



6 Pilot Playbooks — "Dharmic Systems Repair Pilots"

Each playbook includes: Purpose, Core Steps, Timeframe, Resources, Risks & Metrics.

✦ 1. Integrity Micro-Grant Pilot

Purpose: Empower local repair through small funds governed by rotating community trustees.

Core Steps:

1. Allocate ₹1–5 lakh for local repair initiatives (roads, sanitation, school upkeep).
2. Form a 5-member rotating trustee board (2 citizens, 1 technical officer, 1 civil rep, 1 independent auditor).
3. Invite one-page proposals from residents or civic groups.
4. Disburse in two tranches: 70 % initiation + 30 % completion proof.
5. Audit every 30 days; publish transaction map online/offline.

Timeframe: 90 days (1 rotation cycle).

Resources: CSR seed or departmental contingency fund.

Risks: Elite capture → rotate trustees quarterly.

Metrics: # Projects completed; audit compliance; citizen trust rating $\uparrow \geq 10\%$.

✳ 2. Decision Rationale Log Pilot

Purpose: Make administrative reasoning transparent and participatory.

Core Steps:

1. Create a simple online log with template fields: *Decision* | *Why* | *Who Benefits* | *Alternatives* | *Risks* | *Metrics*.
2. Post each major decision within 72 hours.
3. Keep 30-day public comment window; publish agency responses within 15 days after closure.
4. Archive for search and pattern analysis.

Timeframe: Continuous, first evaluation in 3 months.

Resources: Existing website + intern support.

Risks: Comment spam → identity verification and moderation.

Metrics: Average response time; % decisions posted; citizen engagement volume.

✳ 3. Pause & Pledge Procurement Pilot

Purpose: Reduce impulsive or opaque procurements.

Core Steps:

1. Apply to all purchases > ₹5 lakh (adjust locally).
2. After recommendation, post procurement rationale + officer's 1-line *svadharna* pledge for 24 hours.
3. Collect comments; review substantive ones; then finalize.
4. Publish final award with short justification.

Timeframe: Immediate; review after 3 cycles.

Resources: Procurement portal plugin.

Risks: Urgent delays → “fast-track with disclosure” protocol.

Metrics: % procurements paused; # public comments; trust-score improvement.

✳ 4. Restorative Post-Mortem Pilot

Purpose: Turn failures into learning instead of blame.

Core Steps:

1. Trigger when major lapse or harm occurs.
2. Convene circle: affected citizens + officials + independent facilitator.
3. Discuss causes, impact, repair options; co-create restitution plan.
4. Publish summary & follow-up tracker monthly.

Timeframe: 30 days per incident.

Resources: HR or ethics-cell facilitation budget.

Risks: Fear of exposure → limited amnesty for voluntary disclosure.

Metrics: # restorative actions completed; recurrence rate ↓ > 25 %.

✳ 5. Svadharma Onboarding Pilot

Purpose: Embed dharmic ethics from Day 1.

Core Steps:

1. Add “svadharma clause” to all job descriptions.
2. Conduct a half-day ethics orientation (case dilemmas + pledge writing).
3. Post new employees’ svadharma one-liners on internal dashboard.
4. Revisit during annual review.

Timeframe: 3 months rollout.

Resources: HR team + ethics mentor.

Risks: Superficial adoption → link to evaluation.

Metrics: % staff with active pledge; ethical-incident reports ↓.

★ 6. Community Transparency Map Pilot

Purpose: Visualize public-money flow for citizens.

Core Steps:

1. Select one flagship scheme.
2. Map flow of funds → vendors → outputs using icons/colors.
3. Display at ward office & online; update monthly.
4. Invite citizens to verify deliveries via QR feedback.

Timeframe: 60 days prototype.

Resources: Designer + data intern.

Risks: Data gaps → simplify first; scale later.

Metrics: # visitors/views; % verified outputs; trust index ↑.

10 Ritual Templates — “Social Technologies for Integrity”

Short, repeatable, public-facing actions that make ethics visible and habitual.
Use individually or combine in a *21-Day Integrity Ritual Cycle*.

