1. **Step: FORWARD TRANSLATION**
Two independent German native translators performed the forward translation (one a professional uninformed translator without medical background and the other part of the review committee).

2. **Step: SYNTHESIS**
The three members of the synthesis team compared both translations and reached consensus in case of differences. Synthesis German versions of the Delphi DOLBaPP questionnaires were developed.

3. **Step: BACKWARD TRANSLATION**
Two professional “uninformed” native English translators independently back-translated the synthesis questionnaires into English.

4. **Step: CONSENSUS**
Multidisciplinary team (review committee) examines all translations and documentations. Agrees on a consensus of the German version.

5. **Step: PRE-TEST**
Consensus is pre-tested in a sample of 121 employees (mainly office workers).