



# Dharmic Decision Matrix

A compact, evaluative tool for founders, product teams, and boards to assess whether a decision aligns with Dharma — *context-wise, impact-wise, and intention-wise.*

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## ☞ 1. Core Question

“Is this decision aligned with right action, right consequence, and right intention?”

This matrix breaks that into four dimensions: **People, Planet, Profit, and Purpose.**

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## ☞ 2. Dharmic Decision Matrix (4×4 Grid)

| Dimension | Guiding Question                                               | Low Alignment (Red Flag)                                    | High Alignment (Dharmic Choice)                                        |
|-----------|----------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------------------------|
| People    | <i>Does this protect dignity, fairness &amp; wellbeing?</i>    | Harms workers, increases burnout, unfair wages, poor safety | Supports livelihoods, improves wellbeing, fair wages, safe work        |
| Planet    | <i>Does this regenerate or degrade ecosystems?</i>             | Increases pollution, water risk, soil loss, waste           | Regenerates soil, reduces carbon/water footprints, enables circularity |
| Profit    | <i>Is profit the result of integrity — not extraction?</i>     | Short-termism, hidden costs, externalized harm              | Long-term margins, transparent costs, reinvestment in impact           |
| Purpose   | <i>Does this strengthen the mission &amp; long-term value?</i> | Mission drift, harmful markets, dilution of values          | Strengthens mission-lock, protects stakeholders, builds trust          |

## ☞ 3. Scoring System (0–5 Scale per Axis)

- 0–1 = Harmful / ethically unacceptable
- 2–3 = Tolerable with mitigation needed
- 4 = Good alignment, minor risks
- 5 = Full alignment; decision strengthens dharmic purpose

### Total Dharmic Score (0–20)

- 0–8: Reject
- 9–13: Revise / Mitigate
- 14–17: Proceed with safeguards
- 18–20: Strongly Dharmic; proceed confidently

#### ☞ 4. Risk Reflection Prompts (Mandatory Before Approval)

Use these four short prompts to confront blind spots:

1. **Unintended Harm:** “Who suffers quietly if we approve this?”
  2. **Intergenerational Impact:** “Would the next generation accept this?”
  3. **Truth Test:** “Are we hiding any cost — ecological, social, or emotional?”
  4. **Reversibility:** “If this fails ethically, can we reverse the harm?”
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#### ☞ 5. Decision Summary Block (Fillable)

- **Decision Proposal:** \_\_\_\_\_
  - **Dharmic Score:** \_\_\_\_\_ / 20
  - **Risks Identified:** \_\_\_\_\_
  - **Mitigation Plan:** \_\_\_\_\_
  - **Final Decision:** Reject / Revise / Approve
  - **Sign-off:** Founder / Ethics Lead / Stakeholder Council
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*Dharmic Decision Matrix — AddikaChannels.com | Powered by Purpose, Accountability & Regeneration*



# Dharmic Scorecard (People, Planet, Profit)

A simple 3-axis dashboard to monitor dharmic performance monthly/quarterly.

## ☞ 1. Overview Block (Fillable)

- **Company Name:** \_\_\_\_\_
- **Reporting Period:** Q1 / Q2 / Q3 / Q4 / Annual
- **Prepared By:** \_\_\_\_\_



## ☞ 2. Axis 1 — People (Human Flourishing Metrics)

| Metric                         | Target | Actual | Status                     |
|--------------------------------|--------|--------|----------------------------|
| Living wage compliance (%)     | 100%   |        | ☐ Green / ☐ Yellow / ☐ Red |
| Employee wellbeing score       | 75+    |        | ☐ Green / ☐ Yellow / ☐ Red |
| Burnout rate (%)               | <10%   |        | ☐ Green / ☐ Yellow / ☐ Red |
| High-value role retention      | >85%   |        | ☐ Green / ☐ Yellow / ☐ Red |
| Stakeholder representation (%) | 20%+   |        | ☐ Green / ☐ Yellow / ☐ Red |

Commentary:

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### ☞ 3. Axis 2 — Planet (Regenerative Impact Metrics)

(Uses RIS — Regenerative Impact Score)

| Metric                                 | Target  | Actual | Status                     |
|----------------------------------------|---------|--------|----------------------------|
| RIS (0–100)                            |         |        | ☐ Green / ☐ Yellow / ☐ Red |
| Scope 1–3 emissions / unit             | ↓ X%    |        | ☐ Green / ☐ Yellow / ☐ Red |
| Water use intensity                    | ↓ Y%    |        | ☐ Green / ☐ Yellow / ☐ Red |
| Circularity rate (%)                   | 30%–60% |        | ☐ Green / ☐ Yellow / ☐ Red |
| Regenerative supply chain adoption (%) |         |        | ☐ Green / ☐ Yellow / ☐ Red |

Commentary:

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#### ☞ 4. Axis 3 — Profit (Sustainable Economic Health)

| Metric                            | Target | Actual | Status                                                                                          |
|-----------------------------------|--------|--------|-------------------------------------------------------------------------------------------------|
| Revenue growth                    | ___%   |        | <input type="checkbox"/> Green / <input type="checkbox"/> Yellow / <input type="checkbox"/> Red |
| Gross margin                      | ___%   |        | <input type="checkbox"/> Green / <input type="checkbox"/> Yellow / <input type="checkbox"/> Red |
| Profit reinvestment in impact (%) | ___%   |        | <input type="checkbox"/> Green / <input type="checkbox"/> Yellow / <input type="checkbox"/> Red |
| Cash runway (months)              | 12–18  |        | <input type="checkbox"/> Green / <input type="checkbox"/> Yellow / <input type="checkbox"/> Red |
| Debt/Equity health                | Stable |        | <input type="checkbox"/> Green / <input type="checkbox"/> Yellow / <input type="checkbox"/> Red |

Commentary:

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## ☞ 5. Scorecard Summary (Visualization)

- **People Score:** \_\_\_\_ / 100
- **Planet RIS Score:** \_\_\_\_ / 100
- **Profit Health Score:** \_\_\_\_ / 100

Add weighted average if needed.

