



Intention Contract (Team Edition)

“Action with awareness, not attachment.”

Purpose: To align every task with *dharma (duty)* and *nişkāma karma (non-attachment)* — turning daily work into conscious practice.

Section A: Weekly Declaration

- **Project/Task Name:** _____
 - **Team/Department:** _____
 - **Start–End Dates:** _____
 - **Purpose Statement (Why this matters to people/planet):**
-
-

Section B: My Dharmic Role (Svadharmā)

- My role in this task: _____
 - Core virtue I will embody (choose one):
 Steadiness Compassion Courage Clarity Humility
 - Skill or discipline I will cultivate: _____
-

☞ Section C: Action Commitments

Intent	Concrete Action	Frequency	Who's Impacted	Completion Signal
Example: Serve the customer truthfully	Verify claims before publication	Daily	Customers	Content audit passed

☞ Section D: Detachment Clause

“I commit to excellence, not control over outcomes.”

- I will measure effort, learning, and integrity — not applause.
- I will practice pause before reaction.
- I will close each week with reflection, not self-judgment.

Signature: _____

Date: _____

Detachment Retrospective Checklist

“Examine without ego; learn without blame.”

Use: After every sprint, quarter, or major outcome — especially after *failure or success extremes*.

Section A: Context

- Project/Period: _____
 - Review Date: _____
 - Review Team: _____
-

Section B: Reflection

1. Observation — What Happened?

- Facts recorded clearly (no interpretation)
- Stakeholder feedback collected
- Emotional climate mapped

2. Interpretation — What Did We Learn?

- Root cause identified without blame
- Positive deviations noted
- Lessons linked to process, not personalities

3. Detachment Practice — How Are We Letting Go?

- Acknowledged attachment moments (ego, fear, pride)
- Converted frustration into learning item
- Celebrated effort and virtue before output

4. Renewal — What Will We Do Differently?

- Next action defined
- Roles realigned with strengths
- Rest or pause period scheduled

✦ *Closing Mantra (optional to read aloud):*

“May our work be pure, our hearts light, our next action wiser.”

Dharmic Success Dashboard (One-Page Snapshot)

“Measure not just profit, but peace.”

Pillar	Sample Indicators	Frequency	Owner	Trend
People	Trust score, retention, learning hours, well-being pulse	Monthly	HR	↑ / → / ↓
Planet	Waste reduction %, renewable energy %, regenerative sourcing	Quarterly	Sustainability Lead	↑ / → / ↓
Profit	Ethical margin (profit without harm), reinvestment %, risk index	Quarterly	Finance	↑ / → / ↓
Peace (Inner/Relational)	Stress index, reflection time logged, gratitude practices adopted	Weekly	All Teams	↑ / → / ↓

Interpretation:

- *Steady upward trend* → Sustainable growth.
- *Flat lines* → Check for complacency.
- *Down trends* → Pause, reflect, recalibrate.

★ Monthly Reflection Note:

What did we gain materially? What did we lose spiritually?
What can we simplify next month?

21-Day Karmayoga Starter Pack (Team Edition)

“Do the work well, release the rest.”

Objective: Turn karmayoga from philosophy into *team micro-habits*.

Week 1: Awareness & Intention

- **Day 1:** Define team svadharma (purpose statement, 2 lines).
 - **Day 2:** Create personal *Intention Contracts*.
 - **Day 3:** 5-min silent reflection before meetings.
 - **Day 4:** Journal “effort vs. result” moments.
 - **Day 5:** Team check-in: what brings peace vs. anxiety at work?
 - **Day 6:** Gratitude circle — name one invisible contributor.
 - **Day 7:** Digital detox half-day; share insight Monday.
-

Week 2: Action & Equanimity

- **Day 8:** Review *Intention Contracts* mid-week.
- **Day 9:** Convert a stressful deadline into a learning sprint.
- **Day 10:** Identify one redundant ego-driven metric and drop it.
- **Day 11:** Team learning hour — one dharmic principle, one case study.
- **Day 12:** Invite feedback on tone, not just task.
- **Day 13:** Act of service — help another team without credit.
- **Day 14:** Group reflection: “How did we handle outcomes this week?”

☞ Week 3: Integration & Renewal

- **Day 15:** Draft your *Detachment Retrospective* from Week 2.
- **Day 16:** Identify small ritual to sustain calm (music, breath, tea).
- **Day 17:** Measure the Dharmic Dashboard once.
- **Day 18:** Update Intention Contracts for next cycle.
- **Day 19:** Share one story of peaceful productivity.
- **Day 20:** Write one promise for intergenerational impact (future generations).
- **Day 21:** Collective pledge: *“If our success costs our peace, it is no success.”*

★ Optional Team Reflection Template (End of Day 21)

Reflection Area	Insight	Action to Continue
Inner (Peace)		
Outer (Work)		
Impact (People/Planet)		