



☞☞ CARE Checklist for Dharmic Leadership

Purpose: *This checklist ensures that every leadership decision, behavior, and system aligns with the CARE model — Compass, Accountability, Reciprocity, Equanimity. Use it weekly (leaders) and monthly (teams) to maintain Dharmic integrity.*

☞ Section 1 — Compass (C): Clear Direction, Role, and Ethical North Star

★ Clarity of Role & Duty

- My role charter is documented, clear, and accessible.
- I understand the boundary between my duty and others' duties.
- I reviewed my remit before making key decisions this week.

★ Alignment with Purpose

- Every major decision this week aligns with the organization's purpose.
- I evaluated the long-term impact, not just the quarterly outcome.
- I considered whether this decision strengthens institutional integrity.

★ Context Awareness

- I reviewed relevant data, signals, and lived experiences before acting.
- I validated my assumptions with at least one trusted peer or stakeholder.
- I differentiated personal preference from organizational necessity.



☞ Section 2 — Accountability (A): Transparency, Ownership, Consequences

★ Decision Logging

- All decisions above the predefined threshold were logged in the Decision Ledger.
- Each logged decision includes rationale, trade-offs, and expected timelines.

★ Ownership of Consequences

- I reviewed the outcomes of at least one previous decision this week.
- I acknowledged misjudgments publicly or with the relevant team.

★ Ethical Guardrails

- No shortcuts were taken that shift harm to vulnerable stakeholders.
 - I escalated ethical dilemmas to the Peer Review Panel or PMO.
 - I made at least one decision that favored ethics over speed or optics.
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☞ Section 3 — Reciprocity (R): Mutual Benefit, Fairness, and Social Contracts

★ Stakeholder Fairness

- Stakeholders affected by decisions were informed early.
- I assessed whether value created/destroyed is shared equitably.
- I considered community and ecological implications, not only financial.

★ Supplier/Partner Integrity

- Supplier/partner decisions were evaluated with fairness and transparency.
- I reviewed living-wage or sustainability indicators for at least one key partner.

★ Internal Collaboration

- Team contributions were recognized with fairness and non-comparison.
- I practiced supportive leadership, not extractive delegation.
- I checked for invisible labor or emotional burdens carried by teams.

🔗 Section 4 — Equanimity (E): Emotional Stability, Bias Control, and Clear Judgment

★ **Emotion Regulation**

- I took space before major decisions (reflection, pause, breathwork).
- I identified emotional triggers influencing my thinking this week.
- I avoided reactive instructions or emotionally charged decisions.

★ **Bias Detection**

- I checked for favoritism, fear-based decisions, or narrative bias.
- I asked, “What evidence would disprove my assumption?”
- I included at least one dissenting view in difficult decisions.

★ **Composure Under Pressure**

- I communicated difficult news calmly and without blame.
- I modeled non-reactivity during conflict or uncertainty.
- I protected team morale by offering clarity, not false comfort.

🔗🔗 CARE Score (Weekly) — Quick Audit

Rate each pillar on a scale from 1 (low) to 5 (excellent):

- Compass: ___ / 5
- Accountability: ___ / 5
- Reciprocity: ___ / 5
- Equanimity: ___ / 5

Weekly CARE Score:

Total: ___ / 20

Interpretation:

- 17–20 = Dharmically aligned leadership
- 13–16 = Needs intentional reinforcement
- 9–12 = Requires intervention and coaching
- 0–8 = High-risk leadership behavior pattern



7-Day Dharmic Leadership Starter Plan

Purpose: *A simple, habit-forming initiation plan to embed CARE into daily practice. Each day introduces one core ritual and one micro-action.*

Day 1 — Start With Compass

★ **Ritual:** *10-minute Morning Clarity Note*
Write: “What is my duty today, not my preference?”

★ **Micro-action:**
Identify one decision that requires long-term thinking and adjust it away from short-term pressure.

Day 2 — Begin the Decision Ledger

★ **Ritual:** *Log your first decision with rationale, trade-offs, and stakeholders affected.*

★ **Micro-action:**
Share this entry with one colleague for transparency.

Day 3 — Practice Reciprocity

★ **Ritual:** *Stakeholder Check-In (15 minutes)*
Ask: “Who is affected by my actions today, and did I consider them fairly?”

