

**“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*.

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.

Steps One, Two and Three make my relationship with my new Employer *desirable*.

*I admit the powerlessness and unmanageability of my life “employed” by me and my “self-will run riot”. I discover a need to believe in a Power greater than myself that could become my new Employer. I decide to learn how to go 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 face, and to be rid of, the things in me that block me from my new Employer. I get a new attitude, a new relationship with my new Employer. I become willing to “let go” of my objectionable things so that I can “let God” grant me strength. I take responsibility for my wrongs and become accountable to amend them.*

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.*

**Step Seven. “Humbly asked Him to remove our shortcomings.”** (p. 59)

“Driven by a hundred forms of fear, self-delusion, self-seeking, and self-pity, we step on the toes of our fellows and they retaliate ... made decisions based on self ...” (p. 62)

“Above everything, we alcoholics must be rid of this selfishness. We must, or it kills us! God makes that possible.” “

“Neither could we reduce our self-centeredness much by wishing or trying on our own power. We had to have God’s help.” “

*In my first six Steps. I ask my new Employer to relieve me of the bondage of self; write and share my inventory; become aware of and accept my “objectionable things”, my “self-will run riot”. I admit that I cannot rid myself of these with my own unaided self-reliance or will-power.*

*With my three-part Step Seven prayer, I finally ask my new Employer for “protection and care with complete abandon”.*

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**Step Seven. “Humbly asked Him to remove our shortcomings.”** (p. 59)

“... humility, a desire to seek and do God’s will ...” (AA 12x12, p. 72)

“... humility ... move out from ourselves toward others and toward God.” (AA 12x12, p. 76)

***When I ask, my new Employer affirms my willingness to “let go” of all of me.***

“When ready, we say something like this: ‘My [new Employer], I am now willing that you should have all of me, good and bad.’ ” (Humility) (p. 76)

In Step Six, I ask God for the willingness to “let go” of the objectionable things I have admitted about myself. Those are things about me that are known to me.

In Step Seven, I am going further. I am taking the risk to trust my new Employer even more.

*I am now willing to try to trust my new Employer with “all of me”, which means the parts of me I know about and the parts of me of which I am not even aware!*

***When I ask, my new Employer helps me live with fewer shortcomings (“wrong things”).***

“I pray that you now remove from me every single defect of character which stands in the way of my usefulness to [my new Employer] and my fellows.” (Responsibility) (p. 76)

I trust my new Employer to do what I cannot do—make me aware of, and remove from me, the things in me blocking me from being of service to “God and the people about us”. (“Our real purpose”, p. 77)

I am not fighting God as often. I am listening to my conscience.

*I am asking my new Employer to help me not do “the next wrong thing”.*

***When I ask, my new Employer helps me learn to try to do “the next right thing”.***

“Grant me strength, as I go out from here, to do [my new Employer’s] bidding.” (p, 76)  
(Hope)

In Step Three, I asked my new Employer to “relieve me of the bondage of self, that I may better do Thy will.”

Now in Step Seven, I ask my new Employer for strength to help me live my life God’s way, not my way.

*I am more free of my illusion that I am not powerless, that self-reliance is enough for me.  
I am more free of my delusion that my life is not unmanageable.*

*It has been my experience that it takes the first Six Steps to make me free enough from my “self-will run riot” to fully see my need for strength and help from my new Employer all day, every day, in every circumstance, situation and relationship that is part of each day. “Amen”.*

**Next Time, Step Eight. Trust new Employer to help me take responsibility for my wrongs.**