

STEPWORK TIMELINE

Meet every
1-2 days

25 - 45 days

1st MEETING (90 min)

- 2-3 guys share story (~3 min)
- Ask newbies to share (5 min)
- Review book list
- Daily Spiritual Action Plan
- Assign BB Reading up to p.57



2nd MEETING (90 min)

- Commitments & Qualifying (p.2-6)
- Confirm Sponsor & Coaches

3rd MEETING (90 min)

- Sponsee tells his story (30 min)
- Teachings & Tools

4th MEETING (90 min)

- **Steps 1 & 2**
- Deep Dark Pit
- 3 Types of Spirituality
- God's Highway
- Sobriety Statement



5th MEETING (90 min)

- Install Canopy
- Configure Settings

6th MEETING (90 min)

- **COACHES ONLY**
- Drowning or Not Drowning?
- Willing or Not Willing?
- **Green - Proceed**
- **Yellow - Pause Plan (~3 days)**
- **Red - Does Not Qualify**



7th MEETING (90 min)

- Share Results of Coaches-only Meeting
- Set Sobriety Statement
- **Step 3**
- Assign: Brick Wall & Print Sheets
- Buy Drop the Rock & New Pair of Glasses

8th MEETING (45 Mins)

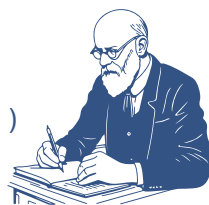
- Explain **Step 4** & Share Step 4 Guide
- Assign Resentments, columns 1 & 2

9th MEETING (30 mins)

- Resentments Check-in
- Explain & Assign column 3

10th MEETING (30 mins)

- Assign Fears, columns 1 & 2



11th MEETING (45 mins)

- Fears Check-in
- Assign columns 3 & 4
- Assign Harms, columns 1 & 2



12th MEETING (45 mins)

- Harms Check-in, assign column 3
- Assign Sex Conduct cols 1,2 & 3

13th MEETING (90 min)

- Begin **Step 5 - RESENTMENTS**

14th MEETING (90 min)

- Finish RESENTMENTS

15th MEETING (90 min)

- **Step 5 - FEARS**



16th MEETING (90 min)

- Finish **FEARS**

17th MEETING (90 min)

- **Step 5 - HARMS**

18th MEETING (90 min)

- Finish HARMS



19th MEETING (90 min)

- **Step 5 - SEX CONDUCT**
- Assign 1 hr of Prayer

20th MEETING (60 mins)

- Has He Finished Drop the Rock?
- Complete **Steps 6 & 7**
- Assign **Step 8** List

21st MEETING (90 mins)

- Categorize **Step 8** List
- Review **Step 9** in the Study Guide
- Homework: Draft a schedule to **complete all amends within 7 - 10 days.**



22nd-26th MEETINGS (30 mins)

- Review Step 9 Progress **every 1-2 days**

27th MEETING (90 mins)

- Review **Steps 10, 11 and 12**



Welcome: At least 2 guys share a quick overview of their story (~3 mins) and then invite all newcomers to do the same.

Book List

- Alcoholics Anonymous – The Big Book, 4th Edition
- Twelve Steps and Twelve Traditions
- Twenty-Four Hours a Day

All books are available at Amazon.com
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Daily Spiritual Action Plan

1. **Prayer** - Upon awakening
 - 1) Practice humility by kneeling
 - 2) Ask for the power to stay sober - just for today – so you can help save another man
2. **Prepare to Share** – write down a teaching, a similarity and an action
 - 1) Read a random page of the Big Book between p. 1 - 164 & write down a teaching.
 - 2) Read a random page of a story from the back of the Big Book and write down a similarity
 - 3) Read the *24 Hours* & write down an action inspired by the reading
3. **Call 5 men** with more experience - suggested by your sponsor
 - 1) Share your writings and observations from above
4. **Hit at Least two PPG Meetings for at least 10 mins.**
 - 1) Step-work meeting
 - 2) Saturday morning workshop
 - 3) Big Book study meeting
5. **Nightly Review** – Step 10. Write down answers to the questions below.
 - a. Where was I resentful, selfish, dishonest or afraid?
 - b. Do I need to apologize to anyone? Who? What for? When will I?
 - c. Do I have anything in my head that I really should share with someone?
 - d. Was I kind and loving to everyone today?
 - e. What good things did I do today?
 - f. What thing could I have done better today?
 - g. Was I thinking of only myself most of the day?
 - h. Did I think of serving others today? Who?
 - i. Now we ask for forgiveness from our Higher Power for any area where we may have fallen short and for guidance if there is anything we need to do to make it right.
 - j. Gratitude – What am I grateful for today? Write down 5 things you're grateful for.

Initial homework: Read up through page 57 in the Big Book (including all Roman numeral pages).

NOTE: Page references are based on the 4th edition of the AA Big Book.

