

Working the Program

Laying the Foundation: CoDA's Twelve Tools of Recovery

A Form of Temporary Sponsorship & A Precursor to Working the Steps
Support for working the program of Codependents Anonymous

Revision 2.1
July 2026

Working the Program

Suggestions for Implementation - Sponsor & Sponsee Roles

The program is designed over 13 weeks. With an Introduction the first week followed by coverage of one tool a week for the next twelve weeks. These structured meetings or calls simulate what a sponsorship relationship might be like. The Sponsee's responsibility is to work one tool a week. By no means does it mean mastering that tool in a week and instead beginning to understand its benefits. This is usually a form of temporary sponsorship used prior to working the steps. However, you are free to use it as you see fit.

After the Working the Program (WTP) document is shared with a potential WTP Sponsee via email, an initial phone call/meeting is scheduled to discuss the document and provide an overview of the process to follow. The Sponsee is asked to take the initiative and connect with the Sponsor promptly at an agreed upon time.

Introduction: During the first call, an overview of the program is provided, expectations are discussed and weekly one hour phone calls/meetings are scheduled.

- Together, the Introduction page of the WTP document/packet is read aloud. The Daily Program Journal (DPJ) is discussed and each of the 12 tools in the DPJ are briefly reviewed.
- The Sponsee is asked to fill out the DPJ monthly and provide it to the Sponsor at the end of each month.
- The expectation is then set that the Sponsee work on the first tool Prayer and Meditation by the following week's meeting and have Journal Question responses ready to share. This means reading the tool context on their own, doing some of the suggestions for working the tool that they find fitting, and answering the journal questions offered on that tool. The Sponsee is asked to send their journal responses via email to the Sponsor at least one day in advance of the scheduled call/meeting.
- The Sponsee is asked to suggest a time for next week's call at the beginning of each call. (Putting some ownership on the Sponsee.)
- The Sponsor in this process does their best to provide their own experience, strength, and hope to assist the Sponsee's growth along the way.
- The tools are worked in order as provided in the WTP document and as presented at the top of the DPJ.

12 Tools: Subsequent calls follow a similar pattern.

- The Sponsor should have received a copy of the journal responses from the Sponsee via email.
- Before beginning tool discussion, an agreed upon time for the next call is set.
- Then, with shared ownership, the Sponsor and Sponsee read the tool information together aloud. First beginning with the Tool Context leaving room for questions and discussion. Then, reading the Suggestions for Working the Tool again with room for questions and comment. Discussion can include thoughts around the tool and the context, any challenges, difficulties, or questions that arose.
- Lastly, the Journal Questions and responses are read by the Sponsee and discussed. This helps both parties gain some insight into the Sponsee's personal Codependent challenges.
- If more time is needed during the call, it is up to the Sponsor and Sponsee to check in with each other as to what their boundaries are for continued discussion time.

The DPJ: When reviewing the monthly Daily Program Journal, the Sponsor is looking for balance among the Sponsee's practices. Offering experience, strength and hope along the way!

Next Steps: At the conclusion of the program, next steps are discussed. Participants may choose a means of celebration or a continued form of Sponsorship or Fellowship. A logical next step, as a choice for continued sponsorship, would be to begin working steps 1-3 with the 30 Questions document found on coda.org or in the CoDA Inc. phone app. (40 Questions exist for Steps 4&5 too.)

Helpful CoDA Literature

The following CoDA literature can be helpful references when working with specific tools. These can be found often at local meetings or ordered through coda.org via corepublications.org.

(*WTP) Items suggested for purchase and use with the *Working the Program* document.

(*CSP) CoDA's Suggested Items for Purchase: Blue, Green, & Red books and an Affirmations Booklet.

Books

- Co-Dependents Anonymous (Blue Book) *CSP & *WTP
- The Twelve Steps and Twelve Traditions Workbook (Green Book) *CSP
- In this Moment Daily Meditation Book (Red Book) *CSP
- Growing Up in CoDA (Purple Book)

Booklets & Handbooks

When Getting Started...

