



ORID Objective - Reflective - Interpretive - Decisional

Help people process information and make decisions.



Delivery:	Group Size:	Time Needed:	Difficulty:
In-person or Virtual	1+	20-50 minutes	Beginner

Overview

ORID Discussion Method is a tool to help sequence questions in a way that supports the natural way humans process information. When we take in a new piece of information we

O - Use our senses for an “objective” understanding.

R - Reflect on how the new piece of information makes us feel.

I - Think about and “interpret” the new piece of information.

D - Make a decision about what to do with the new piece of information.

To do the method, the facilitator simply asks a series of questions sequenced using ORID.

Additional Considerations

Make sure everyone has the chance to answer the first question because it helps everyone in the space feel ready to engage in the conversation. Questions should be asked one at a time. Generally, the facilitator asks one question per type (objective, reflective, interpretive, decisional). The facilitator may decide to ask two reflective questions to understand the positive and negative aspects of people’s feelings (i.e. What did you like? What did you dislike?)

Situations for Use

This method can be used at the beginning, middle, or end of a process. ORID is great to use in situations such as:

- Process complex information individually or with a group
- Learn about and apply a new concept or idea
- Create an action plan or consider next steps
- Work through group conflict