

**“WE HAD A NEW EMPLOYER”**  
**Humility, Responsibility and Hope in Our New Relationship with Our “New Employer”**

A Big Book Study of Spiritual Recovery from Alcoholism  
in a Twelve-Step Workshop, from April 1 through June 24, 2024.

Facilitator: Bill H., St. Louis, Mo. USA

(All page numbers from Alcoholics Anonymous, Fourth Edition, unless otherwise noted.)

**Introduction to the Study.**

The A.A. Twelve Steps guide me into a healthy relationship with my “new Employer”.  
My relationship with my new Employer becomes *desirable, possible and fulfilling*. My belief strengthens; my *faith* grows; my *trust* increases in *humility, responsibility and hope*.  
Steps One, Two and Three make my relationship with my new Employer *desirable*—  
*I discover a need to believe. I decide to learn to work for my new Employer.*  
Steps Four through Nine make my relationship with my new Employer *possible*—  
*I work the steps in faith. I learn to enjoy working for my new Employer.*  
Steps Ten, Eleven and Twelve make my relationship with my new Employer *fulfilling*—  
*I grow to trust my new Employer as I continue to work for my new Employer.*

What are the characteristics of my new Employer?

- knows more than I do about my spiritual needs, and my other needs, as well;
- has a plan of spiritual success for me and a proven path for me to follow;
- cares for me—wants to help me succeed on my path of spiritual restoration;
- “can remove whatever self-will has blocked [me] off from Him”;
- when I disagree with my new Employer, my new Employer still cares for me.

I learn to have a healthy relationship with my new Employer—

- in which my new Employer is in charge—and I am not in charge;
- in which I learn to have and enjoy *humility, responsibility and hope*;
- in which I learn to deal with all uncertainty in my life in a healthy way;
- in which I learn to live in forgiveness, love, tolerance and serenity.

*In Step One, Alcoholics Anonymous convinces me that my former employer, alcoholic self-centered me—“self-will run riot”—is not a healthy “employer”.*

*“... great obsession ... persistence of this illusion ... delusion [of control] ...” (p. 30)*

*In Step Two, Alcoholics Anonymous convinces me that I should stop doubting the possibility that a new spiritual Employer would be good for me.*

*“To be doomed to an alcoholic death or to live on a spiritual basis ...” (p. 44)*

*In Step Three, I decide to work for a “new Employer”, to learn how to turn my will and my life over to the care of the God of my understanding.*

*“God, I offer myself to Thee ... relieve me of the bondage of self.” (p. 63)*

**Step Four. “Made a searching and fearless moral inventory of ourselves.” (p. 59)**

*“Next we launched out on a course of vigorous action ... our decision ... at once followed by a strenuous effort to face, and to be rid of, the things in ourselves which had been blocking us. Our liquor was but a symptom.” (pp. 63-64)*

*I thought my problem was liquor. It wasn’t. I thought my problem was “them”. It wasn’t.  
In Step Four, my “new Employer” helps me decide to face the fact that my problem is me!  
I learn to believe more in my “new Employer”. I use faith in God’s help to trust in God’s care.*

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**“Our liquor was but a symptom.”** (of “self-will run riot”) (p. 64)  
“The only relief we have to suggest is complete abstinence.” (p. xxx)  
“The alcoholic has no effective mental defense against the first drink.” (p. 43)  
“His defense must come from [**new Employer**].” “

*In Step Three, I decide to go to work for my new Employer. “I offer myself to Thee”. (p. 63)  
I believe that my new Employer can help me if I work the Steps my new Employer gives me.*

*The first thing my new Employer has me do is sit down and start writing ... and praying!*

*My new Employer “sits by my side” in spirit as I work my Step Four inventory. My new Employer knows my angers are natural human emotions but that my resentments are choices; that trying to deal with fear of uncertainty without God’s help is a choice; that treating others without forgiveness and with inconsideration is a choice.*

*My new Employer helps me face, and begin to be rid of, the elements and motives of my “self-will run riot”—unhealthy choices that have caused my problems my entire life.*

*I believe that my new Employer can help me. My faith grows. I begin to trust in God’s care.*

*My “answers” are in my “ask”. My new Employer helps me choose to ask for help!.*

