



Steps 7,8,9 Workbook

Twelve Gifts of Al-Anon

If we willingly surrender ourselves to the spiritual discipline of The Twelve Steps and work the program, our lives will be transformed.

1. We will become mature, responsible individuals with a great capacity for joy, fulfillment, and wonder. Though we may never be perfect, continued spiritual progress will reveal to us our enormous potential.
2. We will discover that we are both worthy of love and loving. We will love others without losing ourselves, and will learn to accept love in return.
3. Our sight, once clouded and confused, will clear and we will be able to perceive reality and recognize truth.
4. Courage and fellowship will replace fear. We will be able to risk failure to develop new hidden talents
5. Our lives, no matter how battered and degraded, will yield hope to share with others.
6. We will begin to feel and will come to know the vastness of our emotions, but will not be slaves to them.
7. Our secrets will no longer bind us in shame.
8. As we gain the ability to forgive our families, the world, and ourselves our choices will expand.
9. With dignity we will stand for ourselves, but not against our fellows.
10. Serenity and peace will have meaning for us, as we allow our lives and the lives of those we love to flow day by day with God's ease, balance, and grace.
11. No longer terrified, we will discover we are free to delight in life's paradox, mystery, and awe. We will laugh more.
12. Fear will be replaced by faith, and gratitude will come naturally as we realize that our Higher Power is doing for us what we cannot do for ourselves.

Can we really grow to such proportions?

Only if we accept life as a continuing process of maturation and evolution toward wholeness. Then we suddenly begin to notice these gifts appearing. We see them in those who walk beside us. Sometimes slowly or haltingly, occasionally in great bursts of brilliance, those who work The Steps change and grow toward light, toward health, and toward their Higher Power. Watching others, we realize this is also possible for us.

Will we ever arrive? Feel joyful all the time? Have no cruelty, tragedy, or injustice to face? Probably not, but we will acquire growing acceptance of our human fallibility, as well as greater love and tolerance for each other.

Self-pity, resentment, martyrdom, rage, and depression will fade into memory. Community rather than loneliness will define our lives. We will know that we belong, we are welcome, we have something to contribute, and that is enough (*Survival to Recovery*, 269-270).

Welcome

Name: _____

Group: _____

Date: _____



This workbook is one of a number of tools that are meant to help make this workshop a meaningful journey into your personhood.

Please feel free to use the material as much or as little as you like, in any way that you like. This is not Al-Anon Conference Approved Literature (CAL). The activities set out in this workbook are only suggestions, no more and no less. You are encouraged to discover for yourself what works best. Take what you like and leave the rest.

A significant part of the workshop is built around activities in small groups. Each of these groups has a designated group leader from the Men's Workshop Committee. The primary goal of the group leaders is for each group member to have the best workshop experience possible. This role focuses more on things like answering questions, facilitating group discussion and keeping track of time than it has to do with telling anybody what to do.

While we all bring our individual personalities to the workshops, what is more important is our shared commitment to working The Twelve Steps. A spirit of cooperation can really enhance everybody's experience by building the camaraderie that has come to be the hallmark of our men's workshops.

Suggested Welcome

We welcome you to this Men's 12-Step Workshop and are glad you are here.

Each of us has been affected by someone else's drinking or behavior. These workshops are a space where we come together as men to explore how the Twelve Steps can help us heal, grow, and find greater peace in our lives.

The focus of this workshop is on ourselves—our thoughts, our choices, and our path forward. We no longer try to change or control others. Instead, we seek to change the things we can: our attitudes, our reactions, and our relationship with a Higher Power.

This is a spiritual program, not a religious one. We each come to understand a Power greater than ourselves in our own way. The Twelve Steps offer a framework for that journey.

In this workshop, we listen and share without judgment. We speak from our own experience and ask that all sharing be kept confidential. We do not give advice or interrupt one another; we offer support by listening with respect and compassion.

Whether this is your first workshop or one of many, you are welcome here. Take what you like and leave the rest. We hope you will find in this community the strength and connection that so many of us have come to value.

Four Phases of Transformation

Recovery is a process of transformation. In Al-Anon, we are invited to change not only how we see the world but how we live within it. The Twelve Steps guide us through this transformation in four powerful phases:

- **Giving Up**
Steps 1, 2, and 3 teach us to release control and trust in a Higher Power.
- **Owning Up**
Steps 4, 5, and 6 help us examine our past and let go of what weighs us down.
- **Making Up**
Steps 7, 8, and 9 encourage us to take responsibility and make amends.
- **Keeping Up**
Steps 10, 11, and 12 lead us to a life of spiritual growth, service, and self-awareness.