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## 6. Quarterly Dharmic Diagnosis

- **Top 3 Strengths:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

- **Top 3 Risks:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

- **Corrective Actions for Next Quarter:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_





# DHARMIC 100-DAY PLAYBOOK — CHECKLIST (Founder Edition)

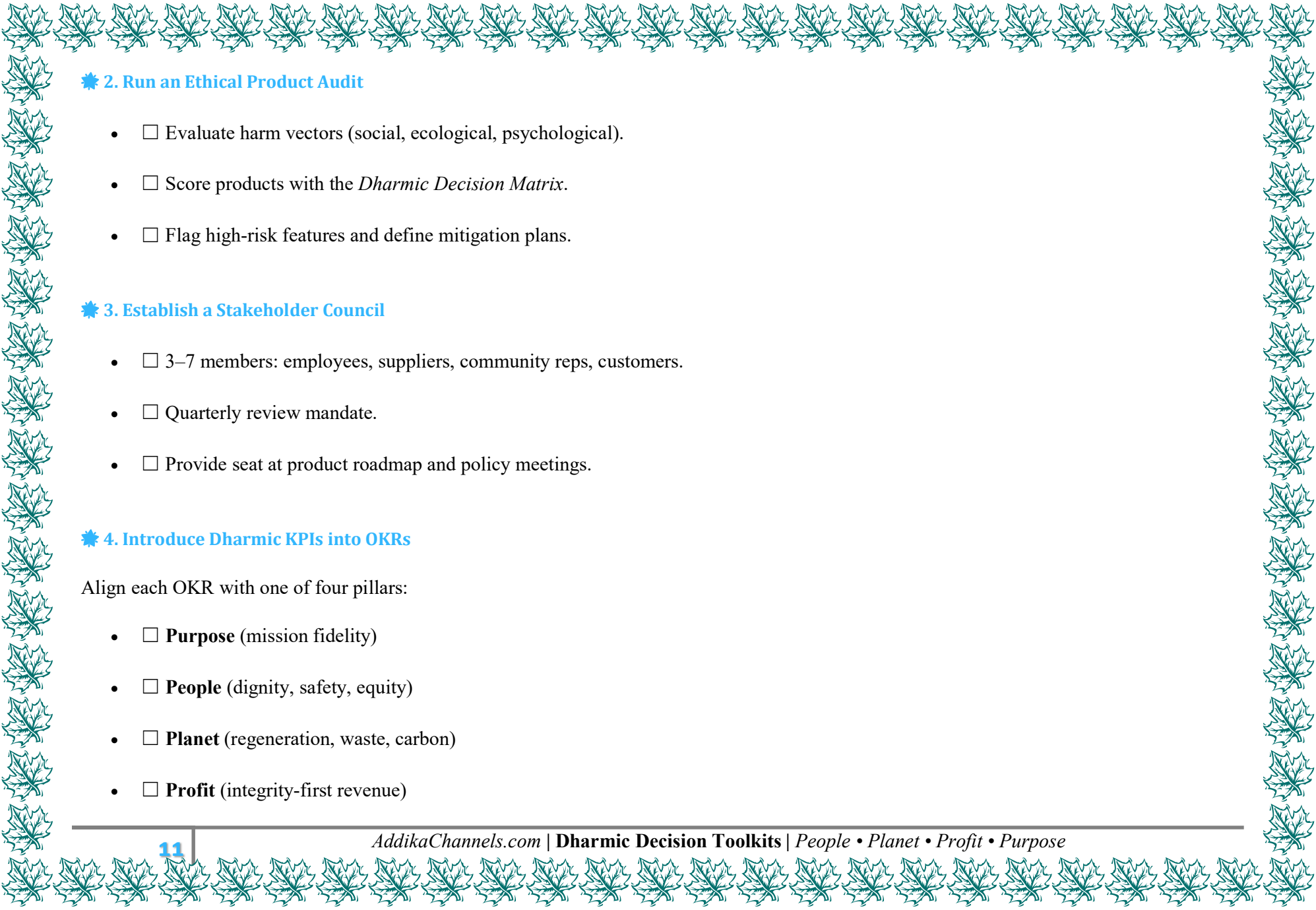
*A crisp operational blueprint for embedding Dharma into a young or scaling venture.*

## ☞ PHASE 1 — DAYS 1–30: FOUNDATION & ALIGNMENT

**Goal:** Anchor the company to purpose, establish ethical baselines, and reset direction.

### ★ 1. Publish a Mission-Anchored Charter

- ☐ Define the **purpose**, not just product.
- ☐ Add a **mission-lock clause** protecting direction during scaling.
- ☐ Communicate to team, early investors, first suppliers.



## ✦ 2. Run an Ethical Product Audit

- ☐ Evaluate harm vectors (social, ecological, psychological).
- ☐ Score products with the *Dharmic Decision Matrix*.
- ☐ Flag high-risk features and define mitigation plans.