[END OF MEETING]

Review the required **commitment** of your protégé:

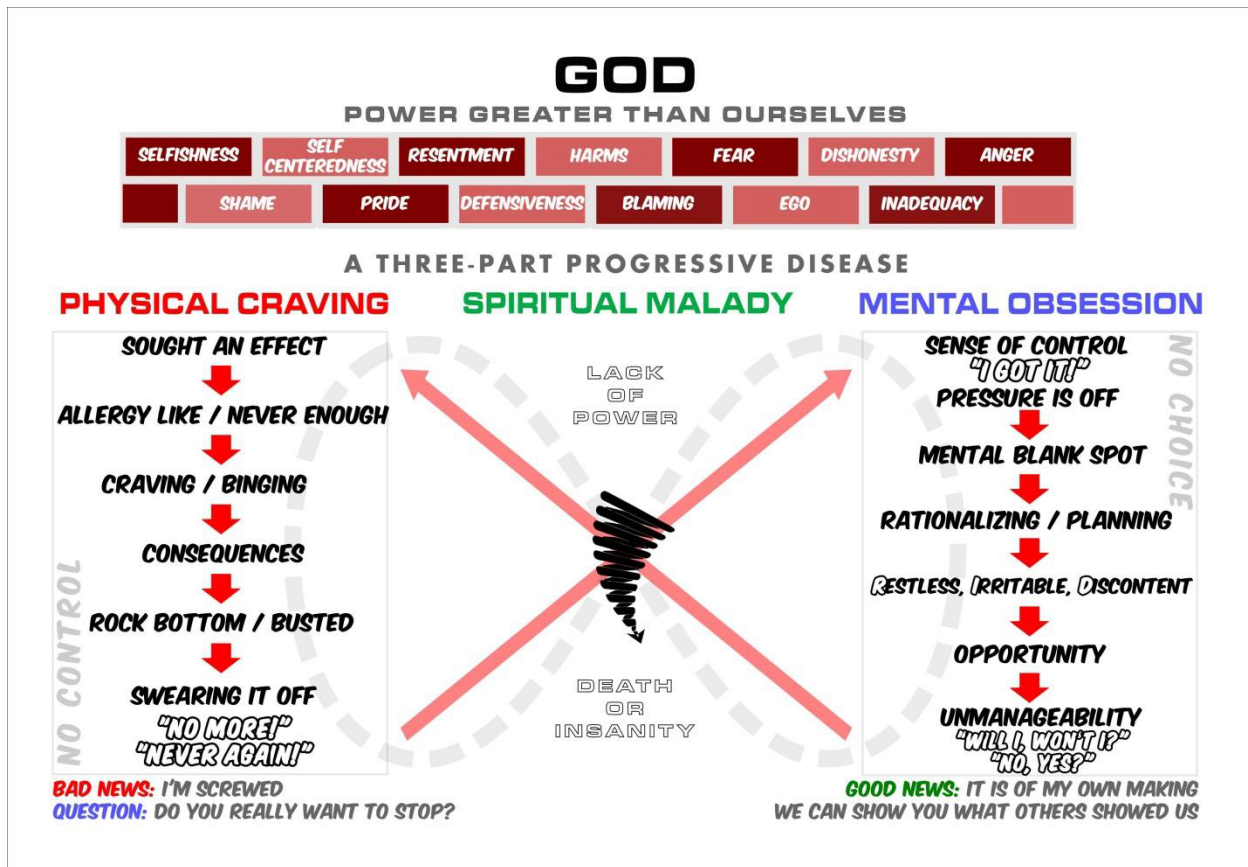
- All homework assignments will have a deadline. Write down your assignments after every meeting.
- Recovery should come before every other part of a protégé's life, where possible. Other commitments to their upcoming schedule should be rearranged, if possible, but prior commitments should be honored when other arrangements cannot be made.
 - ◆ **Until they establish this way of life**, non-essential activities should be set aside i.e. social events, travel, family gatherings, gyms, yoga studios, non-SAA recovery activities, religious gatherings, etc.... Any possible exceptions should be thoroughly discussed with the coaching team. As a general rule, if others are unaware of our SAA recovery, gathering with them should be set aside until they do (usually in Step 9).
 - ◆ **Until they establish this way of life**, there should be nothing else that conflicts with their commitment.
 - ◆ There may be extenuating circumstances but those should be restricted to issues of health, care for dependents, and potential loss of life or necessary property.
 - ◆ **What non-essential activities and events are on your calendar?**

"If you have decided you want what we have and are willing to go to any length to get it, then you are ready to take certain steps. At some of these we balked. We thought we could find an easier, softer way. But we could not." Big Book, p.58.

In the end, we all stay sober by the grace of God, not by how many meetings we attend.

- In Step 9 they can start making amends to their family. Part of that amends will include adding the family back to their schedule, SLOWLY.
 - ◆ As they establish their 12th Step work, making a service commitment, they can add more and more to their schedule, realizing that their entire lives pivot around that service commitment. It is the anchor of their recovery and continued sobriety. That's what a commitment is.
 - ◆ Friends and family honor that commitment by not making plans that interfere with that commitment. E.g. wife or girlfriend insisting the protégé spend more time with her rather than attending his meetings. Note: to honor your commitment, they must be aware of your commitment.

Are you an addict?



Doctor's Opinion (Have the protégé read all italicized sections out loud)

Page XXVI

"We believe, and so suggested a few years ago, that the action of alcohol on these chronic alcoholics is a manifestation of an allergy; that the phenomenon of craving is limited to this class and never occurs in the average temperate drinker. These allergic types can never safely use alcohol in any form at all; and once having formed the habit and found they cannot break it, once having lost their self-confidence, their reliance upon things human, their problems pile up on them and become astonishingly difficult to solve."