This day-long workshop focuses on the third phase, **Making Up**, as we explore and reflect on Steps Seven, Eight, and Nine. These steps guide us from inner awareness toward accountability, reconciliation, and healing. They remind us that **real growth happens when we take responsibility for our past actions and begin to repair the harm we have caused—to others and to ourselves.**

In this phase, we move from willingness to genuine action. By humbly asking for our shortcomings to be removed, making a list of those we have harmed, and actively making amends where possible, we transform intention into meaningful change. This is where the work of recovery becomes visible in our relationships and daily lives—where healing, forgiveness, and true connection can begin.

Our Day Together

Today, we'll take a thoughtful look at the “Making Up” steps—Steps Seven, Eight, and Nine. We'll start by exploring what this phase means and listening to a personal story from someone who has walked this part of the journey. Then, in smaller breakout groups, we'll reflect on each step and share our experiences in a supportive, non-judgmental environment.

Step Seven is about humility and growth. It invites us to honestly recognize our shortcomings and to ask for help in letting them go, trusting that change is possible with support from a Higher Power.

Step Eight guides us to identify those we have harmed and to become willing to make amends to them all. This step often brings up powerful feelings and memories, which is why it's important to work with a sponsor or trusted guide as you make your list and consider each relationship. A sponsor can offer perspective, support, and guidance as you decide how to move forward.

Step Nine centers on making direct amends wherever possible, except when doing so would cause further harm. Making amends is a process that usually unfolds over time and often involves careful planning, reflection, and ongoing support. While we won't complete Step Nine during today's workshop, we'll spend time exploring what it means, what challenges may arise, and how to approach it with care and integrity.

This workshop is an introduction to these important steps. You won't be asked to complete them today, and there's no expectation that you have finished earlier steps to participate. Wherever you are in your recovery, you are welcome here. Our hope is that you leave with new insight, a sense of connection, and the courage to continue your journey—one step at a time.

Before we begin

As we step into this phase of making up—of healing and amends—we invite you to reflect on the journey that’s brought you here and what this next phase might mean for you. Consider these questions as you prepare for the work ahead:

- **Where in my life or relationships do I sense unfinished business?**
- **What fears or hopes come up when I think about reaching out to repair past harm?**
- **How might my willingness to make amends change the way I see myself and others?**
- **What support do I need as I move forward in this process?**

The “Making Up” phase is not something we do alone. Together, as men, we have the opportunity to approach these steps with honesty, humility, and courage—supporting each other as we rebuild trust, foster connection, and move closer to the freedom that comes from living in alignment with our values.

The “Making Up” Phase

Turning the Page Together

The “Making Up” phase marks a profound transition in recovery—a shift from self-examination to real-life action and accountability. This phase is about more than simply acknowledging the past; it’s about taking meaningful steps to heal and restore what has been damaged, both within ourselves and in our relationships with others. Here, we start to bridge the gap between intention and change, making our growth visible through what we do, not just how we feel or what we say.

The journey through the steps is a process of transformation, moving through a series of phases that each build on the last:

- **Giving Up** (Steps 1–3): We surrendered our attempts to control people and outcomes, learning to trust a Power greater than ourselves.
- **Owning Up** (Steps 4–6): We took honest stock of our lives, faced our patterns, and became willing to grow beyond them.

These earlier phases prepared us for the work of “Making Up.” The self-awareness, humility, and willingness we’ve developed now become the foundation for genuine change. With this preparation, we can approach making up with clarity, courage, and an open heart—ready to do the work of healing and amends.

For many, making up can bring a sense of vulnerability. It asks us to move beyond regret or apology and to actively participate in the slow, sometimes uncomfortable, process of reconciliation. This is not about seeking perfection or instant forgiveness, but about becoming willing to show up, own our actions, and do our part in building trust.

During this phase, we focus on:

- **Facing the truth—**
recognizing where our actions have affected others and ourselves, and accepting that healing involves more than just self-understanding.
- **Taking responsibility—**
moving from words or intentions into meaningful behaviors that demonstrate accountability.
- **Cultivating humility—**
letting go of the need to be right or to control outcomes, and approaching others with openness and respect.
- **Rebuilding connection—**
making space for honest conversations, renewed trust, and healthier patterns in our relationships.
- **Living with principles—**
through a new practice of actions and reactions, showing our commitment to growth as we make our journey to recovery.

It's important to remember that this is not the final destination. The work we do in “Making Up” prepares us for the next phase of our recovery—Keeping Up—where we learn to maintain and grow these new patterns in our daily lives through continued spiritual practice, service, and self-awareness.