★ **Micro-action:**
Send one message of appreciation to a team member or external partner for unseen contributions.



☞ **Day 4 — Strengthen Accountability**

★ **Ritual:** 20-minute “Look Back Lens”

Review one past decision and note:

- what went right,
- what went wrong,
- what I would do differently.

★ **Micro-action:**

Close one loop you’ve been avoiding (a tough conversation, a minor mistake, a stakeholder update).

☞ **Day 5 — Build Equanimity**

★ **Ritual:** 5-minute pause before high-stakes decisions.

Use breath, grounding, or reflection.

★ **Micro-action:**

Rewrite one emotionally charged email or message with a calm, neutral tone.

☞ **Day 6 — Strengthen Dharmic Culture Around You**

★ **Ritual:** One collective Reflection Circle (10 minutes) with your team.

Ask:

- What should we stop doing?
- What should we continue doing?
- What should we improve?

★ **Micro-action:**

Invite one dissenting voice or junior member to challenge an assumption.



☞ **Day 7 — Integrate & Commit**

★ **Ritual: Weekly CARE Review**

Complete the CARE Score (Compass, Accountability, Reciprocity, Equanimity).

★ **Micro-action:**

Publish (internally or externally) your weekly learning memo:

“One thing I learned, one thing I changed, one thing I commit to.”

☞☞ **Starter-Plan Reflection (Optional Add-on Page)**

- *What was my biggest shift this week?*
 - *Which CARE pillar needs strengthening next?*
 - *What behavior surprised me about myself?*
 - *Which ritual will I continue daily?*
 - *What support do I need from my team or mentor?*
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90-Day CARE Mastery Workbook

A systematic three-month transformation journey for leaders committed to Dharmic clarity, ethical transparency, reciprocal stewardship, and emotional equanimity.

How to Use This Workbook

- Follow the **weekly focus** (12 weeks).
- Complete the **Daily Reflections** included in each week.
- Perform the **weekly CARE Audit** to track growth.
- Use the **monthly milestones** to ensure alignment with People–Planet–Profit.
- Spend **15–20 minutes daily, 60 minutes weekly, 2 hours monthly**.

This system builds Dharmic reflexes—ethical behavior becoming second nature.

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A practical tool for ethical, resilient, and regenerative leadership designed for a fractured world.

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☞☞ PART 1 — THE 12-WEEK CARE MASTERY PATHWAY

Each week strengthens one micro-pillar of CARE.

☞☞ WEEK 1 — Compass Reset: Defining Duty, Not Ego

☞ **Weekly Focus**

Rebuild leadership on Svadharma: clarity of duty, role, and ethical outcomes.

★ **Daily Reflections**

- *Day 1: What is my role, not my title?*
- *Day 2: What decision today requires long-term thinking?*
- *Day 3: Which responsibility have I been avoiding?*
- *Day 4: What ethical value will guide me today?*
- *Day 5: Who relies on my clarity the most?*
- *Day 6: What false urgencies cloud my judgment?*
- *Day 7: Weekly reflection: Did I act from duty or preference?*

★ **Weekly Exercise**

*Write a one-page **Role Charter**:*

- *My Mandate*
- *My Boundaries*
- *My Long-Term Responsibility*
- *My Ethical Non-Negotiables*



☞☞ **WEEK 2 — Compass Deepening: North Star Metrics**

☞ **Weekly Focus**

Design your *ethical* + *outcome-based North Star Metric*.

★ **Daily Reflections**

- *Where does my team create long-term harm unintentionally?*
- *What is the 10-year impact of our choices?*
- *Which metric currently misguides us?*
- *What value must never be compromised?*
- *Which vulnerable group must be protected?*
- *What outcome benefits People + Planet + Profit?*
- *Weekly: Draft one metric that signals “We practiced Dharma.”*

★ **Weekly Exercise**

Create a **North Star Board** (1 page).

☞☞ **WEEK 3 — Accountability Reset: Radical Transparency**

☞ **Weekly Focus**

Establish your **Decision Ledger**.

