

Delegate's Workshop Concepts Camp Presentation

Let's see what the Concepts can teach us about service...

Spiritual Principles woven into the Concepts - see the Service Manual and P-57 "The Concepts"

- The authority of a Power greater than ourselves
- Mutual trust - we trust God, we trust Al-Anon and we trust one another
- Personal leadership
- Shared responsibility
- Balance - authority and responsibility
- Delegated authority
- Group conscience
- Reliance on the Steps and on the Traditions
- The spiritual element of accountability
- Freedom, confidence and maturity
- We believe our fellowship is a spiritual society: enlightened, responsible and loving
- All of us deeply desire to belong
- We never regard any Al-Anon member as second class
- Shared responsibility and shared leadership
- Presume goodwill
- Cooperation, motivation, unity
- Humility

12 Concepts of Service:

Concept One is about sorting out responsibilities. Many of us who have lived with alcoholism don't have a healthy understanding of what we are and are not responsible for.

To apply this Concept in my life I must take responsibility for myself and not try to be the ultimate authority in my family, work, or any other group. Instead, I:

- Trust the group conscience of the group/family/work team
- Presume goodwill
- Participate in the group as "one of many"
- Recognize that others are responsible for themselves and not take responsibility for others
- Ask for help with my physical/emotional/spiritual needs when required, and gratefully accept the help that is offered
- Know which gifts and talents I bring, as well as my limitations
- When controversy does arise, focus on my own experience, strength, and hope and not my perception of others' thoughts, actions, and motives
- Place principles above personalities

Concept Two deals with delegation and authority. Delegating can be difficult for those who have learned to do everything themselves, those who struggle with perfectionism, and those who have lost trust in others.

When applying this to my personal recovery, I focus on interdependence:

- I consider setting up accountability to help me learn to trust and let go

- I focus on completing the tasks delegated to me
- I willingly allow others the grace and trust to complete their delegated tasks
- I appreciate the talents and strengths others in the group bring and appreciate the interdependence in my group
- I ask for help and trust that God will provide the answers I need

Concept 3: This Concept reflects the benefit of a creative working atmosphere that allows for changed minds and new information, versus a rule-book atmosphere. It's about placing my trust and confidence in the trusted servants and supporting them in their roles.

- How could I communicate with my fellow trusted servants in a way that reflects mutual trust and accountability?
- Can I listen to others' ideas and opinions without clamoring to speak?
- How do I respond when a change to my plan is suggested?
- Am I open to the possibility that another course of action or decision might work better?

Concept 4: When I look at myself through the lens of this Concept, I ask myself the following questions:

- How does my participation vary, depending on the group with which I am involved (family, Al-Anon, work, friends, etc.)?
- Do I ever withhold my opinion or information when I have the opportunity to share it?
- Am I granting others the right of decision in their lives or do I give unsolicited advice? (Participation is the key to harmony when I am *asked* to participate.)
- What can I do to participate more fully in my life? Where does fear hold me back?

Concept Five is the right for the group conscience not to change and not to force solutions. Regarding the third bullet, though we have the right to be heard, we don't have the right to be right.

This Concept reflects spiritual principles of courage and equality. I ask myself:

- Do I recognize that access to everyone's ideas is vital to ensure all decisions are based on the best information available, including minority opinions and grievances?
- When I am in the minority or have a grievance in my workplace, family, friendships, or Al-Anon, how willing am I to express that? Am I clear about my intentions?
- How hard is it for me to listen with an open mind and heart to people with different opinions? How hard is it for me to listen to someone's grievance with me or something I've done?
- How can listening to a minority viewpoint benefit me when I am stuck in my own thinking? How could I invite minority voices in my home/work/other groups to participate?
- Have I ever been part of a majority opinion that was not helpful in the long run? What did I learn?
- Tradition One - Unity doesn't necessarily mean we all agree.
- Having the right to be hard does not stop action from moving forward.

Concept 6: In personal recovery, this Concept is about shared responsibility and shared leadership. I ask myself:

- **What do shared leadership and shared responsibility mean to me?**
 - Whom do I trust to help me with those parts of my personal life I cannot do effectively? Work-life?
 - How can I be part of a job or obligation and only do my part?
 - When I need help, do I communicate my needs clearly and courteously?