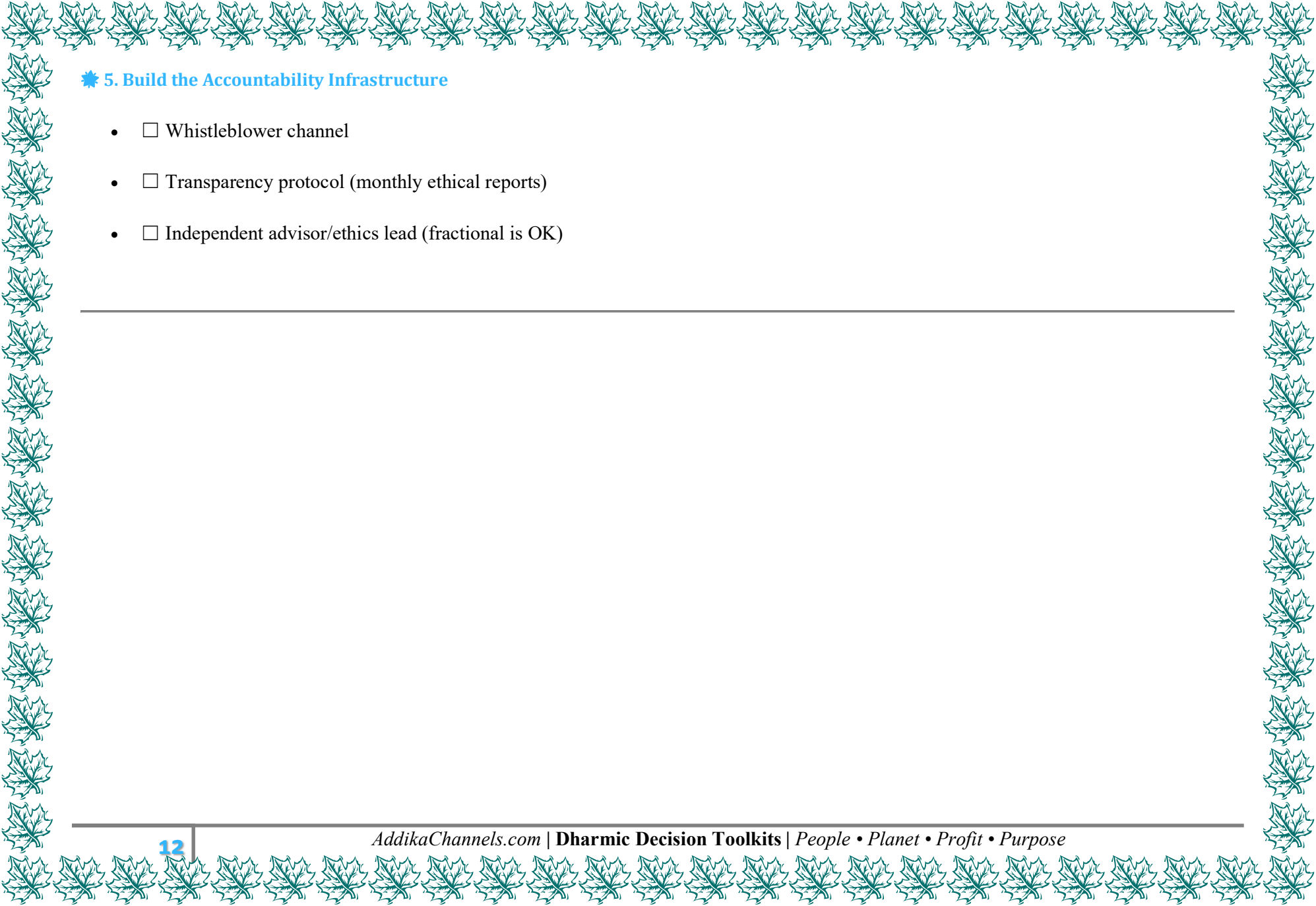
## ✦ 3. Establish a Stakeholder Council

- ☐ 3–7 members: employees, suppliers, community reps, customers.
- ☐ Quarterly review mandate.
- ☐ Provide seat at product roadmap and policy meetings.

## ✦ 4. Introduce Dharmic KPIs into OKRs

Align each OKR with one of four pillars:

- ☐ **Purpose** (mission fidelity)
- ☐ **People** (dignity, safety, equity)
- ☐ **Planet** (regeneration, waste, carbon)
- ☐ **Profit** (integrity-first revenue)



## ✦ 5. Build the Accountability Infrastructure

- ☐ Whistleblower channel
  - ☐ Transparency protocol (monthly ethical reports)
  - ☐ Independent advisor/ethics lead (fractional is OK)
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## ☞ PHASE 2 — DAYS 31–60: STRUCTURES, PEOPLE & SYSTEMS

**Goal:** Establish leadership culture, hiring discipline, and governance scaffolding.

### 🌟 6. Rework Incentive Structures

- ☐ Introduce **profit-sharing**
- ☐ Define **impact-linked vesting** (social+environmental milestones)
- ☐ Publish pay transparency bands

### 🌟 7. Launch Supplier Capacity-Building Pilot

- ☐ Identify 1–2 high-potential suppliers
- ☐ Offer training on: regenerative practices, safety, quality
- ☐ Sign long-term contracts with fair-pricing formulas



#### ★ 8. Adopt a Dharmic Hiring System

- ☐ Values-alignment interview bank
- ☐ Trial project (48–72 hours)
- ☐ Value-alignment scorecard
- ☐ Cultural safety clause in offer letters

#### ★ 9. Start Leadership Humility Workshops

- ☐ Monthly circles: truth-telling, self-correction, feedback
- ☐ Rituals: *pause before decision, intent clarity, impact mapping*

#### ★ 10. Introduce 360° Culture Health Reviews

- ☐ Every employee evaluates leadership values
- ☐ Identify patterns of ego, extraction, unfairness
- ☐ Publish learnings internally