★ **Daily Reflections**

- *What decision today must be logged?*
- *What did I fear admitting today?*
- *Did I take responsibility or deflect it?*
- *What mistake needs transparent correction?*
- *Who deserves an apology?*
- *Where did I choose speed over ethics?*
- *Weekly: Identify one decision you wish to revisit.*

★ **Weekly Exercise**

Draft the format of your **Decision Ledger**:

- *Decision*
- *Context*
- *Trade-offs*
- *Stakeholders*
- *Expected Consequences*
- *Ethical Notes*



👉👉 **WEEK 4 — Accountability Deepening: Corrective Loops**

👉 **Weekly Focus**

Create **responsibility loops** that close unresolved decisions.

★ **Daily Reflections**

- What unresolved decision must I close today?
- Who needs clarity from me?
- Where did silence cause confusion?
- What consequence did I underestimate?
- Who needs credit I forgot to give?
- What accountability do I owe myself?
- Weekly reflection: How many loops did I close?

★ **Weekly Exercise**

Build a **7-day closure plan** for overdue responsibilities.

👉👉 **WEEK 5 — Reciprocity Reset: Fairness as a Daily Practice**

👉 **Weekly Focus**

Shift from extraction to mutual benefit.

★ **Daily Reflections**

- Did my decision fairly distribute gain and pain?
- Which stakeholder did I overlook?
- Who carried invisible emotional labor?
- What contribution deserves recognition?
- Did I share information early enough?
- What action today builds trust, not dependency?
- Weekly: Who benefited unfairly or unfairly suffered? Why?

★ **Weekly Exercise**

Complete a **Stakeholder Map** with ripple-effect analysis.



👉👉 **WEEK 6 — Reciprocity Deepening: Systemic Fairness**

👉 **Weekly Focus**

Design reciprocal mechanisms:

living-wage checks, shared value flows, community benefit tracking.

★ **Daily Reflections**

- *Which partner or vendor needs fairness reassessment?*
- *Did I evaluate living-wage implications?*
- *Who in my team is under-recognized?*
- *Where is reciprocity missing in our culture?*
- *What policy promotes mutual growth?*
- *What action today increases collective benefit?*
- *Weekly: Draft one reciprocity policy.*

★ **Weekly Exercise**

Create a Stakeholder Reciprocity Scorecard (1 page).

👉👉 **WEEK 7 — Equanimity Reset: Emotional Mastery**

👉 **Weekly Focus**

Build emotional non-reactivity in leadership.

★ **Daily Reflections**

- *What emotion dominated today?*
- *Did I pause before responding?*
- *What triggered me and why?*
- *Did I misread someone due to stress?*
- *Which fear shaped my choices?*
- *Did I make space for silence today?*
- *Weekly: What reaction would I now handle differently?*

★ **Weekly Exercise**

Write a Trigger Map (patterns, environments, people, fears).



👉👉 **WEEK 8 — Equanimity Deepening: Bias & Clarity**

👉 **Weekly Focus**

Identify the three biases affecting your leadership most.

★ **Daily Reflections**

- Did I favor speed over inclusion?
- Who did I ignore due to narrative bias?
- What evidence contradicted my decision?
- Did ego distort my judgment?
- What assumption needs to be unlearned?
- Did I allow dissenting voices?
- Weekly: Which bias harmed my clarity most this week?

★ **Weekly Exercise**

Create a **Bias Antidote Ritual** for your daily routine.

👉👉 **WEEK 9 — Integration: CARE in Real Decisions**

👉 **Weekly Focus**

Apply the full CARE model to actual decisions.

★ **Daily Reflections**

- *Compass: What is the long-term truth?*
- *Accountability: Who bears the consequence?*
- *Reciprocity: Who gains? Who loses?*
- *Equanimity: Am I reacting or responding?*
- *Daily CARE Review: 4 scores out of 5.*
- *Weekly: Identify your most Dharmic decision this week.*

★ **Weekly Exercise**

Choose one real decision and apply CARE step-by-step.



WEEK 10 — Institutionalizing CARE

Weekly Focus

Embed CARE into team rituals and structures.

Daily Reflections

- *What ritual will institutionalize clarity?*
- *Where can we make accountability public?*
- *What mechanism increases reciprocity in teams?*
- *How do we prevent groupthink?*
- *Did the team feel psychologically safe today?*
- *Weekly: What mechanism worked best?*

Weekly Exercise

Design a CARE Ritual Calendar for your team.