Where this paragraph mentions "temperate drinker", the tie-in is temperate = moderate. We addicts are not temperate. Our experience proves that we cannot consistently participate in these types of activities in moderation.

Point: I have a craving and an allergy that does not exist in the non-addicted person

Page XXVIII *Men and women drink essentially because they like the effect produced by alcohol. The sensation is so elusive that, while they admit it is injurious, they cannot after a time differentiate the true from the false. To them, their alcoholic life seems the only normal one. They are restless, irritable and discontented, unless they can again experience the sense of ease and comfort which comes at once by taking a few drinks-drinks which they see others taking with impunity. After they have succumbed to the desire again, as so many do, and the phenomenon of craving develops, they pass through the well-known stages of a spree, emerging remorseful, with a firm resolution not to drink again. This is repeated over and over, and unless this person can experience an entire psychic change there is very little hope of his recovery.*

Point: I like the effect and sensation of the chemicals in my brain when I begin to act out.

Point: I know it causes me problems, (refer to the powerlessness side of the foundation diagram: “injurious” = consequences) but eventually I can’t distinguish between true and false.

Page 30 *MOST OF US have been unwilling to admit we were real alcoholics. No person likes to think he is bodily and mentally different from his fellows. Therefore, it is not surprising that our drinking careers have been characterized by countless vain attempts to prove we could drink like other people. The idea that somehow, someday he will control and enjoy his drinking is the great obsession of every abnormal drinker. The persistence of this illusion is astonishing. Many pursue it into the gates of insanity or death.*

Point: “illusion” = “false” from page XXVII. I can’t tell what is real and what is not.

Examples: “I’ll do better at controlling it next time”.
 “I can handle this situation”.

Point: I can’t engage in certain behaviors like other people.

Some men have a take-it-or-leave-it attitude about something that I cannot stop myself from doing. This is unmanageability.

Unmanageability = loss of the power of choice never to start acting out again.

It is not the same as powerlessness.

Powerlessness = loss of control once we start acting out.

Page 20

Moderate drinkers have little trouble in giving up liquor entirely if they have good reason for it. They can take it or leave it alone.

Then we have a certain type of hard drinker. He may have the habit badly enough to gradually impair him physically and mentally. It may cause him to die a few years before his time. If a sufficiently strong reason - ill health, falling in love, change of environment, or the warning of a doctor-becomes operative, this man can also stop or moderate, although he may find it difficult and troublesome and may even need medical attention.

Point: Some people can moderate or abstain with no difficulty at all. They do not experience what I experience with the craving, allergy, and powerlessness.

- Hard drinkers may or may not have the phenomenon of craving.
- For all intents and purposes, they drink exactly like an alcoholic.
- However, if they **do** have the phenomenon of craving, they can **choose** to not drink altogether.
- If they **don't** have the phenomenon of craving, they will be able to moderate **on their own power**.

Summary:

A hard drinker **could** quit if he just **would**. A real alcoholic **would** quit if he just **could**.

Page 23

"These observations".

*These observations would be academic and **pointless** if our friend never took the first drink, thereby setting the terrible cycle in motion. Therefore, the main problem of the alcoholic centers in his mind, rather than in his body. If you ask him why he started on that last bender, the chances are he will offer you any one of a hundred alibis. Sometimes these excuses have a certain plausibility, but none of them really makes sense in the light of the havoc an alcoholic's drinking bout creates. They sound like the philosophy of the man who, having a headache, beats himself on the head with a hammer so that he can't feel the ache. If you draw this fallacious reasoning to the attention of an alcoholic, he will laugh it off, or become irritated and refuse to talk.*

Point: If I have that first "drink", I am no longer certain that I can control or predict where it will lead me. I get tunnel vision. I begin to rationalize and justify. I go on a binge.

So, I am powerless over the images, objectification, etc. As a result, I go on sprees.

Powerlessness is the inability to control once the behaviors start. Unmanageability is the loss of the power of choice.

- I cannot manage my most sincere decision to abstain from a behavior that I admit might kill me.
- I cannot manage to abstain from a behavior that threatens my life.
- I cannot manage the decision to live. Life is unmanageable by me.
- The “powerlessness” side of the diagram cannot be fixed. That is the part that is “in me”. It is a part of me.
- The “unmanageability” side of the diagram is what the 12 steps address.

I can’t change the powerlessness, but I can change the unmanageability. But I need a power that is greater than me to help me.

Establish the sponsor, grand sponsor and other coaches so they can be sure to attend the next meeting to hear the protégé tell his story.

“Get an idea of his behavior, his problems, his background, the seriousness of his condition, and his religious leanings.” -Big Book p.90

[END OF MEETING]

Sponsee tells his story (~30 mins)

- family of origin
- childhood traumas
- first sexual experience
- progression
- consequences
- attempts to quit
- latest bottom

Teachings and Tools

- What is a Lineage? Who are your upstream brothers?
- What is the S.A.C. tool?
- What is the FLaG tool?
- Alcohol, Gambling & Unprescribed Drugs have no place in recovery.
- Reading the “12 & 12” – Read chapters 1 and 2 before taking steps 1 and 2. Continue this pattern as you work through the steps.
- Homegroup, Lineage & Sat. Morning Workshop – 3 meetings suggested as mandatory

[END OF MEETING]

Step One: We admitted we were powerless over alcohol - that our lives had become unmanageable.

