



## ***Creating resilience in our homoeopathy community: the concept of Pods***

A team approach for enhancing professional resilience while undertaking homoeopathy research activity in Australia is presented. We call these Research Pods. Peer support and connection are essential for creating resilience and a strong community. This Pods initiative brings practitioners together to work on a shared project, allowing them to establish trusted connections and networks.

Resilience has a couple of important aspects that are relevant here: the first is about the relationships within the Pod that grow during the step-by-step process of learning to research together in this novel way. The second aspect is the professional resilience created by the Pods producing useful and applicable research content that enhances practitioner confidence in homoeopathy.

Motivation within The Aurum Project (AP) to take on this approach to research emerged in part to deal with the climate of distrust created by the public discourse about homoeopathy. These continuing negative external forces undermine and marginalise our practitioners and impact their motivation and resilience. The Pods initiative produces two important outcomes. The first is centred on creating and supporting relationships amongst Pod members. The second is focussed on the process of selecting a research topic of relevance and interest to Pod members, then working out how to take the project forward.

Two theoretical frameworks in keeping with homoeopathic philosophy underpin Pods and we believe will support practitioners to flourish. Self Determination Theory identifies the importance of relatedness in creating and maintaining motivation. Teal Organisational Theory describes three key pillars that define a new model of group interaction, comprising wholeness, evolutionary purpose and self-organisation.

AP began Research Pods in 2019 and several Pods are progressing along the pathway that will be discussed in this presentation. One of the questions we will discuss is 'How do we measure professional and practitioner resilience?'.

