Selected Intercultural Competency Resources List

Selected Training/Training of Trainers
Summer Institute for Intercultural Communication through Intercultural Communication Institute. Dr. Janet Bennett, Executive Director, is a founder in the field of intercultural communication. [http://intercultural.org/](http://intercultural.org/) See *Training Design for Intercultural Learning*, a training of trainers course based on the Developmental Model of Intercultural Sensitivity. Use this website for print resources as well.

Emotional Intelligence and Diversity Institute. Workplace-oriented training overlaying diversity on the four aspects of emotional intelligence. The training is useful for individuals and teams. [http://www.eidi-results.org/](http://www.eidi-results.org/)


Selected Assessments
Intercultural Development Inventory (IDI). The IDI is a 50-item psychometric instrument based on the Developmental Model of Intercultural Sensitivity that has been rigorously validated cross-culturally and is translated into different languages. Measures perceived and developmental orientations. An IDI Qualified Administrator must administer and interpret this assessment. This is used frequently in United Methodist contexts. [https://idiinventory.com/](https://idiinventory.com/)

Intercultural Effectiveness Scale (IES). The IES focuses on nine competencies in three categories of intercultural effectiveness. It is designed to evaluate the competencies critical to interacting effectively with people who are from different cultures. [https://www.koaigroup.com/intercultural-effectiveness-scale-ies/](https://www.koaigroup.com/intercultural-effectiveness-scale-ies/)

Intercultural Conflict Styles Inventory (ICS). The ICS measures how people respond to conflict in terms of two core aspects of conflict style: direct vs. indirect communication and emotionally expressive vs. emotionally reserved. This is a self-scored instrument and provides an experience of cultural difference. [https://icsinventory.com/](https://icsinventory.com/)

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Implicit Bias Test, Project Implicit. This is a series of on-line tests designed to collect data and provide information on implicit social cognition – thoughts and feelings outside of conscious awareness or control. Tests include race, religion and many other topics. https://implicit.harvard.edu/implicit/aboutus.html

Selected Print Resources

Gardenswartz, Cherbosque and Rowe. Emotional Intelligence for Managing Results in a Diverse World. Boston: Davies-Black, 2008. This resource includes exercises appropriate for groups intent on study and practice of emotional intelligence as it relates to diversity.


Selected Websites
General Commission on Religion and Race, The United Methodist Church. GCORR provides excellent video and printable resources for this work. http://www.gcorr.org/

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