✿ 1. Integrity Minute

Start every meeting with 60 seconds of silence + one member reading their svadharma line.
Effect: centers attention, normalizes integrity.

✿ 2. Offer Ledger

All gifts/favors > ₹500 logged publicly within 48 hours (who | what | action taken).
Effect: removes ambiguity, builds transparency.

✿ 3. Repair Circle Friday

Weekly 15-min gathering to name one harm caused + step for restitution.
Effect: turns guilt into growth; institutionalizes humility.

✿ 4. Stakeholder Avatar

Before decisions, assign each member to voice one stakeholder’s viewpoint.
Effect: deepens empathy, anticipates unintended harm.

✿ 5. Integrity Wall

Public or intranet board displaying team pledges, fulfilled acts, gratitude notes.

Effect: visible reinforcement; reputation as incentive.

✿ 6. Whistle Safe Day

Monthly open-door session with ombuds for confidential concerns.

Effect: lowers barrier for early warning.

✿ 7. Procurement Opening Ceremony

Read project purpose + scoring rubric aloud before bid opening.

Effect: ritualizes fairness; deters collusion.

✿ 8. Integrity Badge Program

Voluntary badge for teams completing three consecutive integrity rituals.

Effect: gamifies virtue; social proof for good governance.

✿ 9. Decision Justification Post

Within 72 hours of major approval, post a 200-word “why + who benefits” note.

Effect: documents reasoning, deters arbitrary choices.

✿ 10. Pause Before Accept

Institutional habit: three conscious breaths before accepting any favor or request.

Effect: creates mindful distance between offer and action.

👉 👉 How to Pilot These in Sequence (Suggested 90-Day Path)

Phase	Weeks	Focus	Key Action	Visible Outcome
Orientation	1-2	Role Ethics	Write svadharma one-liners	Public pledge board
Practice	3-6	Inner Rituals	Pause Before Accept + Repair Circle	Reduction in micro-harms
Visibility	7-10	Public Acts	Offer Ledger + Integrity Minute	Increased trust
Institutionalize	11-13	Feedback & Learning	Run Restorative Post-Mortem	First playbook documented

👉 👉 Measurement & Reporting Dashboard (Template)

Metric	Baseline	Target	Actual	Notes
Meetings with Integrity Minute %	0	80		
Gifts logged in Offer Ledger %	0	100		
Repair actions completed	0	10 per month		
Citizen trust index	—	+15 %		
Average grievance resolution (days)	30	15		

👉 👉 Closing Reflection for Printable Version

“Each ritual is a seed, each pilot a sapling. Plant them together, and you grow a moral forest.”
— AddikaChannels Ethics Collective



21-Day Integrity Ritual Cycle Tracker

A dharmic self-discipline for personal and institutional repair
Theme: “Repairing the system begins with repairing attention.”

✦ Purpose

To cultivate conscious integrity through 21 daily micro-rituals that integrate **inner reflection**, **public accountability**, and **ethical experimentation**.

Each day builds on the previous one — moving from **awareness** → **restraint** → **restitution** → **redesign**.
All activities are **secular-friendly**, **5–15 minutes max**, and **publicly shareable** in teams or civic cohorts.

✦ Structure

- **Week 1:** *Inner Awareness & Pause* — noticing, slowing, breathing.
- **Week 2:** *Public Acts & Repair* — making values visible.
- **Week 3:** *Sustained Integrity & Systems Thinking* — embedding dharma in habits.

Each day includes:

1. **Daily Ritual / Practice**
 2. **Reflection**
 3. **Integrity Marker (Yes/No + Notes)**
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☞ ☞ WEEK 1 — Awareness & Pause (Days 1–7)

Goal: Train moral attention; recognize impulses before acting.