The “Making Up” phase may feel challenging, even intimidating at times. But it is also where some of the deepest healing and true freedom can begin. In this workshop, we'll explore what it means to engage in this process, support each other through the discomfort, and celebrate the progress that comes from courage, honesty, and a willingness to make things right—one step at a time.

Through the lens of steps 7, 8, 9

Step Seven: Practicing Humility and Asking for Help

- Step Seven calls us to a kind of humility that can feel unfamiliar or even uncomfortable for many men. We're often taught to solve problems on our own, to be "strong" and self-reliant.
- This step asks us to recognize our limitations and have the courage to ask our Higher Power for help in letting go of old patterns and shortcomings.
- True humility isn't weakness—it's the strength to admit we don't have all the answers, and the willingness to allow something greater to guide our growth.

Step Eight: Becoming Willing to Make Amends

- Step Eight invites us to take a hard, honest look at how our actions have affected others. For many men, facing the reality of harm we've caused goes against years of conditioning to avoid vulnerability or "just move on."
- Building a list of those we've hurt requires courage, self-honesty, and a willingness to drop the defenses we may have built up.
- This is not about shame, but about responsibility and the desire to become better men—fathers, sons, partners, friends.
- Working with a sponsor or trusted ally is especially valuable here, offering perspective and support as we prepare to take real action.

Step Nine: Making Direct Amends

- Step Nine is where willingness becomes action. For men, this can be a powerful test of character—stepping forward to make things right, even when it's uncomfortable or uncertain.
- Making amends is more than saying "I'm sorry." It's about restoring trust, showing up with integrity, and sometimes having the humility to accept that forgiveness or reconciliation may take time.
- Thoughtful planning, patience, and guidance from a sponsor are key, especially when old habits of avoidance or pride threaten to take over.
- In making amends, we model a new kind of strength: the courage to face the past, the honesty to own our mistakes, and the commitment to live differently moving forward.

The Making Up phase challenges many of the old ideas men may have learned about strength and vulnerability. Here, we practice a deeper kind of masculinity—one rooted in honesty, responsibility, and the courage to build authentic connections. With each step, we become more free from the burdens of the past and more fully the men we aspire to be.

Step 7

***Humbly asked Him to remove
our shortcomings.***

7th Step Prayer

My Creator, I am now willing that You should have all of me, both good and bad. I pray that you remove from me every single defect of character which stands in the way of my usefulness to You and my fellows. Grant me strength as I go out from here to do your bidding.

The seventh step calls us to practice humility—not humiliation. Many of us once confused these ideas, but humility is about understanding ourselves and our place in the world, as well as recognizing what we can and cannot change.

We may notice that our maturity looks different in various areas of life; we might feel confident at work but struggle at home, or vice versa. Sometimes, even our recovery meetings present unexpected challenges.

Because our strengths and struggles can vary, it's important to honestly reflect on how we respond in different situations, not just during times of conflict. This awareness helps us grow and better understand ourselves.

The following Maturity Checklist is a tool for self-reflection. Use it to recognize where you already practice maturity and where you might want to focus further growth. Taking stock of where you are today lays the groundwork for greater emotional balance and continued progress on your journey.

Maturity Checklist

The checklist below is adapted from Al-Anon Booklet "**Alcoholism The Family Disease**" **page 4**. It is provided as backup for this workshop. Please use it to assess your own maturity and as an aid to gaining a better perspective on where you are today and where you want to be in the future. Remember, we may be mature in some areas and childish in others. The aim of this checklist is to evaluate the whole person – not just the good or the bad, with a focus on where and how you would like to grow more mature.

The difficulties of coping with alcoholism in another are much more effectively met when we ourselves reflect the attitudes of mature adults.

Do you readily accept criticism, realizing that it may contain a suggestion for self-improvement?	☐ YES ☐ NO
Do you maintain serenity, without losing your temper or "flying off the handle" about trifles?	☐ YES ☐ NO
Do you stay calm in emergencies and deal with them in a logical, reasonable fashion?	☐ YES ☐ NO
Do you accept responsibility without blaming others when things go wrong?	☐ YES ☐ NO
Do you accept reasonable delays with patience, realizing that some adjustment for the convenience of others is necessary?	☐ YES ☐ NO
Are you a good loser, accepting defeat without disappointment, complaint, or ill temper?	☐ YES ☐ NO
Do you have faith, not worrying unduly about things that can't be changed?	☐ YES ☐ NO
Do you accept praise graciously, not boasting or "showing off" when complimented, and not responding with false modesty?	☐ YES ☐ NO

