

Integrity Diagnostic Tool

Integrity Diagnostic tool is an organizational self-assessment tool that can be used by both public and private sector organizations in Bhutan. It aims towards providing organizations with a blueprint for diagnosing their integrity problems and corruption risks, provide some general indicators of the organization's overall integrity and assists the management in identifying areas for improvement. The tool's main focus is to strengthen integrity systems in organizations and sustainably improve their resistance to corruption.

The tool focuses on four main pillars:

1. Compass: Clear Direction, Core Values, Ethical Competence
2. Character: Truthfulness, Accountability, Transparency
3. Conscience: Honoring Rights, Observing Rules, Respecting Stakeholders
4. Control: Oversight Mechanisms, Corruption Controls, Corporate Incentives

The development of this instrument, aimed at mainstreaming corruption prevention in Bhutanese public and private organizations, is part of the mandate of the consultant team from the Partnership for Transparency Fund (PTF) in an ADB-funded project.

The results of the IDT survey will be used to generate an organization's current integrity profile that highlights its integrity assets and gaps. The profile can then be compared with those of other organizations in the same country and sector. It also creates a baseline for organizational integrity interventions to track progress and demonstrate integrity gains in the same organization. Benchmarks can be set against the current (or baseline) profile or a target threshold. Changes in the profile, as indicated by data from future surveys, can illustrate gains or gaps in integrity development over time.