Day	Ritual / Action	Reflection	Integrity Marker
* 1	Three-Breath Pause — Before any commitment or acceptance, take three conscious breaths.	What shifts when you slow the moment of “yes”?	<input type="checkbox"/> Practiced <input type="checkbox"/> Not yet
* 2	Morning Svadharma Line — Write one sentence: “Today my role is to serve integrity through...”	Did your actions match your line?	<input type="checkbox"/> Aligned <input type="checkbox"/> Drifted
* 3	Noticing Temptations — Journal 3 subtle moments of self-interest today.	Which one was hardest to resist and why?	<input type="checkbox"/> Recorded
* 4	Silence Minute — 60 seconds before meetings to center collective purpose.	Did silence make decisions clearer or slower?	<input type="checkbox"/> Practiced
* 5	Truth Ledger — Note one half-truth you told (or almost told).	What fear drove it?	<input type="checkbox"/> Logged
* 6	Gratitude to Critics — Thank one person who corrected you.	How did it feel to be held accountable?	<input type="checkbox"/> Done
* 7	Mini-Review — Re-read your journal; highlight one recurring moral blind spot.	What habit do you commit to changing next week?	<input type="checkbox"/> Completed

👉 👉 WEEK 2 — Public Acts & Repair (Days 8–14)

Goal: Make ethics visible; build accountability through small social technologies.

Day	Ritual / Action	Reflection	Integrity Marker
* 8	Integrity Minute — Open team meeting with one-line ethical intention.	Did collective tone shift?	<input type="checkbox"/> Practiced
* 9	Offer Ledger — Log one material or emotional favor offered to you.	Did you feel freer after disclosing?	<input type="checkbox"/> Logged
* 10	Repair Circle — Name one harm caused this week + restitution step.	What emotion accompanied confession?	<input type="checkbox"/> Done
* 11	Stakeholder Avatar — Speak for one silent stakeholder in a decision.	Did perspective-taking change the outcome?	<input type="checkbox"/> Practiced
* 12	Integrity Wall — Post your svadharma line publicly or on a team board.	How did visibility affect your consistency?	<input type="checkbox"/> Posted
* 13	Decision Justification Post — Write a 100-word “why” for a choice made.	How transparent can reasoning be without fear?	<input type="checkbox"/> Written
* 14	Whistle Safe Check — Identify one issue that deserves attention and log it safely.	What prevents open reporting in your context?	<input type="checkbox"/> Identified

☞ ☞ WEEK 3 — Sustained Integrity & Systems Thinking (Days 15–21)

Goal: Move from single acts to durable ethical ecosystems.

Day	Ritual / Action	Reflection	Integrity Marker
* 15	Procurement Opening Ceremony (symbolic) — Read purpose before any significant decision.	Did the reminder of purpose reduce bias?	<input type="checkbox"/> Done
* 16	Integrity Badge — Celebrate one peer’s ethical act publicly.	How can recognition replace policing?	<input type="checkbox"/> Awarded
* 17	Restorative Review — Revisit one past failure; plan concrete repair.	What learning emerged?	<input type="checkbox"/> Completed
* 18	Community Transparency Map — Sketch or share how money/time flows in your work.	What link seems opaque?	<input type="checkbox"/> Shared
* 19	Mentor’s Mirror — Ask a trusted elder/peer to evaluate your dharmic alignment.	What truth did you resist hearing?	<input type="checkbox"/> Consulted
* 20	Legacy Note — Write 200 words: “If I left tomorrow, what ethical footprint would remain?”	What values endure beyond results?	<input type="checkbox"/> Written
* 21	Closing Reflection & Public Pledge — Re-read all 21 days; write one long-term practice.	What inner or outer reform feels most alive now?	<input type="checkbox"/> Declared

☞ ☞ Reflection Summary Page (End of Tracker)

✦ 1. My Svadharma Statement (Post-Program)

“As a _____, I steward _____ with _____.”

(Example: *As a manager, I steward resources with fairness and care.*)

✦ 2. Top 3 Temptations I Noticed

1. _____
2. _____
3. _____

✦ 3. Top 3 Acts of Integrity I Practiced

1. _____
2. _____
3. _____

✦ 4. Lessons for My Institution / Team

- What systemic blind spot became clear?
- Which ritual worked best for collective morale?
- Which habit needs redesign?