## ☞ PHASE 3 — DAYS 61–100: REGENERATION, SCALING & TRANSPARENCY

**Goal:** Begin real operational transformation and lock long-term ethical advantages.

### 🌟 11. Convert One Product Line to Circular Design

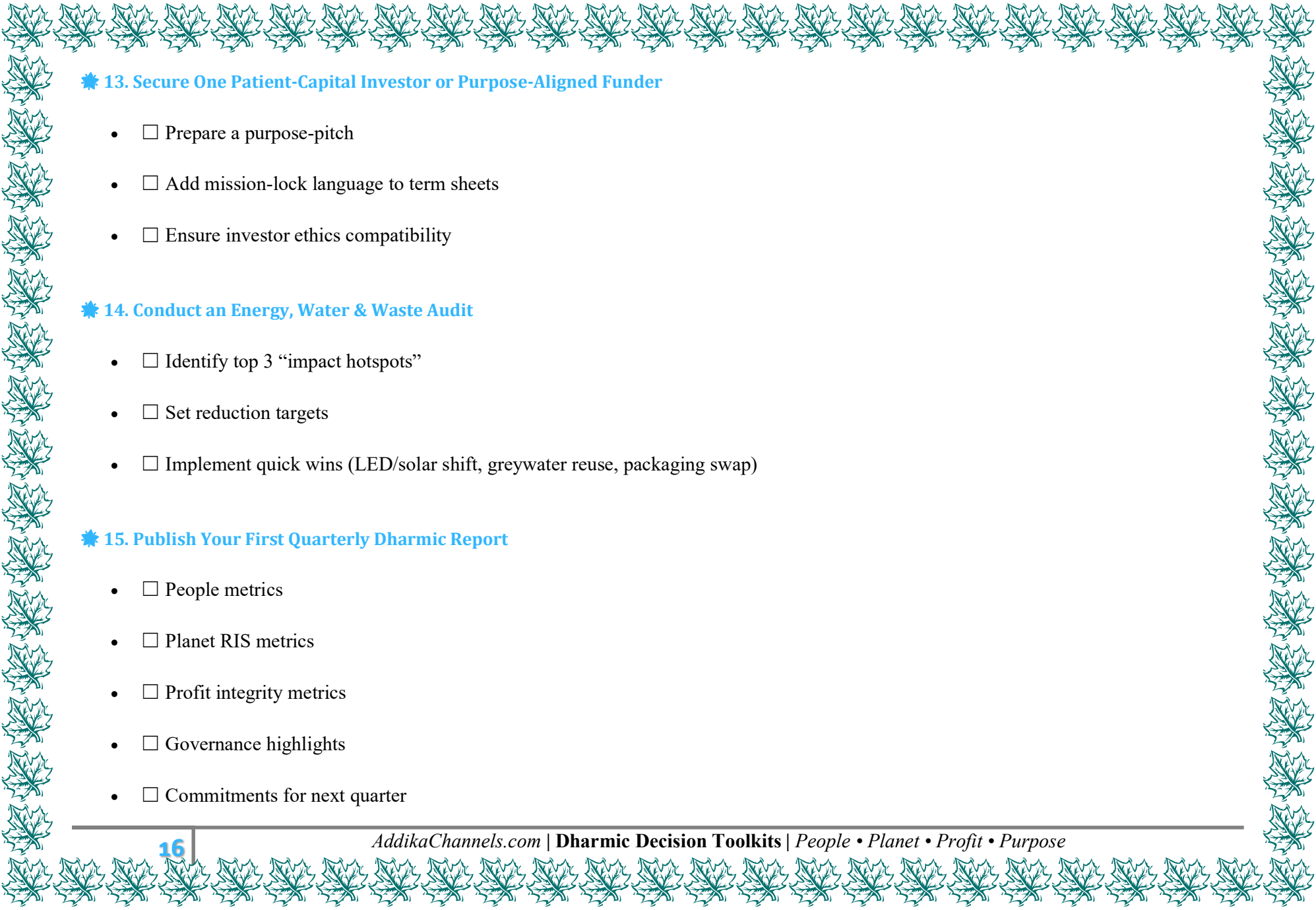
- ☐ Reusable, repairable, or designed-for-return
- ☐ Lifecycle costing
- ☐ Circular material substitutions

### 🌟 12. Implement the Regenerative Impact Score (RIS)

Measure:

- ☐ Carbon
- ☐ Water
- ☐ Waste
- ☐ Biodiversity
- ☐ Circularity index

Score quarterly (0–100).