- 1) We are powerless and that is why we have sought out those who might have a solution.
- 2) Our lives are unmanageable, and we can't fix it. It just keeps getting worse.

"If you are satisfied that he is a real [sex addict] alcoholic, begin to dwell on the hopeless feature of the malady...." page 92. We should be sure that he is a real sex addict. We should have him demonstrate at this point from his own experience that his behavior fits the model you have just shown him through your experience. You SHOULD BE SURE THAT HE IS THE REAL DEAL. If you are not convinced, then say so.

Point out the two options at the bottom of page 25. This is VERY important in qualifying a guy.

- He may have the symptoms of sex addiction, but he may not be ready to work the program.
- If the guy thinks he has more than the two options, then he's not ready.

Many think they can take their time getting started. Waiting is a third option. They need to exhaust all their other options before they start this program. For many of us, this program was our last hope. Be sure a guy is done before moving further.

Be sure he has the desperation of a drowning man.

In review, when working with a newcomer we:

- Tell them about the **phenomenon of craving** and use examples from our own lives.
 - We ask them if they can relate to our examples.
 - If so, we should ask them for examples from their acting out experiences.
 - We should be convinced.
 - Even if we aren't convinced on this point, they may still be a sex addict.
 - The critical feature in diagnosis of any addiction is unmanageability.
- Tell them about **unmanageability** using examples from our own lives.
 - Can he relate to what we have described about our lives?
 - We are not here to convince anyone of anything (attraction not promotion).
 - If they can relate, ask them to give us examples from their own acting out experiences.
 - We should be convinced. If not, we say so.
 - He should be convinced, and we should have won his confidence.

Keep demonstrating the various ways we tried to stop on our own power.

With each example, point out how it failed us.

Step Two: Came To Believe That a Power Greater Than Ourselves Could Restore Us to Sanity.

- 1) Would you say that we once struggled with the same type of behaviors that you have?
- 2) Do you believe we found a solution that solves that problem for us?

Here it may be necessary to tell other portions of our stories: "...what happened and what we are like now." Before we shared the common problem, "...what we were like....", in order to make the identification in Step 1. Here we tell the rest of the story to provide the glimmer of hope that is necessary for Step 2.

3) Do you believe, if you do what we did, that it will work for you too?

Page 24 Read the italicized paragraph:

"The fact is that most alcoholics, for reasons yet obscure, have lost the power of choice in drink. Our so called will power becomes practically nonexistent. We are unable, at certain times, to bring into our consciousness with sufficient force the memory of the suffering and humiliation of even a week or a month ago. We are without defense against the first drink."

Point: We lost the power of choice.

Point: We are unable to bring the memories of suffering and humiliation to our consciousness with sufficient force.

What is another word for force? **POWER**

Page 45 Read:

"Lack of power, that was our dilemma. We had to find a power by which we could live, and it had to be a Power greater than ourselves. Obviously. But where and how were we to find this Power?"

Point: Our problem stems from a lack of power. So we need some power that is bigger than us because we cannot do this. It is evident from our history that we are powerless in this regard.

Point: So where do we find this Power? That is the purpose of the 12 Steps. The 12 Steps offer a solution for finding a Power that can do what I cannot do. The 12 Steps tell us how to live in relationship with this Power.

Point: What kind of Power do we need?

- Able
- Willing
- Bigger than myself

Example: Because of my powerlessness, I ended up in a deep, dark pit. I can't crawl out of it. I can't dig my way out. I'm trapped. This Power has to be:

- Able to reach the bottom of this dark, nasty pit where I am.
- Willing to rescue me from this deep pit.
- Bigger than me: I can't save myself.

THE DEEP, DARK PIT: Coaches now request a guided tour of the protégé's deep, dark pit. What protections should be put in place? On what devices? In what locations? Etc....

Consider the 3 types of spirituality (atheist, agnostic, believer):

Atheist: Why not try something you haven't tried before, to get what you haven't had before?

(Use the example of those in whom the problem has been solved as evidence of that Power, page 25, first paragraph.)

Agnostic: Why not be willing to believe that a Power wants to be involved in your life, if you haven't done it before? (as above)

Believer: If your belief system is so great, why are you here now?

(toughest) Perhaps your conception of God has been somewhat limited.

What if God is a LOT bigger than you think?

What if He is a LOT more than you believe?

But here's the deal. God has to be a Power greater than me. That means:

- I need to be willing to set aside my preconceptions about God
(at least until God defines Himself through us doing the work of the 12 Steps)
- I cannot make a deal with God to save me.
(Can't make deals w/ a Power greater than myself)
- I can't manipulate God. There can't be any "if I do this, will God do that?"
(a power that I can manipulate is not a Power greater than myself)
- These conceptions cannot be true of a Power greater than myself.

We've talked about the dilemma of not knowing what is true and what is false. Here's some truth:

- God wants to be in relationship with us.
- God wants us to be "fixed", healed.
- God wants to save us from the deep, dark pit.

(Suggest covering middle paragraph on page 46. It is our arrogance that tries to define or understand God. I cannot wrap a limited brain around an infinite concept. This ties in nicely with page 53.)