- Newcomer Handbook *WTP
- Tools for Recovery *WTP
- Common Threads of Codependency *WTP
- Sponsorship: What's in it for me? *WTP
- Experiences with Crosstalk
- Building CoDA Community: Healthy Meetings Matter

When Working the Steps...

- Peeling the Onion (around Steps 4 & 5)
- Making Choices (around Steps 6 & 7)
- Carrying the Message (Step 12)

Beyond the Steps: The Twelve Traditions...

- Traditionally Speaking: Finding Solutions
- The Twelve Piece Relationship Toolkit

Specialty Items & Booklets

- The Affirmations Booklet *CSP
- CoDA Prayer Book
- Serenity Bookmarks
- Joy In The Journey (Adult Coloring Book)

Pamphlets

- Am I Codependent?
- Attending Meetings
- CoDA Literature is Vital
- Communication and Recovery *WTP
- Establishing Boundaries in CoDA *WTP
- Reparenting Our Inner Child *WTP
- Sponsorship in CoDA *WTP
- What is CoDA?
- What is CoDAteen?
- Welcome to Co-Dependents Anonymous
- Your First Meeting

Note: Many of these are available in a free downloadable format online at CoDA.org and in the CoDA Inc app.

Other CoDA Resources

The coda.org website (under Member Resources) and CoDA Inc. phone app have other helpful resources.

- Foundational Documents/Meeting Readings: Steps, Traditions, Welcome, Preamble, Service Concepts, Promises, Patterns & Characteristics, Recovery Patterns, Codependency & Recovery - the differences, Group Inventory Guidelines, For Safety Sake Tent Card (crosstalk guidelines) and more.
- Suggested Items for Purchase: Blue, Green, & Red books noted above and an Affirmations Booklet
- CoDA Prayers
- How To Start A Meeting, The Meeting Handbook & FAQs plus Service Materials & The Fellowship Service Manual (FSM)
- CoDAteen: coda.org/codateen

Introduction

Scenario 1:

*I dragged myself to my first month of CoDA meetings; I identify, but am frightened, and oddly, a little excited. I have related to what I have been hearing at these meetings. The people seem nice and the documents we read each week leave me feeling confused but intrigued. People are speaking in a language I understand, but I only comprehended about 40 percent of what was said. I do feel inspired to seek to change my life, **NOW WHAT!?!?!?***

OR

Scenario 2:

*I have been hit or miss with this recovery program. I say I have been in this program for 3 years. But what beyond getting to these meetings and reading the blue book is there? I hear some very convinced individuals talking, like broken records, about working the steps with their sponsor, or working the CoDA program. What does that even mean, **“Working the Program?”***

The following pages describe the generally agreed upon elements involved in **working the program** of Codependents Anonymous. A simple document was created, a while back, by some fellow codependents called the *Daily Program Journal* (DPJ). The DPJ provides a useful structure to maintain accountability in **working the program**. This document is set up like a calendar. With numbers 1-31, signifying the days of the month, along the left-hand side of the page. And the tools of the program across the top, sectioned out into columns. To begin **working the program**, a newcomer (or newbie to the idea) can begin by studying concepts relating to each of the categories present in the *Daily Program Journal*. And incorporating the practice of each, into the formations of a daily practice of recovery. The CoDA member can signify the working of a particular tool by placing an “X” in the corresponding box associated with the day and tool that was worked. Keeping track in this way serves the purpose of revealing areas of adequacy and deficiency in one’s program. Balance is key to working the tools of CoDA. It becomes self-defeating and perfectionistic to try and mark off every tool each day. Try your hand at hitting several daily for the first month or two—expanding slowly in a balanced way from there.

