

How do you maximize professional thinking?

What is the best way to reach consensus?

How do you reduce bias in decision-making?



## DELPHI TECHNIQUE

Opinions in group settings can be influenced by many things such as title or position, gender, personal magnetism, levels of expertise, communications styles, and personality types.

DELPHI is a technique that greatly reduces the impact of these biases and provides a systematic method to reach consensus and share opinions in a safe and effective way. This system also permits participants to change their minds anonymously, without fear of criticism.

### The three stages of DELPHI TECHNIQUE . . .

**STAGE 1:** *Anonymously poll the participants (often experts and leaders) using the internet or email.*

**STAGE 2:** *Compile and consolidate the polling results and feed the information Back to the participants.*

**STAGE 3:** *Anonymously poll the participants again in light of the peer group opinion.*

### How does DELPHI work?

1. A panel of participants is selected.
2. An initial set of questions is sent to all participants.
3. Cooper Research then receives all answers, compiles, and consolidates the results.
4. The results are then returned to each participant along with supporting anonymous answers.
5. The process continues until symmetry in answers occurs.

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