Page 47: *We needed to ask ourselves but one short question. "Do I now believe, or am I even willing to believe, that there is a Power greater than myself?" As soon as a man can say that he does believe, or is willing to believe, we emphatically assure him that he is on his way. It has been repeatedly proven among us that upon this simple cornerstone a wonderfully effective spiritual structure can be built.*

Point: It is very important to at least be *willing to believe* in a Higher Power.

Page 53: *"When we became alcoholics, crushed by a self-imposed crisis we could not postpone or evade, we had to fearlessly face the proposition that either God is everything or else He is nothing. God either is or He isn't. What was our choice to be?"*

Point: God is either everything or God is nothing.

Question: Do you think, or are you willing to consider, that God really is *everything*?

If God is everything, then God is also your addiction!

Analogy of God's highway, God's towing service, God's auto repair, God the chauffeur, God the gentleman.

- We've driven our cars (lives) off God's highway into the woods because we wanted (1) to be in control and (2) to go & do what we wanted.
- But cars aren't meant for driving through the woods and eventually we wreck ours and it isn't drivable any longer.
- So, we find ourselves stranded off-road and we call for a tow service to get us out of the mess we've gotten into.
- "God's Towing Service" shows up and God looks at our car (life) and says "I can tow you back to the highway and patch up your car to run again"
- So, in step 3, we turn our car over to God and He tows us back to the highway and does emergency roadside service so our car is drivable again.
- But then God says "It really isn't going to run right for a while. You should let Me drive you down the highway."
- After that point, we may come to a time when we want to take the wheel and drive ourselves again. God, being a gentleman, will let us.
- But - as our experiences have taught us - we will certainly end up in the woods, wrecked yet again.

Page 60: *Our description of the alcoholic, the chapter to the agnostic, and our personal adventures before and after make clear three pertinent ideas:*

- (a) *That we were alcoholic and could not manage our own lives.*
- (b) *That probably no human power could have relieved our alcoholism.*
- (c) *That God could and would if He were sought.*

Point: – Only God can help me with my addiction.

Our goal is to stop acting out, **and to be happy about it!**

Homework:

- If they are not good readers, have them read pages 58-103.
- If they are good readers, then have them read up to page 164.
- This must be done before you're next meeting (Step 3).
- **Our Sobriety Statement:**
 "Until I establish this way of life, I will not have sex with anyone, including myself or my spouse/partner, and I will not intentionally look for or look at pornography, which is bare breast, butt or genitals."
- Definitions can change over time. Not daily or weekly, but perhaps over several months a slight change might be necessary.

There's one test: "Is it selfish or not!?"

"...we tried to shape a sane and sound ideal for our future sex life. We subjected each relation to this test – was it selfish or not? We asked God to mold our ideals and help us live up to them." -Big Book p. 69.

In early recovery when we're not sure what is selfish and what is not, committing to a period of abstinence is very important. It allows us to focus on other aspects of our relationships. This will help you find an unselfish approach to sex.

Carefully review pages 58-63 and relate it to how we've been living up to this point of recovery.

Understanding that selfishness, self-centeredness is the root of our troubles is essential to a solid definition of sobriety. It is also essential to have a thorough understanding of these pages for the work in Step 4 to be solid.

The next meeting will be Step 3. Page 63 in the Big Book says, *"We thought well before taking this step making sure we were ready; that we could at last abandon ourselves utterly to Him."* You need to be very aware of what you are asking in this prayer. We should be careful of what we ask from God. You should be offered time to think about this.

[END OF MEETING]

COACHES ONLY MEETING – GO/NO GO

- Drowning or Not Drowning?
- Willing or Not Willing?
- Green – Proceed
- Yellow – Full Measures Growth Plan (~3 days)
- Red – Does Not Qualify

Which quadrant best describes your man?

	Drowning	Not Drowning
Willing	Go	Caution
Not Willing	Caution	Stop

[END OF MEETING]

Coaches Share Results of Go/No Go Meeting. Green, Yellow or Red?

Step 3: Made a decision to turn our will (*thoughts*) and our lives (*actions*) over to the care of God as we understood Him.

Everywhere the Big Book says **"We"** took some type of action or made a decision you should consider if you can do the same.

Prior to Step 3 (if you have questions or doubts about this part, talk to your coaches before proceeding):

- Pray that what God wants to happen, will happen. You are their messenger, not their salvation.
- Review the definition of sexual sobriety with these factors in mind:
 - 1) **Leaving a way for getting the chemical hit in the brain from sexual gratification is to be avoided.** They may not yet understand this. So, talk through the definition with them. This

definition will be a yardstick against which they must be able to measure their sobriety. The bottom line is: what is the motive behind their choices?

This definition allows enough room to grow spiritually, but with guardrails in place for protection. The definition is not so tight that accidental exposure to something would violate your sobriety. *Intentional versus non-motivated behavior and choices.*

If the sponsee is unwilling to adopt our sobriety definition, suggest that this may not be the right program for him – not that there's anything wrong with another definition, we just don't know how to recover with a different definition of sobriety.
Therefore, we do not have what he wants.

Once they agree to the sobriety definition, ask whether there was anything in pages 63-103 that they cannot commit to. If they've read it, they have a general idea of what the remaining steps will involve.

