

Title of Assessment	Diversity Competencies Assessment	DiversiScan	Organizational Culture Assessment Instrument (OCAI)	Intercultural Development Inventory® (IDI®)	Cultural Quotient (Cultural Intelligence)	Intercultural Effectiveness Scale (IES)	DAP (2 nd ed.) Diversity Awareness Profile	Spectra Diversity and Inclusion Profile™
Purpose/Audience	A tool and four-step process for leaders and change agents who wish to make meaningful change in their organization.	Assess 7 D&I Skills. Can be used at all levels in org.	Assesses 6 key aspects that define culture. It is research based and validated. Includes on-line OCAI Tool Survey. You can purchase Work kits, live works by consulting and facilitators. Takes time. Additional charge for reports based on dept., etc.	Helps individuals and teams assess and reflect on stages of cultural competence. Measures differences. Appropriate at Management Level For Non-profits, Government, Education, Corps.	Measures individual's capability for working and relating across culture	Evaluates the competencies critical to interacting effectively with people who are from different cultures and all aspects of diversity. Product is good for learning about different cultures. Professors teaching classes on culture differences and international business 52 items, available in 7 languages.	Helps individuals improve working relationships among diverse co-workers and customers by increasing the awareness of their behavior and how it affects others.	Assesses Beliefs and Interpersonal Skills at the individual level. Assesses Management, Culture and 3Ps (Policies, Practices Procedures) at the organization level.
Research-based/validated			X	X	X (98 countries/55K individuals)	X		X
Includes all aspects of diversity (culture, race, gender identity, age, etc.)	X	X	X	X	2 Options: Global focused; Domestic Diversity	X	X	X
Individual level report		X	X	X	X	X		X
Group / team level report			X	X	X			X
Organization level report								X
Delivered online with secure login			X	X	X	X		X
Facilitator kit (ILT) option			X	X			X	X
Certification required for facilitator kit	X			X	X			X
Reports based on demographics (custom feature)								X