### ★ 13. Secure One Patient-Capital Investor or Purpose-Aligned Funder

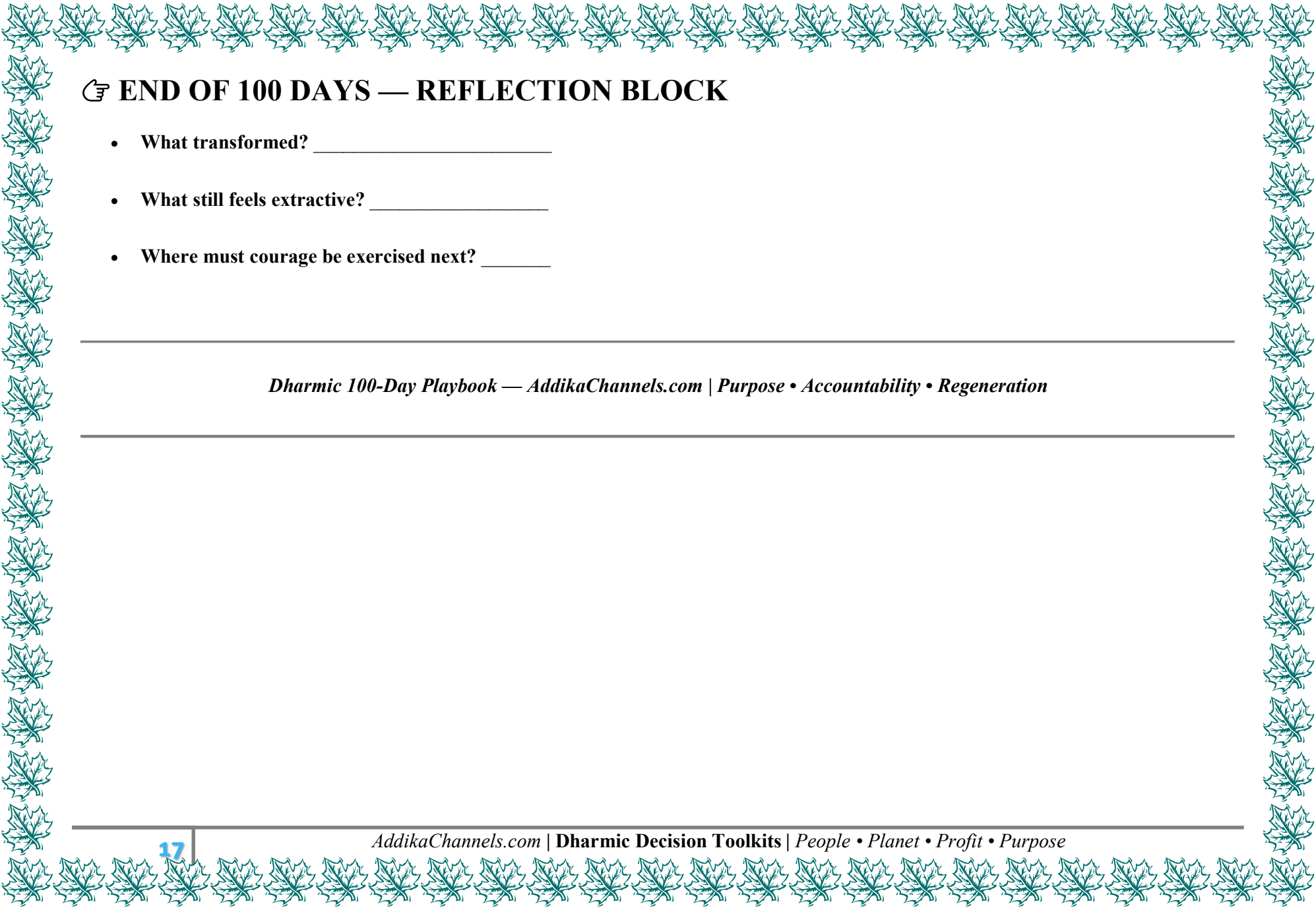
- ☐ Prepare a purpose-pitch
- ☐ Add mission-lock language to term sheets
- ☐ Ensure investor ethics compatibility

### ★ 14. Conduct an Energy, Water & Waste Audit

- ☐ Identify top 3 “impact hotspots”
- ☐ Set reduction targets
- ☐ Implement quick wins (LED/solar shift, greywater reuse, packaging swap)

### ★ 15. Publish Your First Quarterly Dharmic Report

- ☐ People metrics
- ☐ Planet RIS metrics
- ☐ Profit integrity metrics
- ☐ Governance highlights
- ☐ Commitments for next quarter



## ☞ END OF 100 DAYS — REFLECTION BLOCK

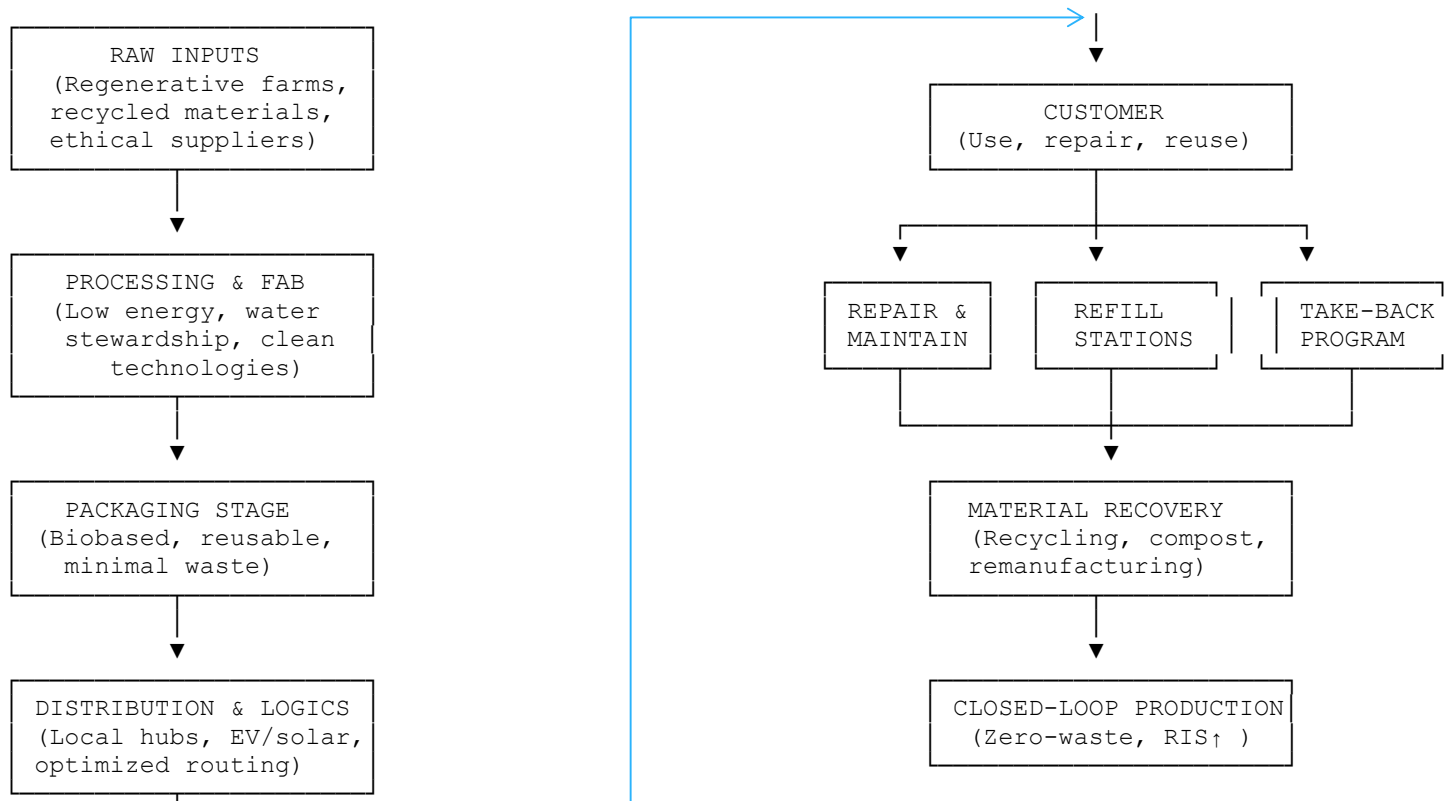
- What transformed? \_\_\_\_\_
- What still feels extractive? \_\_\_\_\_
- Where must courage be exercised next? \_\_\_\_\_