✿ 5. My Next 90 Days

- One ritual I'll keep: _____
- One structural reform I'll pilot: _____
- One peer I'll mentor in dharmic practice: _____

☞ ☞ Mini-Scorecard (Optional)

Week	Awareness	Repair	Transparency	Reflection	Total /7
Week 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Week 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Week 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

✿ Closing Words

Integrity is not a destination but a rhythm — a daily return to alignment between inner voice and outer action. When practiced together, dharma becomes not law but light.



Team Integrity Cohort Dashboard — 21-Day Collective Practice

Theme: “Repairing systems starts with repairing attention — together.”

Cycle Length: 21 Days (3 Weeks)

Purpose: To synchronize individual ethical growth with team-level transparency, accountability, and shared learning.

★ How to Use

1. **Form a Cohort:** 5–12 members maximum.
2. **Nominate Roles:**
 - *Ethics Anchor* – Facilitates weekly reflection.
 - *Recorder* – Maintains dashboard entries.
 - *Observer* – Rotates weekly to ensure openness.
3. **Hold Weekly Integrity Circles:** 30–45 minutes each Friday.
4. **Track Collective Rituals + Observations + Small Wins.**
5. **Publish one insight weekly** to a public / internal board titled “*Lessons in Integrity.*”

👉 👉 WEEKLY DASHBOARD TEMPLATE

Week	Collective Focus	Rituals Practiced as a Group	Observations / Challenges	Team Score (1–5)	Commitment for Next Week
1	Awareness & Pause	e.g., Integrity Minute, Three-Breath Pause			
2	Public Acts & Repair	e.g., Offer Ledger, Repair Circle			
3	Sustained Integrity	e.g., Restorative Review, Transparency Map			

Score meaning:

1 = not practiced • 3 = partial • 5 = fully practiced

👉 👉 GROUP REFLECTION BOARD TEMPLATE

Date	Theme	Group Insights	Actionable Reform Idea	Champion (Assigned Person)	Timeline
Day 7	“What did we learn from our pauses?”				
Day 14	“How did public rituals change our behavior?”				
Day 21	“Which habit will we institutionalize?”				

☞ ☞ Cohort Integrity Metrics

Metric	Baseline	Target	Actual (End of 21 Days)	Notes / Reflection
% of meetings starting with Integrity Minute	0 %	90 %		
# of gifts logged in Offer Ledger	0	All		
# of Repair Circles held	0	3		
# of decisions publicly justified	0	≥ 5		
Team trust index (anonymous poll)	—	+15 %		

☞ ☞ Weekly Reflection for Teams

✦ Week 1 — Awareness & Pause

- What changed when we slowed before saying “yes”?
- Which moment of silence revealed the most discomfort?
- Did we see any shared blind spot as a team?

✦ Week 2 — Public Acts & Repair

- Which ritual (Offer Ledger / Repair Circle) felt most transformative?
- What resistance emerged around visibility?
- Did accountability feel punishing or freeing?

✦ Week 3 — Sustained Integrity & Systems Thinking

- What pattern of ethical drift do we want to design against?
- Which practice deserves to become policy?
- How will we mentor new members in this rhythm?

🏠 🏠 Collective Scoreboard (Quick-View)

Category	Indicator	Score (1–5)	Comment
Awareness	% of members journaling daily		
Transparency	Decisions publicly logged		
Repair	Conflicts resolved restoratively		
Empathy	Peer appreciation acts per week		
Learning	Shared reforms proposed		

🌟 Integrity Wall — Group Pledge Board

Each member writes their **svadharma line**:

“As a [role], I steward [resource/people/value] with [quality].”

Display physically or on your internal portal. Update at Day 21 with reflections:

- Which lines stayed true?
- Which ones evolved?
- What collective principle emerged?

👉 👉 90-Day Follow-Up Plan

Phase	Next Step	Lead / Team	Due Date	Outcome Metric
Month 1	Convert one ritual into SOP (e.g., Integrity Minute)			Adopted SOP
Month 2	Host cross-department Repair Circle			# participants
Month 3	Publish Integrity Playbook v1			Public release

✦ Closing Reflection

“Integrity multiplies when witnessed.
What began as silence becomes structure;
what began as pause becomes policy.”
— *AddikaChannels Ethics Collective*