**B2B FOURTH STEP INVENTORY SHORT FORM**

**Month 1 – Resentments**

**Parts 1 and 2**

“We reviewed our own conduct over the years past. Where had we been selfish, dishonest, or inconsiderate? Whom had we hurt? Did we unjustifiably arouse jealousy, suspicion, or bitterness? Where were we at fault[? W]hat should we have done instead? We got this all down on paper and looked at it.”

**Part 1**

**Instructions:**

1. Read pages **64-67** of the *Big Book*.

2. Read these instructions and then review the example given of a completed fourth step below.

3. Complete the 4th step table rows 1-4 only.

* 1. Please enter the names of 10 or more people or institutions towards which you have resentments, meaning you are angry at them or feel hurt or threatened by them.
  2. Write the reasons you feel this way in two lines or less.
  3. Select the part(s) of self (or your identity) that this situation has affected from the following list: **Self-esteem, pride, security (physical or financial), ambitions, personal relations, sexual relations**
  4. Answer the question: *“What liabilities played a part in my resentment?*

4. To complete your 4th step, move to Part 2 of the Inventory and fill it out with your assets

Here are the **Liabilities** we will be focusing on:

* + **Self-pity**: Excessive, self-absorbed unhappiness over one's own troubles
  + **Resentment**: Consequence of being angry or bitter toward someone for an extended period
  + **Fear**: Preoccupation with the possibility of losing something you own or have or with not getting what you want
  + **Selfishness**: Concern only for ourselves and our own welfare or pleasure without regard for others
  + **Self-centeredness**: Making ourselves the center of the universe and wanting to control and play God
  + **Dishonesty**: Deception, cheating, lying, stealing, or withholding the truth
  + **False Pride**: Feelings of being *better than* (grandiosity, superiority, know-it-all all) or *less than* (shame, unworthiness, low self-esteem)
  + **Jealousy:** Characterized by the fear of losing a valued relationship to a perceived rival, often manifesting as possessiveness and attempts to control a partner's interactions with others.
  + **Mistrust**: Involves suspicion and doubt regarding another person's motives or reliability, often leading to defensive behaviors such as snooping or questioning their actions to confirm suspicions.
  + **Envy**: The desire to have a quality, possession, or other desirable attribute belonging to someone else
  + **Procrastination**: Putting off work or not following through with the right actions.

**Part 2**

“Focusing on the asset side of our Inventory allows us to let go of our long-held stories and to embrace our innate ability to be considerate, honest, and compassionate–in short, to live with a “purity of Spirit.”

**Instructions:**

1. Let's look at the assets that serve as antidotes to our liabilities. By using these assets, we open ourselves up to the “*sunlight of the Spirit*.” In the Fourth Step Inventory Short Form, we listed our liabilities. Here, we will list the antidotes to our liabilities—**Our Assets**.

2. Complete the table by filling out the row of the assets that are the antidotes to the liabilities listed below.

* The antidotes to **Self-pity** are **Self-compassion** and **Working with Others**. Self-compassion is the ability to sit with pain and difficulty while staying gentle with ourselves. It calls for tenderness and self-nurture. Working with Others draws us out of self-pity and shifts our focus toward the well-being of others.
* The antidote to **Resentment** is **Forgiveness**: It is a conscious decision to let go of deeply held negative feelings emotions and bitterness toward someone who wronged or harmed us or others.
* The antidote to **Fear** is **Faith**: A transformative power of trusting belief that transcends current circumstances and anchors us in possibility. Faith is the courageous act of 'acting as if' - deliberately choosing to focus on what we desire rather than what we dread.”
* The antidote to **Selfishness** is **Consideration** and **Compassion**: Consideration is the mindful awareness and thoughtfulness toward another person's needs and feelings, leading to respectful and caring actions. Compassion is a deep emotional response to the suffering of others, characterized by empathy and a desire to alleviate their pain through supportive actions.
* The antidote to **Self-centeredness** is **Faith-centeredness** or **God-centeredness**: This is where we stop playing God, let go of our need for control, and accept things as they are and as they unfold—surrendering to God's will for us and others. This surrender does not imply passivity; rather, it signifies an active choice to align one's intentions with a greater purpose.
* The antidote to **Dishonesty** is **Honesty**: To live honestly is to interact truthfully, ethically, and in a straightforward manner (without ambiguity or evasiveness). We speak and act with integrity, which means our inner truth aligns with our outer life.
* The antidote to **False Pride** is **Humility**. It is the ability to see ourselves and others in a realistic, non-hierarchical way—feeling neither superior nor inferior while recognizing the innate gifts, imperfections, and worthiness of others as well as our own.
* The antidote for **Jealousy** is **Gratitude**. Gratitude softens our hearts whereas jealousy hardens it. Jealousy leads to anger, bitterness, and despair; gratitude opens pathways to forgiveness.
* The antidote for **Mistrust** is **Vulnerability**. Being vulnerable means letting down your guard and being open with others. This openness counters the closed-off nature of mistrust.
* The antidote for **Envy** is **Contentment**: It is the state of acceptance and satisfaction with what we have and who we are without longing or craving for more. Living contentedly brings a sense of ease, gladness, and peace with the way things are.
* The antidote for **Procrastination** is **Action**: This is the willingness to address a problem or difficulty by carrying out a series of tasks, over time, to achieve a desired change or outcome. Taking even small steps can create momentum and transform intentions into tangible results.

| 1  **Person or institution whom I felt caused harm.** | 2  **Reason I feel this way is. What did they do?** | 3  **Part(s) of self, or identity, affected by this situation.** | 4  **Which liabilities played a part in my resentment (from the above list)** | 5  **Assets that are antidotes to these liabilities *(from the above list)*** |
| --- | --- | --- | --- | --- |
| Example: My Boss | He yelled at me when I didn’t complete my report on time. | Self-esteem  Pride  Security  Ambitions  Personal relations | **Self-pity:** I felt it was unfair.  **Resentment:** I was angry and hurt  **Fear:** I’m worried about my performance review.  **False Pride:** I believe he doesn’t appreciate my work  **Dishonesty:** I didn’t communicate my difficulties  **Procrastination:** I spent 2.5 hours doing online shopping | **Self-compassion** for myself because I couldn’t communicate with my boss about my difficulties.  **Forgiveness** for my boss, who is doing their best to ensure that our department delivers its promised goals.  **Faith** in myself (can do this), in my boss (doing their best and not out to get me), and in my Higher Power (will guide me through any pain or situation).  **Humility**: I can grow from this experience and learn from my boss and other teammates on methods to manage projects and communication.  **Honesty**:Imessed up. I can come clean and can find someone to partner with to keep me accountable and clear when I start to get overwhelmed.  **Action**:Instead of using the Internet inappropriately at work, I can troubleshoot my project with a colleague or find a mentor from another department. I owe amends to my boss and team. |
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