WEEK 11 — Cultural Diffusion

Weekly Focus

Spread CARE thinking through role modeling and storytelling.

Daily Reflections

- *What Dharmic behavior did I model today?*
- *What story reinforces fairness in the team?*
- *Who deserves amplification?*
- *What narrative encourages ethical courage?*
- *Did I honor boundaries and wellbeing?*
- *Weekly: What cultural signal did I send?*

Weekly Exercise

Write three Dharmic Cultural Stories that guide your team.



WEEK 12 — Mastery Proof: The Dharmic Leader Profile

Weekly Focus

Consolidate everything into a personalized leadership operating system.

Daily Reflections

- *What is my Dharmic decision style?*
- *What are my non-negotiable principles?*
- *What rituals will be permanent?*
- *What biases have I overcome?*
- *What still needs practice?*
- *Weekly: Write your final Dharmic Leadership Statement.*

Weekly Exercise

Complete your CARE Mastery Profile (1 page):

- *My CARE Strengths*
 - *My CARE Risks*
 - *My Signature Dharmic Practices*
 - *My Leadership Purpose Statement*
 - *My Commitment for the Next 12 Months*
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☞☞ PART 2 — MONTHLY MILESTONES (30–60–90 DAY REVIEW)

☞ Month 1 Milestone (Day 30)

★ *Compass & Accountability Benchmarks*

- *Role Charter complete*
- *Decision Ledger active*
- *First North Star Metric drafted*
- *Accountability loop backlog cleared*
- *CARE score target: $\geq 12/20$*

Reflection Questions:

- *What changed most in my clarity?*
 - *Which decisions became more ethical?*
 - *What's the biggest leadership fear I overcame?*
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☞ Month 2 Milestone (Day 60)

★ *Reciprocity & Equanimity Benchmarks*

- *Stakeholder Map finalized*
- *Reciprocity Scorecard drafted*
- *Trigger Map & Bias Map completed*
- *Weekly rituals stable*
- *CARE score target: $\geq 15/20$*

Reflection Questions:

- *Where did I become more fair?*
 - *What emotional triggers lost their power?*
 - *Who benefited because I changed?*
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☞ **Month 3 Milestone (Day 90)**

★ *Integration & Cultural Diffusion Benchmarks*

- *CARE applied in two major decisions*
- *Team CARE rituals implemented*
- *Dharmic Leadership Statement written*
- *CARE Mastery Profile complete*
- *CARE score target: $\geq 17/20$*

Reflection Questions:

- *What is my unique leadership Dharma?*
 - *How has my team's trust shifted?*
 - *How did my decisions support People–Planet–Profit?*
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☞☞ PART 3 — REUSABLE TEMPLATES

☞ *Template: CARE Daily Reflection (5 minutes)*

- *Compass:* My intention today is _____.
- *Accountability:* One decision I will own today is _____.
- *Reciprocity:* One person/group I will uplift today is _____.
- *Equanimity:* One emotional pattern I will watch today is _____.

☞ *Template: CARE Weekly Audit*

Rate each 1–5:

- *Compass:* _____
- *Accountability:* _____
- *Reciprocity:* _____
- *Equanimity:* _____
- **Total:** _____ / 20

☞ *Template: Decision Ledger Entry*

- *Decision:*
- *Context:*
- *Stakeholders:*
- *Trade-offs:*
- *Consequences:*
- *Ethical Notes:*
- *CARE Score:* C ___ A ___ R ___ E ___

☞ *Template: Stakeholder Reciprocity Scorecard*

- *Stakeholder:*
- *Value Received:*
- *Value Contributed:*
- *Fairness Gaps:*
- *Corrective Actions:*



🌀 Template: Bias Antidote Ritual

My Trigger:

My Usual Reaction:

The Distortion It Creates:

My New Ritual to Break It:

Signal for Success:



➤➤ PART 4 — FINAL COMMITMENT

Write your **Dharmic Leadership Commitment Oath**:

“I lead not for power, approval, or reward, but for clarity, fairness, responsibility, and stability.

I commit to practicing CARE every day—for my team, my community, my planet, and the generations after me.”
