



### 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).