Counsellors' perspectives on	Categories describing meaning units	Themes describing manifest meaning
Becoming a counsellor	Concern for humanity Delegated to serve Desire for skills	Counselling is a call to serve humanity
The training	Building foundation An 'eye-opener' A 'crash' course	Good training and devotion breed
Counselling experience	Respect for humanity Consolidating skills Sensitive to patients' needs	competence
TB/HIV collaboration	Giving a helping hand Building networks	Team work amidst adversity is the recipe for success
Facing challenges	Engaging patients Engaging the community	