Page 28. The Big Book describes the man that is ready to recover as having the desperation of a "drowning man". So, we present the scenario that the 12 Steps is the life preserver that we need to get free of this addiction. We pose these questions to the new man:

- Are you drowning in your addiction?
- Do you recognize that you need the 12 Steps like a drowning man needs a life preserver?
- What if the life preserver is covered in poo?
- What if the life preserver is also imbedded with glass?
- Well, what if the life preserver is covered in poo, imbedded in glass, and is on fire?

The answers to these questions indicate your willingness to grab hold of this program. But you must realize that it is not a neatly wrapped box with bow on it. This is a rigorous program. You will be challenged but we will be with you every step of the way.

If they are still willing to go forward, explain that when we do the 3rd Step prayer with them, we will remain their sponsor through the remaining steps. If they want a different sponsor, they should change now or wait until they have worked through all the Steps.

Before the 3rd Step prayer, write on the first blank spot in their Big Book these words:

"I, <your name>, am willing to go to any lengths for a spiritual experience (or awakening) and victory over my addiction". Sign & date below it.

Go to a quiet (preferably private) area and pray the 3rd step prayer with them.

Now go to the very last page in your book and write at the bottom these words:

"Dear <your name>, you will never have your way again, for the rest of your life. Love, God
p.s. If you do the work outlined in this book, you will thank Me for it. One day at a time."

Homework: Brick wall exercise, order Drop the Rock and A New Pair of Glasses. Also, print 22 Step 4 worksheets: 7 Resentments, 7 Fears, 4 Harms and 4 Sex Conduct. Finish Drop the Rock by the end of Step 5. Finish New Pair of Glasses before your last step-work meeting with your team. Do not proceed to 10-11-12 until NPOG is finished. [END OF MEETING]

Character Defect	<u>Opposite of Defect- Character Asset</u>
1. Selfish	Unselfish/Giving/Sharing
2. Dishonest	Honest in word and deed
3. Resentful	Forgiving
4. Afraid/Fearful	Faith and Courage / trusting
5. Arrogant Cocky	Humble / Mild manor
6. Egotistical/Egoism	Modest
7. Entitled / Envious	Grateful
8. Lazy/Sloth	Hard Working/Industrious
9. Impatient	Patient
10. Vengeful	Loving
11. Hurtful	Kind
12. Sarcastic/Facetious	Complimentary/Honest humor
13. Intolerant	Tolerant
14. Hateful	Forgiving
15. Inconsiderate	Considerate
16. Ego/ False Pride	Modest / Real self
17. Greedy	Content/Giving
18. Lustful	Content
19. Angry	Happy
20. Jealous	Secure/Trusting
21. Procrastination	Timely
22. Self-Seeking	Charity/Helpful for others
23. Self – Righteous	Gracious
24. Self – Pity	Lenient/Positive
25. Self - Important	Considerate of others
26. Self – Condemnation / criticism	Self – Embracing/ approval
27. Self – Harming Smoking, Over-eating	Self Esteem – Self Love
28. Insecure	Secure/Fulfilled
29. Manipulative	Compliant/Accepting
30. Conceited/Vain	Unassuming
31. Judgmental	Fair Minded/Understanding/Accepting of others
32. Denial/Justification	Agreeable/Acceptance
33. Opinionated/ Obstinate	Fair Minded
34. Violent	Gentle / Loving
35. Prejudice	Open Minded
36. Controlling/Perfectionistic	Patient / Humble / Accepting/Easy Going
37. Expectant	Unwatchful/Accepting
38. People Pleasing/Fake	Real/True
39. Unloving/ Unkind	Loving/Kind
40. Irresponsible	Responsible
41. Martyr/Victim	Courageous/Responsible
42. Enabling/Codependent	Tough Love/Independent

Step 4: Made a searching and fearless moral inventory of ourselves

Review line-by-line instructions on bottom of page 64 using the forms as a reference.

Resentment is the 'number one' offender. It destroys more alcoholics than anything else. From it stem all forms of spiritual disease, for we have been not only mentally and physically ill, we have been spiritually sick. When the spiritual malady is overcome, we straighten out mentally and physically. In dealing with resentments, we set them on paper. We listed people, institutions or principles with who we were angry. We asked ourselves why we were angry. In most cases it was found that our self-esteem, our pocketbooks, our ambitions, our personal relationships, (including sex) were hurt or threatened. So, we were sore. We were 'burned up.' On our grudge list we set opposite each name our injuries. Was it our self-esteem, our security, our ambitions, our personal, or sex relations, which had been interfered with? [Continue on page 65 of BB]

Explain the differences between the four inventories and how we do the last columns together during Step 5.

Resentment Inventory: Explain columns 1 & 2.

When ready, preview column 3 and the definitions below. *What part of self was hurt or threatened?*

Definitions

Self Esteem - How I think of myself

Pride – How I think others view me

Pocketbook - Basic desire for money, property, possessions, etc.

Personal Relations - Our relations with other people

Ambitions - Our goals, plans and designs for the future

Emotional Security - General sense of personal wellbeing

Sex Relations - Basic drive for sexual intimacy

Fears Inventory: Prior to assigning column 3 (“*which part of self has failed me?*”), review the following paragraph from page 68, discuss and do a couple of examples of column 3 together.

“We reviewed our fears thoroughly. We put them on paper, even though we had no resentment in connection with them. We asked ourselves why we had them. Wasn't it because self-reliance failed us? self-reliance was good as far as it went, but it didn't go far enough. Some of us once had great self-confidence, but it didn't fully solve the fear problem, or any other. When it made us cocky, it was worse.”