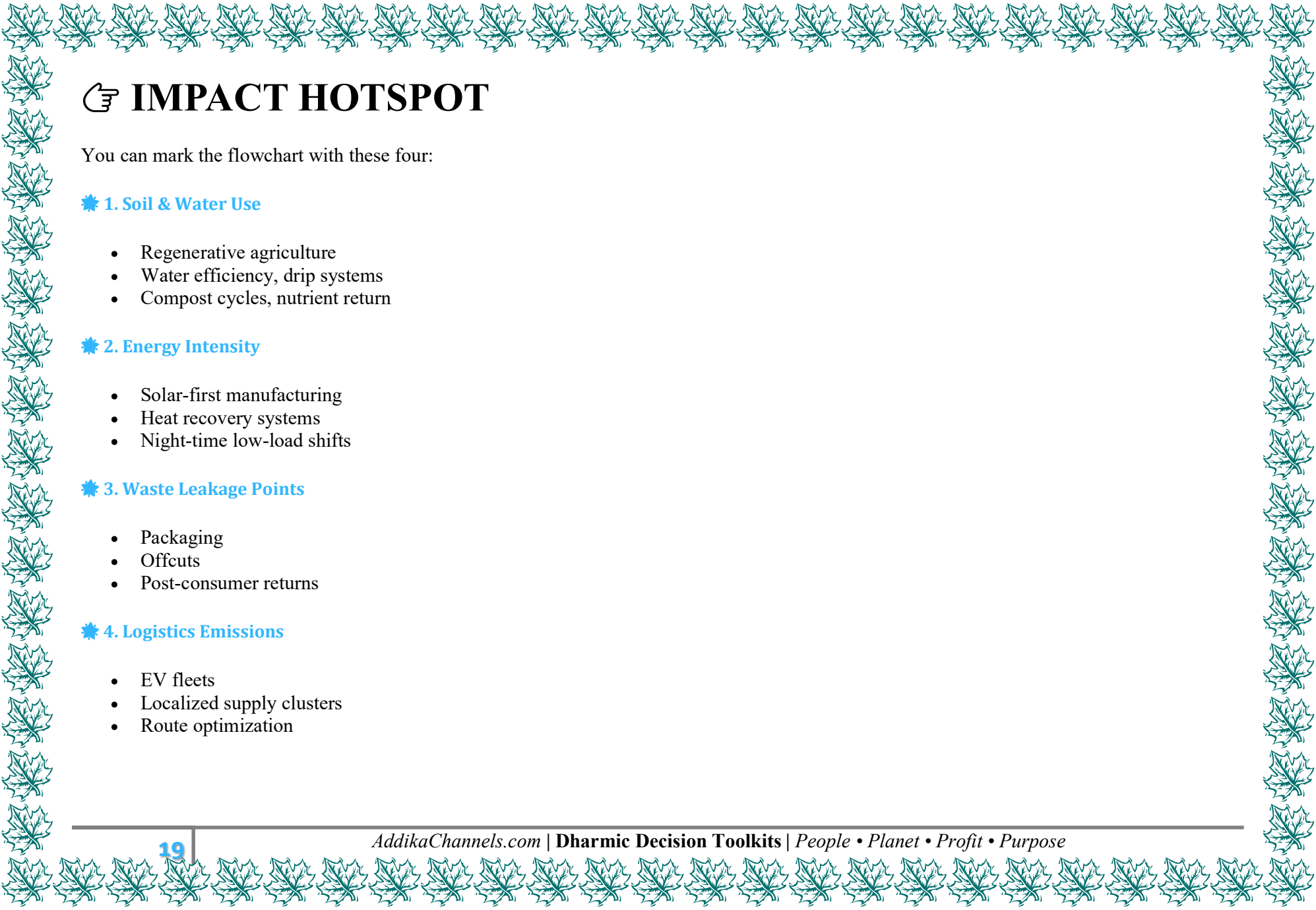
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# 👉 CIRCULAR SUPPLY CHAIN FLOW





