

Code 7 Development of confidence in Conversational consulting= Narratives in which inquirers either explicitly or implicitly indicate that their confidence in using conversational consulting skills has developed over time.

<i>Theme</i>	<i>Example</i>	<i>Comment</i>
Changes in levels of confidence as a consultant	'looked at my notes on trains—been more alert to conversations—been buzzing around my head---each time I have run a workshop I have reflected more—have a stronger sense of myself in the room than I have had before –a more greater sense of what I can achieve in my work and more confidence—being more in the moment with whatever is going on---had some really good experiences in the workshops—being in tune with people	A theme recurring in the data is changes in the levels of confidence which these examples illustrate. The first comment connects confidence with alertness to conversation, followed by reflection leading to a greater sense of self. This mini-process perhaps holds clues to how confidence can be encouraged in practitioners.
	'In the last afternoon we had an interesting conversation about what they need to do—it felt courageous—when I take a risk and do something more connected with people'	Being courageous is linked with confidence so examples like this one underline the value of confidence in consulting practice.
	'I don't think I'm risk averse but I am —confidence has grown a lot since the last session —I didn't really lack it before—but I'm suddenly tuning in to how much I know---starting to come out—people are giving me feedback—I do know quite a lot'	This inquirer connects, albeit by implication, the inquiry process with growth in confidence. He or she is noticing feedback which sounds connected with the development of confidence in practice

	<p>'I notice in myself that I quickly move onto the next thing—really good to hear what can be achieved in a relatively short period of time---since we last met—nourishing and also flourishing'</p>	<p>This example implies growing confidence in practice. The expressions nourishing and flourishing imply growth in confidence and enjoyment of practice</p>
	<p>'do I feel my colleague has confidence in me' 'Confidence we have something to offer individually as well as'</p>	<p>These examples speak of some ambiguity about how confident practitioners can be at times. There are times of self-doubt .</p>