Harms & Sex Conduct:

Questions to spark inventory consideration: Ever knowingly given someone an STD? Have you ever hurt an animal? Fetish behavior? Wear women's clothing? Stolen some intimate laundry? Dress up in costume? Been with a transvestite? Pay for sex? Any sex behavior with animals or family members? Look into people's windows (voyeurism)? Expose yourself to anyone (exhibitionism)? Ever been involved in an abortion? Leave your kids alone? Ever try to kill yourself? Ever had an animal lick you? Played with a vacuum hose? Any group sex behavior? Make a video you regret?

NOTE: There should be **continuous daily contact** between sponsor and protégé while working Step 4. This gives us the opportunity to see if they are getting hung up on anything. Perhaps they need more clarification. It also establishes a pattern they will need when learning how to practice Step 10.

[END OF MEETING]

Step 5 - Admitted to God, to ourselves and to another human being the exact nature of our wrongs.

When you meet next to go over Step 4, you will be walking them through Step 5. If they have 7+ pages, have them begin with their Resentments.

With few exceptions (childhood abuse or neglect, for example), if the work is sound and you “drill” into the root of the problem (them) it should become obvious to them that they have been selfish, dishonest, self-seeking and/or frightened and inconsiderate.

It is imperative that we help them see the truth about themselves as God begins to reveal it. We do not discuss any other person; only our protégé’s actions matter. They are the ones in recovery, not the other people. They need to come to terms with their part in these situations and see that we all have choices about how we react to hurts, slights, insults, neglect, even abuse.

After you get through the first one, the rest should go much faster. Our character defects are the same as theirs. They rarely change. So, revealing them in the first example will make discussions of the remaining items in their inventory go fairly quickly.

Some will want to beat themselves up. That is not productive. These are all events of the past. Leave the past in the past. We remember the events, but we do not dwell on them. This is a time of freedom and healing.

There is no need to spend more than 2 meetings on Resentments. By that time, the patterns will have become clear. The same goes for Fears and Harms. Sex Conduct should be completed in one meeting.

Once they have exhausted their inventory, we instruct them to:

Sit, pray and think about whether they have omitted anything. **OMITTED does not mean FORGOTTEN.** In the future, things will come to mind for a long time. These are not part of their inventory today.

Ask them to call their sponsor after an hour and tell you whether there is anything else or not. If there is, they share it with us and then we tell them the 1 hour starts over. Sit, pray, think for another hour. Repeat as necessary. Once they go an hour without having anything else to disclose and they call us to say so, we ask if they have any questions.

Confirm that your man has finished reading Drop the Rock before proceeding to Step 6.

[END OF MEETING]

Step 6 - Were entirely ready to have God remove all these defects of character.

What character defects were revealed in Step 5 to have been most prominent in your life before recovery? The sponsee and coaches should work together to fill in the bricks below. These bricks represent some key takeaways from Step 5. Going forward, turn your spiritual awareness to these defects as opportunities for progress and indicators of your spiritual fitness and emotional sobriety.

They should look at Step 6 on page 76 and ask themselves if they can see the connection between their character defects and their acting out behavior. They should be able to see the connections if we've done a good job of explaining the process: Selfishness → resentment, fear or shame → bedevilmments [pg 52] → restless irritable & discontent → return of the obsession → “first click” of lust → spree → consequences [including death]. **If they can see** this, they will see that they must be free of these things if they want to truly live

Step 7 - Humbly asked Him to remove our shortcomings.

Turn to page 76 in your Big Book and locate the **7th Step prayer**. When ready, kneel and pray the prayer aloud.

Homework: Make a list of all people, institutions and principles from your inventories. This includes everything from the first columns on your resentments, fears, harms and sex conduct inventories, plus any names that were not on the inventory, but you remember harming.

[END OF MEETING]**Step 8 - Made a list of all persons we had harmed, and became willing to make amends to them all.**

Review your list with your coaches, working together to categorize each item on the list into one of three categories.

- 1) **In Person** - People who can be seen within ~4 days
- 2) **Phone call** - People who can't be seen within 4 days, but we have their number
- 3) **Letter** - All others, including institutions, generic categories of people, deceased, yourself, God, ex-partners, don't have their number, etc.... Avoid searching for people's contact info, especially online with social media.

Step 9 - Made direct amends to such people wherever possible, except when to do so would injure them or others.

Maximum benefits will be seen when we make our amends as quickly as possible. All amends should be completed within 7 to 10 days.

Draft the first 2-4 amends together with the coaching team, following the guidelines below. Start with your partner, kids, parents and in-laws. These should be completed within the first 48 hours. All subsequent amends can then be based on these initial amends. All in-person and phone amends should be completed within 5 days. Amends should be completed daily at whatever pace is necessary to complete all amends within 7 – 10 days. Tomorrow is Day 1.

Homework: write out a daily amends schedule to plan and track your progress.

1. We always ask for permission first:
"I have something on my heart that I would like to share with you. Do you have a couple of minutes?"
2. State feelings: For example, "I am feeling a little nervous and embarrassed about what I have to say. If you don't mind, I am going to read you a short letter I prepared so I don't forget anything."

