

## Satisfy, Satisfy, Delay

### Facilitator Move

#### PROCESS

- The facilitator notices that when one particular group member speaks, the group appears annoyed. The signals might be eye rolling, deep sighs, or facial expressions.
- The third time that this member asks to be recognized, the facilitator does *not* call on the member but calls on another or closes the conversation.
- Later, make an attempt to rehabilitate this member's status in the group by calling positive attention to a contribution.

#### ALTERNATIVES

- Move to another part of the room and ask if anyone from that area would like to add something.
- Direct pairs to talk on a related topic.

#### TIPS

- The facilitator's relationship is with the group, not an individual.