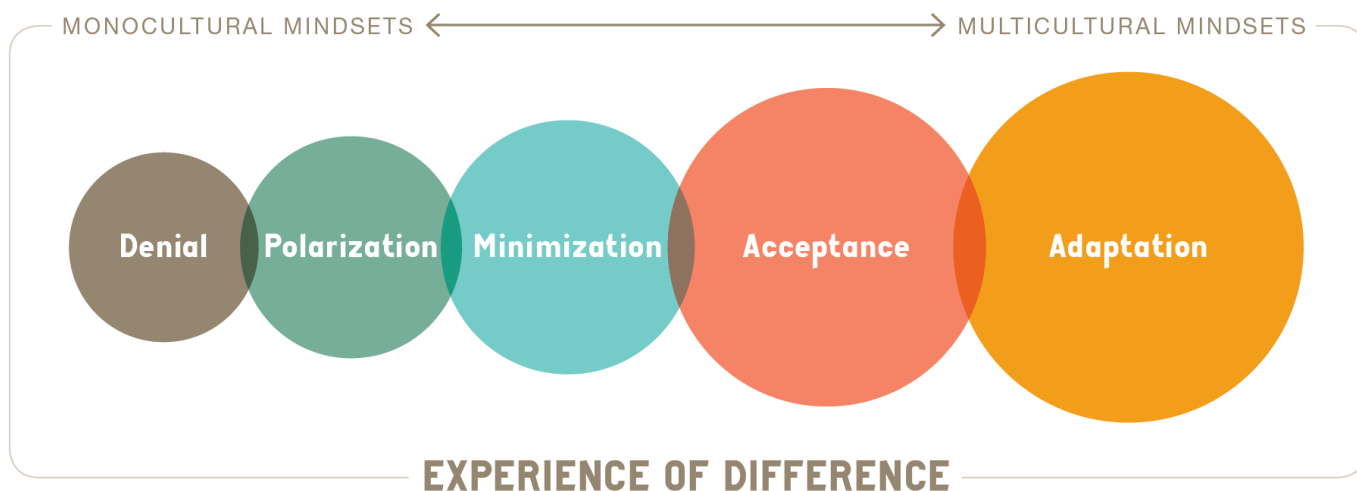


# Intercultural Development Continuum (IDC)

The IDC provides a structure for understanding how people experience difference. Five stages of development describe how a person sees, thinks about, and interprets events happening around them from an intercultural perspective.

Since the IDC indicates what a person sees and thinks, it also suggests what they do not see or think—the differences in their workplace that they typically miss. The IDC, therefore, highlights how a person’s stage of development both guides and limits their experience of difference. This is a powerful tool because it allows us to pinpoint where a person is in their development—no guessing involved. We can then identify “intervention strategies” needed to move them from one developmental stage to another.



**Denial:** Doesn’t see difference.

**Polarization:** Begins to see difference and typically doesn’t like it, putting one group above another.

**Minimization:** Assumes similarity and minimizes difference.

**Acceptance:** Clearly sees the differences without judgment.

**Adaptation:** Shifts or adapts behavior to match the cultural behavior of others.