

**BONUS — Concept Eight — OPTIONAL meditation and writings for conference registrants:**

Please read Concept Eight in our “12, 12, and 12” book, then spend several minutes meditating on each of the questions below. We suggest answering every question we’ve posed; first in writing, then reading your answers aloud, sharing with a fellow BDAer or two. No long essays are necessary, just a paragraph or two in direct answer to a question. These questions are posed by the workshop leaders based on our own experience, strength, and hope and a deep read of Concept Eight. Most if not all of the questions below can be applied to our personal and business lives, as well as to our interactions with our fellow DAers.

*Concept Eight: “The Debtors Anonymous General Service Board of Trustees assumes primary leadership for larger matters of overall policy, finance, and custodial oversight, and delegates authority for routine management of the General Service Office.”*

- 1) Who are the custodians of my business or of the business for which I work?
- 2) According to our conference-approved literature, our General Service Board (GSB) strives for “self-restraint in all things.” Is that also true of the leaders in my business or workplace?
- 3) We have given our GSB a great deal of authority and responsibility. Do I trust them? Do I trust the leaders in my business or workplace?
- 4) The GSB, through this and several other DA Concepts, are guided to entrust the manager of our GSO with day-to-day decision making for the office. Is that trust well-placed?
- 5) Who has been entrusted with day-to-day decision making in my business or workplace?

Micromanagement has become an overused buzzword that often simply means “you’re managing me more than I want you to.” In truth, we would almost all be considered micromanagers by someone, especially by those who don’t want to be managed at all. The beauty of recovery is that we can hear feedback like this, pray and meditate on it, discuss it with our sponsors and fellows, and decide if we want to make a change. If we are truly micromanagers, we’re likely wasting our time and energy, along with the resources — especially the human resources — in our businesses or workplaces.

We don’t think it makes a lot of sense to hire smart people and treat them like they’re incompetent, or otherwise not up to the job, by micromanaging them.