“Though our decision was a vital and crucial step, it could have little permanent effect unless at once followed by a strenuous effort to face, and to be rid of, the things in ourselves which had been blocking us.” (My Step Four inventories begin this Twelve-Step “effort”). (p. 64)

**“... the things in ourselves which had been blocking us.”** (from our “new Employer”) (p. 64)

“ ‘Resentment’ is the number one offender.” (Forgive *others*.) (p. 64)

“[Fear] was an evil and corroding thread.” (Humbly trust *God*.) (p. 67)

“Now about sex.” (Responsible to others, not just *me*.) (p. 68)

*My new Employer helps me use three “moral inventories” to begin to face—so that I can begin to be rid of—selfish defects in my nature blocking me from God, myself and others.*

**Resentments.** “In dealing with resentments, we set them on paper.” (p. 64)

*We answer the questions about our resentments on pp. 64-65, and later on p. 67.*

“To conclude that others were wrong was as far as most of us ever got.” (p. 66)

“... this business of resentments ... is fatal ... shut ourselves off from the sunlight of the Spirit. The insanity of alcohol returns ... to drink is to die.” “

“... resentments must be mastered ... not wish them away any more than alcohol.” “

*We pray the prayers to let our new Employer help us “face ... the things in ourselves”.*

“[**New Employer**] save me from being angry. Thy will be done.” (See p. 63) (p. 67)

“... [**new Employer**] will show us how to take a kindly and tolerant view ...” “

“Putting out of our minds the wrongs others had done, we resolutely looked at our own mistakes. Where had we been selfish, dishonest, self-seeking and frightened?” “  
*My new Employer helps me to choose that forgiveness is a better choice than resentment!*

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**Fears.** “We put [our fears] on paper ...” (p. 68)

*We answer the questions about our fears on p. 68.*

What are my fears? Who do I fear? Why do I fear them? What is my part?

“Wasn’t it because self-reliance failed us?” (p. 68)

“For we are now on a different basis, the basis of trusting and relying upon

**[new Employer].**” (See p. 63)

*I am on this “different basis” because of the discoveries made in the Resentment inventory!*

“... **[new Employer]** will show us how to take a kindly and tolerant view of [all].” (p. 67)

“We trust infinite **[new Employer]** rather than our finite selves”. (p. 68)

“... role **[new Employer]** assigns ... as we think **[new Employer]** would have ...”. “

“... humbly rely on **[new Employer]** ... enable us to match calamity with serenity.” “

*We pray the prayers to let our new Employer show us what God would have us be.*

“We ask **[new Employer]** to remove our fear ... what He would have us be.” “

“At once, we commence to outgrow fear.”

*My new Employer helps me choose to trust God with uncertainty, not my un-aided self will!*

**Sexual Conduct.** “We got [our own sex conduct] down on paper and looked at it.” (p. 69)

*We answer the questions about our inconsiderate conduct on pp. 69-70.*

“Where had we been selfish, dishonest, or inconsiderate?” (p. 69)

“Whom had we hurt ... were we at fault ... what should we have done ...?” “

“... each reaction to this test—was it selfish or not?” “

“Suppose we fall short ... and stumble?” (p. 70)

*We pray the prayers to be changed by our new Employer to what God would have us be.*

“We asked **[new Employer]** to mold our ideals and help us to live up to them.” (p. 69)

“In meditation, we ask **[new Employer]** what we should do about each specific matter.”

“**[New Employer]** alone can judge our sex situation ... “ (pp. 69-70)

“... have the honest desire to let **[new Employer]** take us to better things ...” (p. 70)

“... we will be forgiven and have learned our lesson.” “

“We earnestly pray for the right ideal, for guidance ... sanity ... strength ...” “

*My new Employer helps me choose to treat others with consideration instead of selfishness.*

*In my resentment inventory, my new Employer helps “save me from being angry” and shows me how to choose to forgive—to take a “kindly and tolerant view” of everyone.*

*My new Employer helps me outgrow my fear—to seek what God would have me “be”.*

*I have fewer resentments and less fear “blocking” me. I can choose to be considerate of others. I choose to let my new Employer “mold my ideals” and help me “live up to them”.*

**“We hope you are convinced now that [new Employer] can remove whatever self-will has blocked you off from Him.”** (p. 71)

**Next Time, Step Five. “Learn to trust another person who also has a “new Employer”.**