items clearly reflect an identifiable core orientation, (5) submission of the remaining items to factor analysis (IDI v.1) and confirmatory factor analysis (IDI v.2 and v.3), and (6) content and construct validity testing of the IDI with modified versions of the Worldmindedness Questionnaire and an Intercultural anxiety questionnaire. Additional testing found no significant correlations of the IDI with social desirability (Crown Marlow Social Desirability Index) and no significant systematic effects on the IDI in terms of gender, educational level and age.

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