- How can I apply the principle of delegation to my personal life? Work?
- Do I doubt others' abilities?
- What is the worst that can happen if someone's part does not turn out the way I expected it to? Whose responsibility, is it?
- What skills do I have that are relevant to the tasks I accept?

Concept 7: In every group, I contribute to harmony by acknowledging my role and its obligations.

I ask myself:

- How do I determine the difference between legal and traditional responsibility in my personal life?
- How can clearly defining my responsibilities keep me from trying to "fix" the lives of others?
- Can I honor my responsibilities in a relationship and maintain a respectful, cooperative attitude towards other members?
- Am I willing to cooperate and participate, or do I gossip or criticize?
- In my groups, are everyone's roles and obligations clearly defined and acknowledged?
- Do I know what my own role is in my life? How can I bring balance between situations that cross my path in daily life and my spiritual growth?

Concept 8 embodies humility—I trust others to carry out our routine obligations and remain willing to seek and offer support when needed.

I ask myself:

- As my own "Executive Committee," can I flexibly prioritize my needs, plans, and energies? Or am I resentful when life changes my plans?
- How do my attempts to control impact the outcome?
- When have I tried to keep the reigns on everything?
- Have I reported (to my boss or Sponsor) having too many responsibilities? Was there a solution?
- How does it affect my relationships when I ask for, and accept help, and actually trust others to do their tasks?
- Is it easier for me to give than to receive? If so, why?
- Have I delegated something that is actually my responsibility to someone else? Why?

Concept 9: This Concept is about integrity and leading by example.

I ask myself:

- What role does my Higher Power have in my vision for the future? What roles do my relationships have?
- How can putting the focus on myself help me to take on a positive leadership role with others?
- How do I demonstrate tolerance, responsibility, flexibility, and vision?
- What expectations do I have of a good leader? Am I reasonable in my expectations? Do I have the same expectations for myself?
- Do I have a fear of failure or success? Am I afraid of being judged or criticized for my decisions?
- What is the leadership structure in my home? Are there power struggles and/or conflicts? What might good personal leadership look like?
- How am I contributing to and encouraging others' growth? In what ways am I contributing or standing in the way of my own growth?
- Do I allow and/or encourage others to share their feelings and opinions and make decisions without demeaning them when I disagree? Do I feel able to share mine as well?

- Do I equate being a leader with being alone?
- Do I understand the difference between leading and governing? What is it?

Concept 10: This Concept is about balanced responsibility. I must honor boundaries that come from a careful definition of responsibility and authority.

I ask myself:

- Am I willing to voice my concerns when expectations, job descriptions, and/or family roles are unclear? How would I approach that?
- Have I assumed responsibilities that are not mine?
- How can I encourage balanced responsibility?
- When I recognize others' attempts at double-headed management, how do I detach from them?
- What are examples of my attempts at double-headed management?
- How could appropriate boundaries support a harmonious working balance?
- If I am responsible for a group effort, how do I inspire the group?
- What am I sacrificing when I fail to delegate or clearly define my own or others' responsibilities?

Concept 11: This Concept is about cooperation, collaboration and unity.

I ask myself these questions:

- How could every activity in my life have a spiritual motive?
- What is my primary purpose in life and how is it reflected in group efforts?
- How do I contribute to an atmosphere of harmony at home/ at work?
- How can I respect others when I do not like and/or agree with them?
- Do I practice inclusion rather than exclusion?
- When have I taken on too many responsibilities?
- What were my motives?

Concept 12: This Concept and Warranties are about presuming goodwill, trusting my Higher Power's guidance, and practicing prudence and balance in all my affairs. This Concept reflects the wisdom of all thirty-six Legacies.

I ask myself these questions:

- When have I acted as the ultimate authority with my spouse, child, at work, those I sponsor, or anyone at all? Do I seek authority, wealth, or power as a goal?
- Are there areas in my life where I need to practice more balance—Financially/Emotionally/Physically/Spiritually?
- How do I keep an "ample reserve" of what I need—money, energy, serenity, etc.?
- Do I think and act democratically in the groups in my life (family, work, etc.)?
- If anyone is emotional, how do I allow us time to calm down before continuing?
- Have I ever felt personally punitive about someone?
- Is "substantial unanimity" a goal in decision-making in my life?