

Code 3 Helping the client =the inquirers intuitive sense that their conversational approach benefited the client. This may or may not have been confirmed by the client.

<i>Theme</i>	<i>Sub-themes</i>	<i>Example</i>	<i>Comment</i>
Uncertainty how consulting relationships using a conversational approach can be effective			The coded material as a whole communicates high levels of uncertainty by co-inquirers. I have categorised this uncertainty into two separate sub themes although in the text they appear intertwined how the group perceived their work as very much about themselves as people and not just a series of technical activities with a client
	Anxiety about the role of the consultant	<p>'when I take a risk and do something more connected with people-9 out of 10 something useful happens for people and that is telling me something'</p> <p>'so one of my questions is about when I hit resistance in groups and your comments about keeping people sweet really resonated with me –that's the kind of consultant I also can be –keep them sweet- compromise'</p> <p>'how was I going to help them with it –they had sent it (strategy report) to me in advance and I really struggled with understanding it and I was honest with them—they said thank God you said that lets' put it to one side and have a conversation about the question we really need to address'</p> <p>'what do people actually want form us—do they want to know me they like part of this</p>	The example statements speak for themselves and reflect a pattern within the data. There is a sense that consulting with others feels personally risky, is anxiety provoking and contains high levels of uncertainty about client expectations of the consultant as an individual. Through a psycho-dynamic lens it might be possible to argue that the consultant is essentially encountering and reflecting the fears felt by clients about roles and potential benefits of the relationship. I think it is worth noting that conversation per se is not referred to although it is implied in the text.

		relationship to know me rather than my ideas'	
	Uncertainty about outcomes for the client	<p>'helping others find their inquiry question is an important part of what I see from the central role of what I do'</p> <p>'Because I am only there for a time aren't I in the system generally speaking in this world physically I am there for a time'</p> <p>'I was kind of trying to acknowledge her also keep acknowledging my role with the whole team including her.'</p> <p>'how hard it is to move someone from a pattern of conversation that they've got in'</p> <p>'They began to see it differently but that just seems to go out the window when the more dominant narrative just takes the floor again'</p> <p>'And some magic happens in there and there is some relationship, there is some way of understanding, a mutual understanding a learning contract whatever you call it goes on there.'</p>	<p>Behind these comments is a sense of uncertainty about how the work of the consultant has impacted on outcomes for the client. The perspective throughout the data is through the eyes of the consultant with very few references to feedback from clients themselves (one such comment has been included in the previous sub-theme).</p> <p>There is a sense in the data of consultants perceiving themselves to being somewhat ephemeral to real outcomes for clients-just transiting through a system rather than making a clear impact.</p>