Example #14 — The Company

This is a worked example of an inventory against an institution. The Big Book says to list resentments against "people, institutions and principles" (p.64-¶3). This example shows how the BBA format applies when Column 1 is a corporate employer.

Columns 1 & 2

#14) The Company *(Previous employer — a large corporation)*

- **A)** Laid me off after 12 years with no warning.
- **B)** Promoted younger, less experienced people over me.
- **C)** Had a toxic culture — long hours expected, no recognition.

Column 3 — Resentment Inventory

> *"God please help me see the truth about my resentments"*

#14) A — The Company / Laid me off after 12 years with no warning.

Affects my:

SELF-ESTEEM — *"I am..."* | Fear of being...

- I am a loyal, hard-working employee who gave my best years. *(disposable, worthless)*

PRIDE — *"Others should..."*

- A company should reward loyalty and years of service. *(humiliated, discarded)*

AMBITION — *"I want..."*

- I want to be valued for what I've contributed. *(never amount to anything)*

SECURITY — *"I need...to be okay"*

- I need stable employment to provide for my family. *(unable to provide, failing as a man/woman)*

PERSONAL RELATIONS

- An employer should treat long-term employees with respect and honesty. *(betrayed, lied to)*

SEX RELATIONS

- *(Not directly affected in this resentment)*

POCKET BOOK

- No company should be able to eliminate my income overnight. *(broke, losing everything)*

#14) B — The Company / Promoted younger, less experienced people over me.

Affects my:

SELF-ESTEEM — *"I am..."*

- I am more qualified and experienced than the people they chose. *(not good enough, past my prime)*

PRIDE — *"Others should..."*

- Management should recognize talent and experience. *(invisible, unimportant)*

AMBITION — *"I want..."*

- I want the career advancement I've earned. *(stuck, going nowhere)*

SECURITY — *"I need...to be okay"*

- I need to feel like my efforts matter to be okay. *(wasting my life)*

POCKET BOOK

- Promotions mean raises. Being passed over costs me money. *(falling behind financially)*

Column 4

> *"God please help me see the truth."*

The Realization — Modified for Institutions

When Column 1 is an institution, the Realization is modified. We ask: "Where was I at fault? How have I done similar things — to this institution or to others?"

- I have let people go from my life without warning or explanation — friendships, relationships.
- I have valued younger, more exciting things over loyalty and experience — in relationships, in recovery.
- I have created toxic environments — at home, by demanding long hours of attention from my family with no recognition of theirs.
- I have discarded people when they were no longer useful to me.
- I have taken credit for others' work and overlooked others' contributions.

> *"God, help me see where I have done the same things this institution has done to me. Help me see my own wrongs. Thy will be done."*

Fourth Column — "Where had I been..."

SELF-SEEKING: *My selfish actions or activities were...?*

- Coasted in the later years — showed up but wasn't fully engaged.
- Stopped developing new skills because I felt entitled based on seniority.

- Complained to co-workers instead of talking to management directly.
- Drank heavily after work to cope, which affected my performance.
- When passed over for promotion, became sullen and uncooperative.
- Took long lunches, padded expenses, made personal calls on company time — justified it as "they owe me."
- After the layoff, badmouthed the company to everyone who would listen.

SELFISH: *My selfish attitudes were…?*

- They owe me for my years of service. Loyalty should be rewarded automatically.
- I shouldn't have to prove myself — my track record speaks for itself.
- The younger people don't know what they're doing.

DISHONEST: *I was in the delusion that…?*

- I was in the delusion that showing up for 12 years entitled me to job security regardless of my performance.
- I was in the delusion that the company owed me a career — that loyalty is a contract.
- I was in the delusion that I was still performing at a high level when in truth I had been coasting.

AFRAID: *I was afraid…?*

- Afraid I'm past my prime — that the best years are behind me and I can't compete.
- Afraid I'll never find work again — that the layoff confirms I'm not good enough.
- Afraid that without the job title, I'm nobody.

The Chain

AFRAID: Afraid that without the job, the title, the seniority — I'm nobody. ↓ drives → **DISHONEST:** In the delusion that the company owed me security in exchange for loyalty. ↓ produces → **SELFISH:** They owe me. I shouldn't have to prove myself. The system is broken, not me. ↓ generates → **SELF-SEEKING:** Coasted, complained, padded expenses, drank, went sullen, badmouthed.

Harm

- **My co-workers** — negativity and complaining affected team morale; sullen behavior made their work harder.
- **My family** — the heavy drinking after work affected them; the anger about work spilled over at home; the financial stress of the layoff fell on them too.
- **My employer** — coasting and disengagement meant they weren't getting the work they were paying for; padded expenses were theft.
- **People I badmouthed the company to** — burdened them with my resentment; may have affected their perception of the company unfairly.
- **Myself** — years of entitlement prevented personal growth; the drinking accelerated; self-esteem collapsed further.
- **My recovery** — resentment against the company became an excuse to drink and avoid looking at myself.

Sources & Attribution

Direct Big Book text: p.64-¶3 ("people, institutions and principles"), p.67-¶2 (SDSF questions)

BBA workshop methodology: Seven areas of self, Column 4 SDSF format, The Chain

Note: This is a constructed example created for this guide to demonstrate how the BBA format applies to institutional resentments. The Realization section is modified — the personal prayer is replaced with a general prayer, but the self-examination ("Where have I done the same things?") still applies.

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