Code 8 Perceived improvement in consulting effectiveness=Judgements of inquirers in relation to how clients experienced the effectiveness (as defined by inquirers) change over time.

Theme	Example	Comment
Consultants sense of personal effectiveness in relation to clients		This theme is connected with theme 3 however there is a different set of data that I think gives a perspective not fully explored in theme 3.The perspective is more positive one. Theme 3 picked up the uncertainties around practice while this theme picks up where consultants perceive there has been effective work with clients. Broadly speaking the number of comments that take an uncertain perspective far exceed the number that take a more optimistic stance.
	'I heard you say that you have not done much but I feel that you have—you said that you have found more questions---what resonates with me is the extent to which we are having conversations for a particular purpose of a different quality'	This reflective comment opens up a pattern in the data set of growing awareness that the consultants sense they are doing better work with and for their clients. The conversations are more focussed and intentional which is perceived to add quality
	'had some really good experiences in the workshops—being in tune with people—people have got something out of what I have done' 'we had a really good conversation with the clients'	These comments suggest better engagement with clients/participants leading to better outcomes
	'did a team coaching with a council and that was like going out on a plank—it was fantastic—just talking about what they wanted to talk about—found connections between them and what they were thinking and also between me and them and what I was thinking –really miles	This example emphasises a theme in the data about connection with self and with people in consulting relationships.

	away from how I would have worked 5 years ago—'	
	'What it showed us is that if you create the right environment and get the right people in to have the conversations they need and the conversations do move them'	A perspective in this comment about conversational consulting needing to take responsibility for creating the 'right' environment. Whether one person can do is an interesting question to explore further. From a social constructionist perspective such an environment is co-create and described and experienced by people collectively. What skills or actions are needed to co-create the 'right' environment?
	'Lets' put it to one side and have a conversation about the question we really need to address and that led to a very productive conversation about how we work in a neighbourhood'	A recognition that effective work by consultants can be about identifying or supporting the emergence of the relevant question.
	'So that was really good example where having that conversation really helped to manage something quite big, very important to people, tough decisions to be made yet through being engaged in that process continue to have a reasonable relationship with the council'	Recognition that conversation can play a pivotal role in client relationships