# ☞ IMPACT HOTSPOT

You can mark the flowchart with these four:

## ✦ 1. Soil & Water Use

- Regenerative agriculture
- Water efficiency, drip systems
- Compost cycles, nutrient return

## ✦ 2. Energy Intensity

- Solar-first manufacturing
- Heat recovery systems
- Night-time low-load shifts

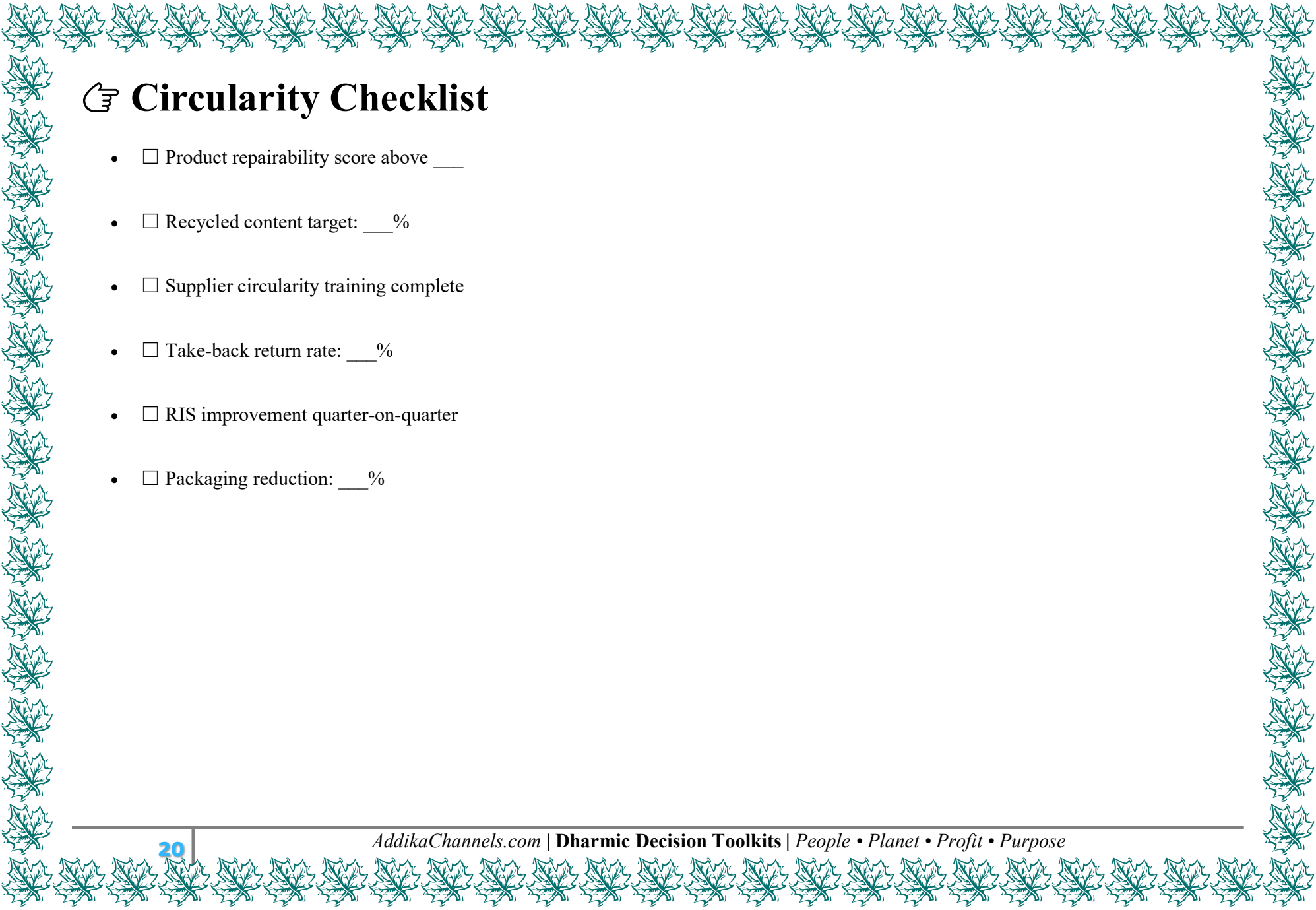
## ✦ 3. Waste Leakage Points

- Packaging
- Offcuts
- Post-consumer returns

## ✦ 4. Logistics Emissions

- EV fleets
- Localized supply clusters
- Route optimization





## Circularity Checklist

- ☐ Product repairability score above \_\_\_\_
- ☐ Recycled content target: \_\_\_\_%
- ☐ Supplier circularity training complete
- ☐ Take-back return rate: \_\_\_\_%
- ☐ RIS improvement quarter-on-quarter
- ☐ Packaging reduction: \_\_\_\_%

# ☞☞ Further Reading & Resources — For the Dharmic Entrepreneur

A curated library for founders, creators, policy shapers, and investors building ethical, regenerative, purpose-driven ventures.

Each cluster below is chosen to deepen one axis of the People–Planet–Profit model and to help leaders translate **Dharma into daily business decisions**.

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## ☞ I. Foundational Texts on Ethics, Duty & Purpose

*Understanding the philosophical roots behind dharmic entrepreneurship.*

### ★ Core Concepts

- Readings on **duty, right action, and context-sensitive ethics** across Indian and global traditions.
- Works exploring the intersection of **virtue ethics, stewardship models, and moral responsibility** in society.

