



Intercultural
Viability
Indicator

INTERCULTURAL VIABILITY™ INDICATOR

Making Diversity Work for the Future

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INTERCULTURAL

Global and domestic diversity has become a major factor in the activities of all organizations, with respectful relations among national, ethnic, racial, gender, and other groups crucial to achieving goals and maintaining competitive edge.

VIABILITY

Complex relationships among groups are continually generating new social conditions, and organizations with the agility to adapt to currently unknown new conditions are more likely to survive and thrive in the future.

INDICATOR

Based on the well-established *Developmental Model of Intercultural Sensitivity*¹ and new research employing *quantum measurement*², the IVI assesses the quality of an organization's relationships among individuals and groups regarding intercultural diversity.

- The IVI uniquely assesses **synergistic group potential**, not just an average of individual qualities.
- It makes a prediction about **future ability**, not just a statement about current competence.
- And it directs resources towards **developing relationships**, not just reducing bias or prejudice.

“

Future possibilities are rushing towards us, and what they actually become depends on how we relate to them.

Carlo Rovelli,
physicist and best-selling author in *The Order of Time*

”

¹ <https://www.idrinstitute.org/resources/dmis>

² Bennett, M (2021). *The Intercultural Viability Indicator*: Constructivist assessment of organizational intercultural competence. *Journal of Intercultural Communication and Interactions Research*, vol 1, 1.

HOW THE IVI WORKS

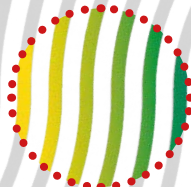
Respondents complete a 15-minute on-line survey. We analyze the results of a group (not separate individuals) using the proprietary algorithms outlined below to generate a report that is presented in an interactive session.

Self-assessment

Responses to a 7-item scale based on DMIS stages generate an Individual Development Score (IDS)

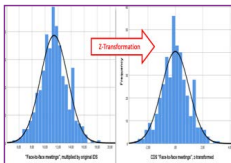
Contextual behaviour assessment

Responses to 7-item scales based on DMIS stages in 7 **typical business contexts** generate Group Developmental Scores (GDS)



Contextual interaction assessment

A quantum measurement algorithm creates interaction between the IDS and GDS scores, yielding a **Contextual Viability Score (CVS)**



Intercultural viability

Statistical transformations compile the CVS scores into a **single Intercultural Viability Score (IVS)** for the organization



Comparative performance

Parametric testing identifies significant variations in CVS and IVS **compared to a baseline of multiple organizations**

WHAT YOU CAN DO WITH THE IVI FINDINGS

Gauge how your organization compares to others in a baseline

IVI findings let you answer the question: “how relatively well are we doing in creating a climate of respect for diversity that will serve us in the future?” The results also let you compare the viability of groups and divisions within your organization.

Target your development resources most efficiently

IVI findings indicate whether to focus more on individual development or on group processes, and they even can tell you in what particular kinds of activities more development work is needed.

Track your organization's progress in preparing for the future

IVI results are statistically reliable and allow you to assess the effectiveness of developmental interventions with individuals and/or groups.

HOW TO FIND OUT MORE

The Intercultural Viability™ Indicator was co-developed by Milton J. Bennett, Ph.D. of Bennett Intercultural Development, LLC (www.idrinstitute.org) and David Trickey of TCO Srl (www.tco-international.com). Contact one of them for additional information on applications, pricing, and available support materials at:



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