



Monthly Karma Audit

Month / Year: _____ Reviewer: _____ Focus: People / Planet / Profit (circle)

Section A – Quantitative Snapshot

| Metric | Value | Notes / Context | Definition |
|---------------------|-------|--|--|
| Kindness Count | | e.g., praise, assistance, encouragement | Number of explicit acts of kindness, acknowledgment, or support |
| Repair Rate (%) | | Harms identified: ____ / Repairs Initiated: ____ | % of identified harms addressed / initiated within target window |
| Waste Reduction (%) | | e.g., paper, energy, wasted time | % reduction in measured resource/environmental harm |
| Trust Score | | Respondents: ____ | Avg score from peers / stakeholders (1–5 scale) |

Section B – High-Signal Qualitative Notes

| | |
|---|--|
| Big Ethical Win: | |
| Recurring Harm / Pattern Observed: | |
| Unresolved Relationship(s): | |
| Structural Blindspot Discovered: | |

Section C – Reflection Questions

1. Which intention this month most consistently showed up?

2. What repair did I avoid and why?

3. Which system produced recurring harm?

4. Who benefited and who bore the cost?

Section D – Action Plan

- **Repairs Scheduled (Name – Date – Brief Script):**

1. _____

2. _____

- **Structural Fix for Next Quarter:**

- **Ritual / Habit to Reinforce Next Month:**

Section E – Narrative Summary (Optional for Stakeholders)

Write a short paragraph summarizing your month’s ethical returns. Keep it factual, humble, and human:

◇ Signature / Intent Confirmation:

Date: _____



12-Week Karma Pilot Plan (For 30-Person Group)

| | | | |
|---------------------|--|------------------------|--|
| Pilot Title: | | Facilitator(s): | |
| Start Date: | | End Date: | |

Week 0 – Design & Recruitment

- Define pilot scope and metrics (Kindness Count, Repair Rate, Trust Score)
- Recruit 25–35 diverse participants
- Draft pilot charter (objectives, cadence, confidentiality rules)
- Confirm one sponsor or senior ally

Week 1 – Orientation Workshop

Agenda (90 mins):

- Intro to Karma Map & Repair Rituals
- Practice: Micro-Apology Script
- Collect Baseline Trust Scores

Outcome: Shared vocabulary + starting metrics

Weeks 2–11 — Practice Cycle

☐ Daily:

- 3-minute morning intention
- Log small harms and quick repairs

☐ Weekly (60-min Check-in):

- 1 repair story shared
- 1 ethical win celebrated
- Rotating facilitator

▣ Data Collection:

- Kindness Count → weekly
- Repair Rate → weekly
- Trust Score → monthly

🌀 Mid-Pilot Review (Week 6):

- Assess what's working / failing
- Adjust rituals or cadence
- Identify systemic blindspots

Week 12 — Synthesis & Public Share

Final Dashboard:

Kindness Count : _____

Repair Rate : _____%

Trust Score : _____

Case Studies:

1. Successful repair : _____

2. Lesson learned : _____

Structural Fixes Proposed:

- _____
- _____
- _____

Next Steps:

- Plan next 12-week cycle
- Share learnings with wider community or management

FACILITATION NOTES

- Maintain confidentiality and neutrality
- Protect dignity – anonymize harms when shared
- Create escalation path for serious issues
- Encourage qualitative reflections, not just metrics

REFLECTION SECTION (END OF PILOT)

| Reflection | Reports & Observation |
|-----------------------------------|----------------------------------|
| What surprised us most? | |
| What changed structurally? | |
| What needs further repair? | |
| Next quarter's focus: | |

Pilot Notes / Reminders

- Facilitation: neutral, inclusive, supportive
- Confidentiality: respect privacy of participants
- Escalation protocol: define process for serious harm
- Feedback: include open-ended reflections from participants