The following handout consists of a master DPJ and (12) 1-page documents on each tool included along the top row of the DPJ. Each Tool page contains context on a given tool, suggestions for beginning to work the tool, plus reading references and journaling questions. The material may appear pretty dense. It has been created to stimulate inquiry, discussion, and orientation towards working a profound program of recovery. Ultimately, the ways in which you work the tools will be unique to your personality and place in life. While, ideally, maintaining the essence of the tool. Taking suggestions from those who have been active in the program longer is a good way to become informed of various approaches to these tools. The descriptions contained in the following handout are to be seen as an entry point to begin orienting towards new behaviors in recovery.

Suggestion: Print 6 copies of the Daily Program Journal (DPJ) to start; enough for the next 6 months.

The Daily Program Journal

<i>My Daily CoDA Program Journal</i> Month of: _____												
	Prayer & Meditation	Attend Meetings	Twelve Step Work	Program Calls	Read CoDA Books & Literature	Awareness of my Feelings & Needs	Journal Writing	Setting Healthy Boundaries	Self-Care: Fun, Play & Relaxation	Family of Origin Work	CoDA Service Work	Self-Talk with Gentleness & Humor
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Prayer and Meditation

Context on this Tool:

For many actively recovering Codependents, prayer and meditation have become as foundational as eating breakfast, lunch, and dinner each day. Many of us started out confused, overwhelmed, and leery of developing a daily prayer and meditation practice. Many of us held back from giving prayer and meditation a try. Negative concepts built from child-mind interpretations of higher power characteristics got in the way. As did some fear-based perfectionism tendencies.

There is one key issue for many. Higher power concepts forged from childhood experiences stand in the way of accessing a true loving Higher Power. Without identifying the negative concepts and associations we carry around with us, it is difficult to begin to develop a relationship with our true Higher Power. Unknowingly, many of us defeated ourselves before we even gave ourselves the chance to begin. To begin, try to orient feelings with you “false gods” of the past (Feelings like fear, frustration, anger, abuse, sadness, condemnation, oppression, etc. - make your list!) As you begin, try to pray (speak to your Higher Power) and meditate (listen to your Higher Power and/or empty your mind). Tell yourself that you are no longer being ruled by your “false gods”. And that your true loving Higher Power is kind, loving, accepting, unifying, gracious, almighty, etc. ** (Make your own positives list). **Your true and loving Higher Power is who to be working on a relationship with. Not your negative past associations!!!** Many of us in the program have become so inspired by our relationship with our true Higher Power, that we see our connection as foundational to everything we do!

Suggestions for Starting to Work this Tool:

- Entertain trying an experiment. You might be thinking, “I don’t believe in anything to pray to” or “all I see is judgment around this God stuff”. That’s okay. Try praying to the concept of a love beyond what you can fathom. And seek to treat this experiment as separate from your current associations.
- If praying is new to you, use one or more of the CoDA prayers for starters (coda.org). If meditation is new to you, try sitting quietly for 3 minutes before or after you recite a prayer(s) of your choice. Push it up to 5 minutes (and beyond) when 3 minutes becomes easy. Use a timer! The key is consistency. Try this for 30 days. Set aside 10 minutes as soon as your eyes open in the morning to try this tool out. Try praying on your knees at the foot of your bed (if you are able). And sitting in a comfortable position for meditation (on a chair, the floor, propped up in bed, etc.). Next, you can try incorporating prayer/meditation into other times of the day!
- Read various spiritual forms of literature on prayer and meditation. Try reading a page or two before or after your prayer/meditation practice each day. Check out different religious services. Go to spiritual meetups on the subject. Try to keep an open mind. Take what you like and leave the rest.