Do you applaud others' achievements with sincere goodwill?	☐ YES ☐ NO
Do you rejoice in the good fortune and successes of others, without petty jealousy and envy?	☐ YES ☐ NO
Do you listen courteously to the opinions of others even when they hold opposing views; without entering into hostile arguments?	☐ YES ☐ NO
Do you accept others, not finding fault with "every little thing" or criticizing people who do things differently?	☐ YES ☐ NO
Do you make reasonable plans and try to carry them out in an orderly fashion; not doing things on the spur of the moment without due consideration.	☐ YES ☐ NO
Do you show spiritual maturity by accepting the existence of a Higher Power and recognizing the importance of this Power in your life?	☐ YES ☐ NO
Do you show spiritual maturity by realizing each person is part of mankind as a whole and has much to give; that each of us has an obligation to share with others the gifts that have been bestowed upon us?	☐ YES ☐ NO
Do you show spiritual maturity by obeying the spirit of the Golden Rule: "Do unto others as you would have them do unto you?"	☐ YES ☐ NO

- from Al-Anon Booklet "Alcoholism The Family Disease" page 4

Small Group Reflection

The following questions are designed to guide meaningful reflection and conversation in your small group. They draw on the themes of Step 7 and the insights offered by the Maturity Checklist. As you discuss, focus on honest self-examination, listen respectfully to others, and support one another in your journey of growth. There are no right or wrong answers—these questions are meant to help you explore your experiences with humility, acceptance, and personal development.

What does asking for help require from you on a personal level?

How do you recognize and practice humility in your daily life?

In what ways can you ask your Higher Power to remove your shortcomings, and what difficulties do you experience in being willing to let them go?

How does recognizing your own limitations on the Maturity Checklist help you practice humility and acceptance in your relationships?

Step 8

Made a list of all persons we had harmed and became willing to make amends to them all.

8th Step Prayer

Higher Power,
I ask Your help in making my list of all those I have harmed.
I will take responsibility for my mistakes &
Be forgiving to others as You are forgiving to me.
Grant me the willingness to begin my restitution.
This I pray.

The Eighth Step is talking about a change of heart, a healing change.... We do not in this Step dash madly about and begin yelling, "Sorry!" We make our list, not to feel guilty, but to facilitate healing. Before we actually make amends or begin to consider appropriate amends, we allow ourselves to change our attitude. That is where healing begins - within us.

- The Language of Letting Go (242-3)

Step 8 Reflection

The following chart is a gentle starting point for your work on Step 8. If you have already completed Steps 4 and 5, you may want to look back at them as you reflect on possible harms done—though having finished those steps is not required to begin this process.

Remember, being willing to make amends is not the same as actually making them; willingness is the focus here. You don't have to do this alone—consider reaching out to a sponsor, trusted friend, or group for support as you work through this reflection.

Harm can take many forms, including emotional, financial, or physical harm. As you fill out the chart, be as honest and compassionate with yourself as possible. This is just a first step, and willingness can grow over time.

Step 8 Reflection Chart

List the people you believe you may have harmed, what you did, your reason for wanting to make amends, and your current level of willingness. Use this as an opportunity for honest reflection and remember to seek support as needed.

Person I harmed	What I did that harmed them	My reason for making amends	My level of willingness
Me			Now Later Never
			Now Later Never
			Now Later Never
			Now Later Never

Person I harmed	What I did that harmed them	My reason for making amends	My level of willingness
			Now Later Never
			Now Later Never
			Now Later Never
			Now Later Never

Step 9

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

9th Step Prayer

Higher Power,
Grant me the right attitude and courage to make my amends,
Being ever mindful not to cause further harm in the process.
Guide me in making indirect amends
When direct amends are not possible.
Most important, help me to continue making living amends—
By acting with honesty, helping others,
And growing in spiritual progress, one day at a time.

Reflective Questions

Step Nine is about making direct amends and taking responsibility for our actions, even when it's difficult. The questions below are designed to help you reflect honestly on your experiences with making amends, facing challenges, and letting go of outcomes. Use them to support your growth, honesty, and healing as you work this step.

How is making amends different from simply saying “I’m sorry”?

What does “living amends” mean to you, and how have you practiced it when direct amends weren’t possible?

How do you define “harm” in the context of amends—does it include emotional, financial, or physical harm, and how do you identify each?

How do you approach making amends when you know you can't fully repair the harm or "fix" the relationship?

When you feel a sense of guilt or unfinished business, how do you discern if making amends is the next right step?

