

# Intercultural Development Continuum (IDC)

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Becoming interculturally competent is a developmental process. No one is born interculturally competent and people don't build this competence just because they live in a multicultural environment.

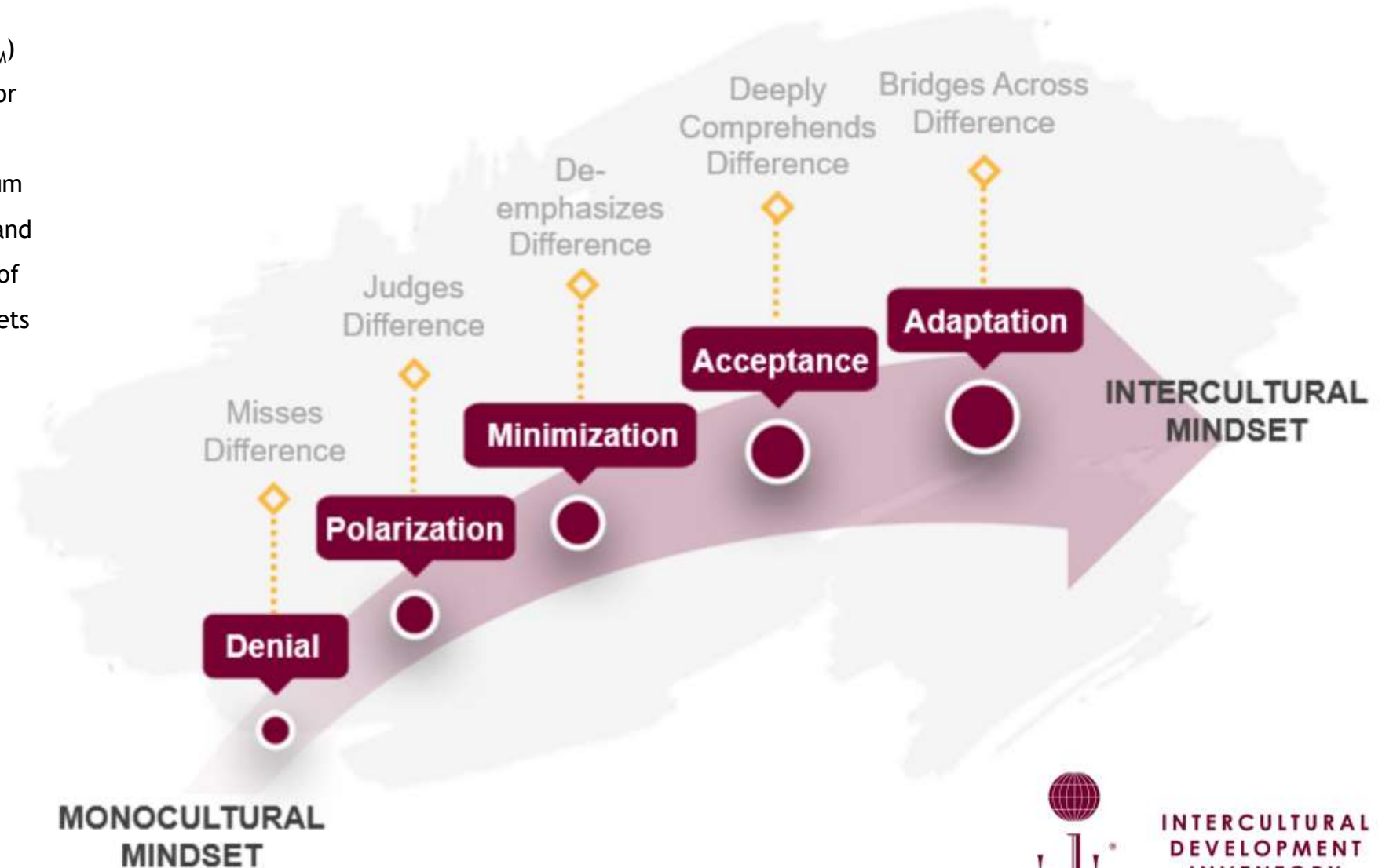


# Intercultural Development Continuum (IDC)

The Intercultural Development Continuum (IDC™) describes a set of knowledge/attitude/skill sets or orientations toward cultural difference and commonality that are organized along a continuum from the more monocultural mindsets of Denial and Polarization through the transitional orientation of Minimization to the intercultural or global mindsets of Acceptance and Adaptation (IDI, LLC).

*Note : Monoculturalism is the policy or process of supporting, advocating, or allowing the expression of the culture of a single social or ethnic group.*

*Intercultural Mindset acknowledge the fact that all cultures have their very own wisdom inherent within them and that by internalizing this wisdom, we can gain a completely new perspective on the world.*



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Denial is usually characterized by a lack of awareness, or even by a lack of interest, in other cultures. For e.g. “My culture is my reality and I don’t really care or believe that there could be another way to experience the world”. Although we may recognize more observable cultural differences (e.g., food) but may not notice deeper cultural difference (e.g., conflict resolution styles) and may avoid or withdraw from cultural differences (IDI, LLC, 2012).



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Polarization is a judgmental orientation that views cultural differences in terms of 'us' and 'them'. This can take the form of:

- **Defense:** an uncritical view toward one's own cultural values and practices and an overly critical view toward other cultural values and practices.
- **Reversal:** an overly critical orientation toward one's own cultural values and practices and an uncritical view toward other cultural values and practices. (IDI, LLC, 2012).



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Minimization is when we level differences between different cultures. For example: “We’re all human after all and things like respect and hard work mean the same thing for everybody, wherever they come from”.

Minimization is a huge step from Polarization as it already shows the desire to move beyond judgement.

Minimization thus highlights cultural commonality and universal values and principles that may also mask deeper recognition and appreciation of cultural differences ways (IDI, LLC, 2012).



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In Acceptance, people are aware of their own cultural identity and appreciate patterns of cultural difference and commonality in one's own and other cultures, but don't yet know how to adapt their behavior when confronted with these differences (IDI, LLC, 2012).



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Adaptation is when you can shift cultural perspective and change your behavior in culturally appropriate and authentic ways (IDI, LLC, 2012).

