

## **Underearners Anonymous - Symptoms of Underearning**

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- 1. Time Indifference** – We put off what must be done and do not use our time to support our own vision and further our own goals.
- 2. Idea Deflection** –We compulsively reject ideas that could expand our lives or careers, and increase our profitability.
- 3. Compulsive Need to Prove** – Although we have demonstrated competence in our jobs or business, we are driven by a need to re-prove our worth and value.
- 4. Clinging to Useless Possessions** – We hold onto possessions that no longer serve our needs, such as threadbare clothing or broken appliances.
- 5. Exertion/Exhaustion** – We habitually overwork, become exhausted, then under-work or cease work completely.
- 6. Giving Away Our Time** – We compulsively volunteer for various causes, or give away our services without charge, when there is no clear benefit.
- 7. Undervaluing and Under-pricing** – We undervalue our abilities and services and fear asking for increases in compensation or for what the market will bear.
- 8. Isolation** – We choose to work alone when it might serve us much better to have co-workers, associates, or employees.
- 9. Physical Ailments** – Sometimes, out of fear of being larger or exposed, we experience physical ailments.
- 10. Misplaced Guilt or Shame** – We feel uneasy when asking for or being given what we need or what we are owed.
- 11. Not Following Up** – We do not follow up on opportunities, leads, or jobs that could be profitable. We begin many projects and tasks but often do not complete them.
- 12. Stability Boredom** – We create unnecessary conflict with co-workers, supervisors and clients, generating problems that result in financial distress.

## **Tools of Underearners Anonymous**

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**1. Time Recording** – We must be conscious of how we spend our time. We keep a written record to increase awareness and support our focus on goals and the actions required to achieve them.

**2. Meetings** – We attend UA meetings regularly to share our experience, strength, and hope, and to listen in order to help ourselves and others recover from underearning.

**3. Sponsorship** – We actively seek sponsorship with someone who has worked the Twelve Steps and is willing to guide us in our recovery.

**4. Possession Consciousness** – We routinely discard what no longer serves us in order to foster a belief that life is plentiful and that we will be able to provide ourselves with what we need.

**5. Service** – Giving service is vital to our recovery. It is through service to others, and to the Fellowship, that we keep what has been so generously given to us.

**6. Goals Pages** – We set goals for all aspects of our lives, write them down, measure our progress and reward achievement.

**7. Action Meetings** – We organize action meetings with other UA members to discuss our earning concerns and to generate actions that will bring more prosperity into our lives.

**8. Action Partner** – We connect regularly with action partners regarding earning concerns in order to provide each other with accountability, continuity, and support.

**9. Solvency** – We do not debt one day at a time. Debting may lead to underearning, and in turn, underearning may lead to debting.

**10. Communication** – We contact other UA members to seek support, to diminish isolation, and to reinforce our commitments to action.

**11. Literature** – We read Twelve-Step literature to strengthen our understanding of compulsive disease and the process of recovery.

**12. Savings** – Saving money demonstrates faith in the future and acceptance of the fact that money is a tool vital to our prosperous vision. We create and follow a savings plan on whatever scale we are able.