Suggested Reading & References:

- CoDA Blue Book Chapter 5: Commonly Asked Questions - What is the purpose of prayer and mediation?, Do I have to believe in God to recover?, and Why doesn't CoDA refer to God or a Higher Power as he or she?
- CoDA Prayer Book, In This Moment Daily Meditation Book, & Serenity Bookmarks
- Tools For Recovery, Section on Spirituality pages 16-17 & CoDA Conference Endorsed Prayers page 24

Journal Questions:

1. How is my relationship with a Higher Power of my own understanding?
2. If I am having trouble with the concept of a Higher Power, am I willing to experiment with prayer and meditation before shutting out the concepts (explain)?
3. What is prayer for me?
4. What do I consider meditation to be?
5. If I am new to prayer and/or meditation, what are some ways that I can become acquainted with various practices to try out?
6. If I have a connection with a loving Higher Power, how consistently do I pray? How consistently do I meditate?

Attending Meetings

Context on this Tool:

Healthy Meeting Elements: No two CoDA meetings are completely alike. The structure of the meetings differ based upon the group conscience (group voting/decision-making). The personality of the meeting is made of the personality of the group. Ideally, the spiritual principals of the program trump the personalities of the group. Official CoDA meetings read, in their entirety, the 12 Steps, 12 Traditions, Preamble, and Welcome at each meeting. These documents are the foundational readings of the program. The group conscience gets to determine all elements of meeting structure beyond reading these foundational documents and registering the meeting at coda.org to be an official CoDA meeting.

Healthy meetings tend to have the following elements. Well stocked literature tables selling at-cost. CoDA approved literature. A rotating service position format with positions filled. And a focus on carrying the message to the newcomer who still suffers. In healthy meetings, there is a variety of experience with the program represented in the attending membership. People just starting out as well as folks that have been coming for a few months, years, and sometimes decades. The suggested crosstalk guidelines tend to be adhered to at healthy meetings. A statement on the structure of sharing (experience, strength, and hope vs. reporting) is another productive mainstay at healthy meetings. Healthy meetings tend to hold regular and well-attended business meetings. And a recurring focus on sponsorship can be present with members sharing about their step work with their sponsor. If many of these elements are present, there is a good chance the meeting is fairly healthy!

Suggestions for Starting to Work this Tool:

- It is important to get over the pursuit of “convenience” if recovery is what is desired. As a good way to begin, attempt to get to every meeting in your area. Then assess which ones are a good fit (based upon the presence of the above healthy meeting elements). Exercise vigilance in remaining aware of rationalizing and/or excuse making while choosing meetings to attend in your area.
- If there are not enough CoDA meetings in your area to get to 3-4 per week, coda.org has online and phone meetings available. You can also check out other 12 Step recovery meetings that you identify with (ALANON, Adult Children of Alcoholics, Emotions Anonymous, All Addicts Anonymous, Recovering Couples Anonymous etc.). Although CoDA may be your primary program, attending other healthy 12 Step meetings can be useful and beneficial. And can help you meet your meeting quota per week.
- **Get a service position ASAP!!!** Once you have homed in on a few meetings per week, attempt to get 1-2 service positions (total). Go to the groups’ business meetings to find out what positions are available. This suggestion cannot be over stressed. Getting a service position can keep you coming back. And it provides you the opportunity to practice some of the tools in a safe environment. Jump at any opportunity to do service, again, 1 or 2 positions is plenty for starters!

Suggested Reading & References:

- CoDA Blue Book Chapter 5: Commonly Asked Questions - Why do I need meetings? & How long do I need to go to CoDA meetings?
- Newcomer Handbook - Section on Attending Meetings pages 13-24
- Tools for Recovery - Section on Meetings pages 10-11
- Building CoDA Community: Healthy Meetings Matter & Pamphlet: Attending Meetings

Journal Questions:

1. Have I printed the list of local CoDA meetings in my area yet? And taped it to my bathroom mirror? ☺
2. How far am I willing to drive/take transportation to go to a CoDA meeting? Why?
3. How many meetings can I get to per week? (3-4 or more has been recommended for newcomers.)
4. What excuses do I make to rationalize not attending a meeting? (Make a list of excuses.)
5. How do I use CoDA meetings as a component of my recovery?
6. What do I find myself talking most about at meetings? If I don’t talk, what do I think keeps me from speaking up?

