Facilitator Observe Card

Role:
Create psychological safety and ensure equal airtime.

Encourage
- Storytelling over abstraction
- Concrete examples
- Speaking *from role(voice)*, not from solution

Intervene Against
- Early schema talk ('this should be a table')
- Technical jargon
- Dominant speakers framing the problem
- (Optional for education setting) Too deep into narrow problems discussion.

Typical Failure Modes
- Participants self-censor ('this might be stupid')
- Technical participants overpower others by switching to ER modeling instead of participatory conceptual modeling.
- Facilitator uses grounding, framing or too technical vocabulary ('imagine you design website', 'list one-to-one and one-to-many relations', 'this database will be used for ...')

Recovery Prompts
- "Let's pause modeling and stay with the story."
- "Let's rephrase it without system terms."

Exit Condition
- Every role has contributed at least one concern or concept.