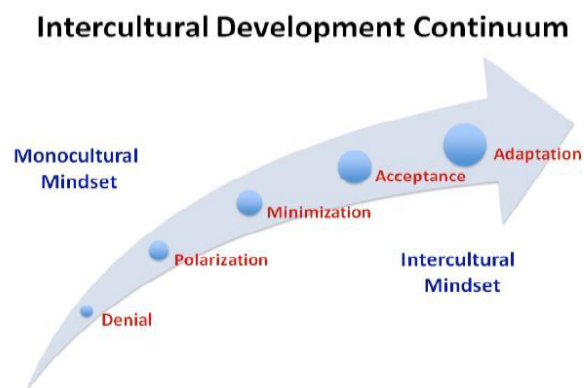


IDI and Missouri 4-H: What does it mean and what to expect

The IDI is a tool used to look at an individual's intercultural competence as well as a tool to help look at a group's overall intercultural competence. Intercultural competence, as defined by the IDI, is a person's "capability to shift perspectives and adapt behavior to cultural difference and commonality." Simply put, an individual is able to think and act in a way that takes many cultural perspectives into account. It does not mean an individual has to agree with all of the cultures, but that they have the ability to look at the context and think about things from different cultural views. The IDI looks at all people falling on the continuum below made up of 5 different orientations ranging from a monocultural mindset to an intercultural mindset.



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When an individual participates in the IDI, they will receive their own personal profile showing them where they fall on the continuum, their strengths in that orientation and the opportunities they have to continue to push their learning further. Each individual gets to discuss this profile with a trained coach to fully understand what the IDI is telling them. They are then given a written plan to help them to continue to push their own learning on their own, working with a friend also going through the IDI or even with the help of the initial coach. Additional trainings, learning circles and a re-evaluation will follow as appropriate to further each individual's growth.

The MO 4-H IDI team currently consists of the following individuals;
Lupita Fabregas, Donna Garcia, Shaun Murphy, Brad Lademann and Sarah Morefield

