

Code 9 The benefits of co-operative inquiry as a vehicle for personal and/or professional development= References by co-inquirers to the impact of the inquiry on their own development-either professionally or personally

<i>Theme</i>	<i>Example</i>	<i>Comment</i>
Co-operative Inquiry as a process for professional or personal development	‘that actually it is those spaces that really help us do the growing that we need to do and develop in our confidence and in our resolution in a sense that this is the right way to go. So there is no other space where this kind of stuff happens anywhere in the intensity that it does here’	This example really summarises the analysis of this theme. Throughout the data set are comments that speak of the connection between the inquiry process and personal/professional development. The examples which follow explore this in greater detail offering some interesting insights into what this group of practitioners thought and felt about the process. One observation I note is that development is usually discussed as an individual process. The data does not offer any examples of comments about how we together have developed as a ‘we’! This opens up the question about whether or not co-operative inquiry actually offers a vehicle for co-operative development.
	‘but I want to be able to hold my head up and if questioned, so it’s my time, I’m doing this for me, in my time with my resources and my energy and my commitment’ ‘but it’s me and my time and my effort and I want that feel quite confident and secure without the sense that I shouldn’t be doing this’ ‘it’s do something I’ve chosen to do’	The examples reflect a pattern in the whole data set of a sense by participants of taking ownership of their own development. The interpretation I place on these examples is that the act of signing up for inquiry is an act of development in itself—it is participants voicing a need for a different experience and taking action to enable that to happen. There is a sense of liberation and almost rebellion in the comments –previously it is as if people felt constrained but now they can liberate themselves. It feels quite visceral. Without further inquiry it is difficult to draw the conclusion that this act is itself a development step but intuitively I believe it is.
	‘and my journey really has been from starting with the OPM you know wanting to think about making a contribution there to actually ask you some really fundamental questions around who am I and what am I doing and suddenly I feel like I need to	This example reflects a pattern in the data where participants throughout the meetings return back to some fundamental questions about identity and sense of purpose. The inference is that asking such questions forms a part of a development process. It is difficult in the data to draw a line between what might be said to be professional development and personal development. This then sparks the question whether or not there is a line to be drawn or if that separation is a social construction and serves specific functions. One function might be to support people boundary aspects of their lives. The

	<p>start from there to build up again and maybe it's just the place where I'm feeling just know you know not feeling particularly satisfied with what I'm doing I'm not really sure about the contribution...you know so I really want to re think all of those things so I'm attracted by this kind of umbrella question about what the hell is it and who the hell are image doing it right?</p>	<p>anxieties mentioned in earlier themes need, it appears, some handling and containment.</p> <p>One other interesting aspect that this example illustrates is the degree of honesty which the inquiry process enabled. Arguably a characteristic of being open to development is honesty without which few forward sustainable steps can be taken.</p>
	<p>'So it changed my questions so it's beginning to have an impact on me getting me to think which is exactly I guess where I want to be...and I was left with thinking about when we have our conversation whether it's going to be one enquiry that we're all engaged with, is it going to be different enquiries '</p> <p>'like P I'm finding these conversations very helpful I'm finding the conversation and what we do very useful—'</p> <p>'I just wanted to add that this space for me has been qualitatively different to other space'</p>	<p>There is a pattern within the data which indicates participants found what they were doing in the group 'useful'. Without further research it is difficult to draw a strong conclusion that such usefulness relates to development per se but there is a sufficient range of comments that suggest this is a reasonable conclusion. The fact that people put effort into attending meetings and contributing is another piece of evidence of the value they placed on the inquiry experience.</p>