[illegible]

[illegible]

Panel Discussion: Listening, Learning, Awareness

This is a time to ask questions, hear from others, and reflect on what's coming up for you. You may hear something that brings clarity, inspires action, or simply reminds you that you're not alone.

Feel free to use the space below to jot down any thoughts, insights, or questions that arise as you listen. Please remember to keep questions and comments brief so that more voices can be heard. We ask that there be no cross-talk—no interrupting, correcting, or responding directly to another person's share.

This is a space for sharing experience, not giving advice. We encourage everyone to keep the focus on their own experience and the principles of the program. You are welcome to pass or simply listen. However you choose to participate, know that your presence matters.

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

[illegible]

Suggested Closing

As we come to the close of this Men's 12-Step Workshop, we thank each of you for showing up with honesty, courage, and openness. We aim to create a space where it's safe to be real, to reflect, and to support one another.

Today we explored the third phase of the Twelve Steps—**Making Up**—through Steps Seven, Eight, and Nine. In this phase, we practice humility, identify those we have harmed, and take action to make amends. This is courageous and transformative work, and it's important to remember that we don't have to do it alone.

- **Sponsorship is an important part of our program.** A sponsor is someone who can guide us through the Steps, listen with empathy, and help us stay grounded in the principles of Al-Anon. Sponsorship is built on trust, honesty, and shared experience—and it's one of the clearest ways we support each other's growth. If you don't have a sponsor, we encourage you to find one.

We hope you leave today with a stronger connection to yourself, to others, and to a Power greater than yourself. Whether you're just beginning your journey or continuing your path, know that healing happens one step—and one day—at a time.

- Keep coming back. You are always welcome here.
- Take what you like and leave the rest.
- Let go of perfection—just be willing.
- Above all, be gentle with yourself.
- Let's pause for a moment of silence for anyone still suffering.

Will all who would like, please join me for the serenity prayer.

*God, grant me the serenity
To accept the things I cannot change
Courage to change the things I can
And wisdom to know the difference
Keep coming back—it works if you work it, and you're worth it.*

Phone Numbers (Lifeline)

Don't leave without someone's phone number

My 7,8,9 Step Workshop Team Members:

Note: Some content on the Men's Workshop Committee website at mensworkshops.com is password protected. The password is "serenity"

What's Next?

Today we hope you began converting your inner discoveries into outward expression of actions and amends that demonstrate accountability and reconciliation.

The past cannot be undone, but by practicing humility, you have started identifying behaviors that need to change if you are to accept responsibility for past actions that do not reflect the man you want to be. You have begun Step 9, but you will need to take additional time to prepare and make direct amends to those you have harmed.

In the final workshop in our series, you will focus on steps 10, 11 and 12. Having completed steps addressing both internal and external actions, you now focus on the maintenance of an ongoing recovery program, spiritual practice, and service that can be lived on a daily basis. Much of the workshop emphasizes the spiritual aspects of the program, but it will also address how you regularly practice all you have learned working the previous nine steps as well as how you can carry the message of recovery through service in this shared journey of recovery we have chosen to undertake...

You're invited: 10/11/12 Steps Workshop

Whether you're new to the journey or continuing to grow, our Men's Workshops welcome everyone—no matter which step you're working on.

Come join a supportive community as we explore Steps 10, 11, and 12 together. This workshop is a chance to share, connect, and deepen your practice of the Twelve Step principles in a spirit of unity and encouragement.

Bring your questions, your experience, and your hopes for the future. Mark your calendar—we'd love to have you with us for a day of inspiration and growth!

The Twelve Promises of Alcoholics Anonymous

If we are painstaking about this phase of our development, we will be amazed before we are halfway through.

- 1) We are going to know a new freedom and a new happiness.
- 2) We will not regret the past nor wish to close the door on it.
- 3) We will comprehend the word serenity.
- 4) We will know peace.
- 5) No matter how far down the scale we have gone, we will see how our experience can benefit others.
- 6) That feeling of uselessness and self pity will disappear.
- 7) We will lose interest in selfish things and gain interest in our fellows.
- 8) Self-seeking will slip away.
- 9) Our whole attitude and outlook on life will change.
- 10) Fear of people and of economic insecurity will leave us.
- 11) We will intuitively know how to handle situations which used to baffle us
- 12) We will suddenly realize that God is doing for us what we could not do for ourselves.

Are these extravagant promises? We think not. They are being fulfilled among us – sometimes quickly, sometimes slowly. They will always materialize if we work for them.

from "Alcoholics Anonymous" (4th Edition) pages 83-84