### ★ Why They Matter

These texts help founders build the inner compass required to make decisions that endure beyond market cycles.

## ☞ II. Ethical Business & Governance Frameworks

*Essential for leaders designing durable, integrity-first organizations.*

### ★ Suggested Resources

- Practitioner guides on **stakeholder capitalism**, **impact-first governance**, and **mission-lock systems**.
- Books exploring **corporate accountability**, **transparent board structures**, and **multi-stakeholder governance models**.
- Whitepapers from global ethical-certification bodies on:
  - Sustainability reporting
  - Impact measurement
  - Benefit-corporation structures

### ★ Why They Matter

Dharmic governance translates intention into institution — these resources strengthen the backbone of ethical business.

### ☞ III. Regenerative Economics & Circular Systems

*For founders designing supply chains that heal, not harm.*

#### 🌟 Key Focus Areas

- Foundations of **regenerative economics**, **circular production**, and **ecosystem-positive supply networks**.
- Case studies from companies pioneering:
  - Closed-loop systems
  - Biobased materials
  - Zero-waste manufacturing
  - Soil-positive agriculture
- Field guides on:
  - Carbon accounting
  - Water stewardship
  - Biodiversity-positive design

#### 🌟 Why They Matter

Planet metrics are non-negotiable for the dharmic enterprise. This reading ecosystem builds scientific literacy for climate-responsible business.

## ☞ IV. Purpose-Driven Leadership & Conscious Organizations

*To nourish cultures rooted in humility, responsibility, and long-term vision.*

### ✦ Suggested Themes

- Leadership research on **servant leadership**, **conscious capitalism**, **compassion-based management**, and **value-infused hiring**.
- Organizational psychology studies on:
  - Ethical culture formation
  - Moral resilience
  - Burnout prevention
  - Team psychological safety
- Frameworks for **restorative feedback**, **humility training**, and human-centric management.

### ✦ Why They Matter

Culture is the lived Dharma — these resources help leaders animate values in everyday behavior.

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## ☞ V. Social Impact, Community Wealth & Inclusive Finance

*Reimagining money as a tool for societal upliftment, not extraction.*

### ★ Key Readings

- Community-wealth building models
- Cooperative business frameworks
- Papers on equitable finance:
  - Patient capital
  - Revenue-based lending
  - Social bonds
  - Blended-finance structures
- Studies on inclusive markets, micro-enterprise ecosystems, and community-based entrepreneurship clusters.

### ★ Why They Matter

They equip founders with financial structures that allow scaling without compromising integrity.

## 🔑 VI. Climate Science, Biodiversity & Environmental Stewardship

*For founders wanting to ground environmental actions in scientific precision.*

### 🌟 Learn About

- Climate-change science fundamentals
- Carbon cycle and greenhouse gas accounting
- Water efficiency & watershed protection
- Soil biology and microbiome restoration
- Biodiversity frameworks and monitoring tools

### 🌟 Why They Matter

Dharmic entrepreneurship requires not just “intent to do good” but informed, measurable ecological stewardship.

## 👉 VII. Indian Context: Ethical Startup India

*India-specific knowledge critical for dharmic enterprises operating locally or globally.*

### 🌟 Recommended Areas

- Government policy briefs on sustainability, MSMEs, and social enterprise frameworks
- Reports from Indian incubators and impact networks
- Studies on rural entrepreneurship, micro enterprise ecosystems, and agrarian supply-chain innovations
- Research on India's startup ethics landscape

### 🌟 Why They Matter

India has unique economic, cultural, and ecological contexts — dharmic entrepreneurship must be built with awareness of ground realities.

## ☞ VIII. Digital Ethics, AI Governance & Future Economy

*For founders working at the intersection of tech, ethics, and society.*

### ✦ Essential Concepts

- Responsible AI frameworks
- Data governance & rights
- Algorithmic accountability
- Digital public goods
- Ethical product development cycles
- Papers on the societal impacts of automation & AI-driven inequality

### ✦ Why They Matter

Dharmic entrepreneurship must evolve with the technologies shaping the next 50 years.

## ☞ IX. Case Study Collections Worth Exploring

### ★ Suggested Categories

- Purpose-driven startups that put ethics before scale
- Companies that adopted circularity
- Enterprises that succeeded with stakeholder governance
- Community-led microbusiness ecosystems
- Failure studies — businesses that collapsed due to:
  - Mission drift
  - Ethical compromise
  - Unsustainable models

### ★ Why They Matter

Dharmic learning is incomplete without stories — real successes and failures help refine judgment.



## ☞ X. Tools, Templates & Practical Frameworks

These complement your Dharmic Decision Matrix & Dharmic Scorecard.

### ✦ Useful Tools

- Impact-measurement toolkits
- ESG-lite frameworks for small businesses
- Carbon/water footprint calculators
- Lifecycle assessment (LCA) templates
- Ethical product-review checklists
- Social-welfare audit tools
- Circularity design scorecards

### ✦ Why They Matter

Frameworks move Dharma from philosophy into action.

# ☞☞ How to Use This Reading Ecosystem

## 🌟 Start with one axis

Choose **People**, **Planet**, or **Profit** and deep dive for 30 days.

## 🌟 Build your founder library

Pick 1–2 books per category; treat them as annual companions.

## 🌟 Use tools monthly

Apply scorecards, LCAs, decision matrices, and cultural assessments.

## 🌟 Bring teams into the journey

Convert readings into:

- Monthly study circles
- Culture discussions
- Leadership learning rituals

## 🌟 Teach forward

Share distilled learnings with peers, investors, and suppliers.  
Dharma spreads best through example, not slogans.