Explanation (2 versions):

- a) **For relatives (by blood or marriage) and close friends:** "As you may (or may not) know, I recently joined a 12-step recovery program, similar to alcoholics anonymous. Unfortunately, I was exposed at an early age to pornography (or sexual behavior). I was about X years old. I never realized how harmful that could be or that it could even lead to a serious addiction. So, I am now at the part of the program where I make amends to those I have harmed.
- b) **For everyone else:** "I recently joined a men's integrity group to work on becoming a better man. I am now at the part of the program where I make amends to those I have harmed.

Say what we are making amends for (what we did wrong): For example: I hid my use of pornography from you / I lied to you directly and by omission / I have not been a good husband/brother/father/son. I concealed my addiction from you / I have been a selfish and dishonest husband to your daughter / I failed to keep in touch and to do my part to maintain our relationship / I was a distracted and inefficient employee / I stole from you / I was selfish, dishonest and inconsiderate / I was greedy, prideful and ungrateful / I was thoughtless, reckless and unloving.

3. "All of these things were wrong of me, and I have many regrets".
4. Transformation: "I pray that I would never do any of these things again."
5. Restitution. "If you can tell me how I can begin to make it right, or if there are any other ways I harmed you, please let me know – either now or later. It would be helpful to my recovery and to my work on becoming a better man." Pause for 5 seconds to allow for a response.
6. Forgiveness. We NEVER ASK for forgiveness. "I pray that someday you can find it in your heart to forgive me. Thank you for your time."

And then it's over. We shouldn't stay for conversation. At a minimum, take a restroom break and say a quick prayer before any further conversation.

Confirm that your man has finished New Pair of Glasses before proceeding to Step 10.

[END OF MEETING]

Step 10 - Continued to take personal inventory and when we were wrong promptly admitted it.

Steps 10, 11 and 12 are the “growth” or “maintenance” steps (we're maintaining a state of growth). We who have been released from the bondage of our addiction can now nurture and participate in the growth of our spiritual awareness every day. And we should do it every day, or we run a high risk of returning to our destructive patterns.

These steps are life-long habits we have to develop, incorporate into our daily routines, and regularly examine our motives and our priorities. The Big Book says, “This is not an overnight matter”. It takes practice to make these actions become habits. How well are you practicing? Have these tools become daily habits in your life? **FLaG, SAC & Nightly Review.**

Step 10 is really a combination of steps 4, 5, 7, 9 & 12. Refer to page 84.

- We look at our actions and choices today and identify where we were wrong
- We identify how we were wrong (selfish, dishonest, resentful, fearful - Step 4. We can see this by their progression: emotional disturbance – bedevilments – restless irritable and discontent – failure to realize the 10th Step promises. What are they?)
- We ask God to remove these defects from us (Step 7)
- We discuss them with someone (sponsor) immediately (Step 5)
- We make amends quickly (Step 9)
- We turn our thoughts to someone we can help (Step 12)

When we consider the wording “make amends quickly”, we must take care that we are not letting things linger and build up. We address our defects as quickly as we can.

Step 11 - Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out.

Refer to page 85. It may be best to tell your protégé of your own daily habits that facilitate Step 11. By the time we get halfway through the 9th step, we should have experienced a “spiritual awakening”. We have taken steps to clean up our lives, our past, and our side of the street. Now that we have the debris out of the way, we must maintain a spiritual connection to God so that we remain sober and sane. We learned in the previous steps that we must live our lives selflessly, thinking of others and how we can help them. To maintain this state of mind, we must also be in harmony with God’s will for our lives.

Step 11 is all about protecting and nurturing this harmonious relationship with God. As long as we do, we will have peace. If that peace begins to dissipate, we must look to our recent choices and identify where we got off track. Perhaps it is because we stopped meditating (or never started), or we have not been reading something daily that encourages our spiritual growth. Whatever the cause, we must address it. As with our addiction, without action it will never get better, only worse.

You should practice these habits for Step 11 every day:

- 1) End of day – a safety net for what we missed in Step 10 today.
- 2) Morning prayer – let's get our heads on straight as soon as we are awake. (page 85 – “How can I best serve Thee – Thy will (not mine) be done.”)

- 3) Meditation – listen for the still small voice of God in our quiet time. GET QUIET for a period, preferably 20 minutes minimum per day.
- 4) Throughout the day – stay away from autopilot The goal is to eventually turn to God with every decision.

Step 12 - Having had a spiritual awakening as the result of these steps, we tried to carry this message to alcoholics and to practice these principles in all our affairs.

Remember how it felt when you first received freedom and peace when you were working the steps? Can you recall what your life used to be like before recovery? The hopelessness, the pain, the feeling of worthlessness? Somewhere nearby there is another person who feels that way right now. Working with others does not necessarily mean we are reminded from whence we came. It can be the amazing feeling we have when we are talking to someone who is suffering, and we suddenly see the light come on for them. Because you reached out, they now have a glimmer of hope. This is what makes Step 12 so rewarding for us.

Become a student and practitioner of the instructions in the AA Big Book. Learn what it says and how to apply it, then apply it to your life so that you can teach it.

Your dark past is your greatest asset. Allow God to use your past and present to open opportunities for others to experience the same hope and freedom you have today. Our meetings are presentations of the solutions provided by the Big Book. We are not interested in the opinions, thoughts, theories, ideas or feelings of people who are not successfully applying these Steps to their life.

Trust God. Clean House. Help Others.