Twelve Step Work

Context on this Tool:

Based upon the experience of many actively recovering codependents, working the steps with a Sponsor/Co-sponsor/Step Group is a tool that has brought the most profound and tangible positive life changes. Working the Steps can be seen as a spiritual healing process. The 12 Steps are one of the foundations of the program of Codependents Anonymous. Without working the Steps, recovery is likely impossible. The 12 Steps can be divided into various elements of relationship healing. Steps 1-3 healing one's relationship with their Higher Power. Steps 4-7 healing one's relationship with oneself. Steps 8-9 healing one's relationship with others. And Steps 10-12 maintaining active participation in the spiritual healing journey. The Steps can be seen as a framework for living. And ultimately, a framework for building and/or maintaining loving and profound relationships with one's Higher Power, Self, and others. Actively working the Steps or not actively working the Steps can be equated to the difference between playing in the game versus sitting on the sidelines. The proof is in the pudding; we didn't know what we were missing until we began to experience the profound changes.

Working the 12 Steps of Codependents Anonymous is not easy. Yet, what brought us into the rooms was harder to live with, and profoundly more damaging, than healing via the 12 Steps could ever be. Working the Steps means different things for different people. Usually there are questions that are answered honestly and shared with a Sponsor/Co-Sponsor/Step Group that gently direct the participant deeper and deeper. Allowing them to see their part of the dysfunction in their lives. And through calculated activities, the Steps build a spiritual healing process that is profoundly transformative. Healing can be painful, but the rewards begin revealing themselves prior to the halfway mark in Step 6. It is easy to rationalize oneself out of painful exposure, letting go, and the amends processes of the Steps. Ensuring that proper boundaries around Step work engagement are maintained allows the participant to sustain through the entire 12 Step process. The Steps are laid out 1-12 to be worked in this order for profound reasons. It is critical to maintain adherence to the suggestions around working them in consecutive order.

Suggestions for Working this Tool:

- Create a list of people whose recovery you admire. (See the 3rd journal question below.) Then set up times to discuss the topics of sponsorship and working the steps with them. Rank each person on your list by degree of connection you felt in discussing these topics with them.
- Begin asking, based upon your ranking/list, and keep asking, until you gain a sponsor/co-sponsor. Or if need be, form/become part of a step group to begin working the 12 Steps using CoDA's 12x12, 30 Questions, or another 12 Step process. *** It is critical to work the Steps with another person(s) in program, rather than furthering codependent isolationist tendencies by "trying to go it alone..."
- Consider using the coda.org to seek a WhatsApp Power of 5 group. Or fill out the CoDA Sponsorship sign up form. See <https://coda.org/outreach/connecting-members/sponsorship/>.

Suggested Reading & References:

- CoDA Blue Book Chapter 5: Commonly Asked Questions - What are sponsors? & How Do I find a sponsor? Do I work the steps only one at a time?
- Newcomers Handbook - Section on Working the Steps: Especially for Newcomers pages 39-40 & Sponsorship pages 33-44
- Sponsorship: What's in it for Me? & Pamphlet: Sponsorship in CoDA

Journal Questions:

1. What constitutes Step work in Codependents Anonymous? What is it and how are the steps worked?
2. When do I feel it is time to begin working the Steps in CoDA, why?
3. Based on the meetings I have attended, whose shares inspire me? Who talks about sponsorship and working the 12 Steps? Who demonstrates that the program has been working for them?
4. What might be holding me back from asking someone to be my sponsor?
5. If I think I don't need a sponsor, what do I tell myself that allows me to maintain this belief? (Share written response at a meeting and ask for feedback during the fellowship period.)
6. How might my hesitation in working the Steps be related to my codependency?

Program Calls

Context on this Tool:

Program Calls (aka Outreach Calls) provide excellent opportunities to try out new recovery-oriented behaviors. It helps to pick up a phone list at regularly attended meetings for use between meetings. If a person's name is on the meeting phone list, it means they have agreed to receive program calls from other codependents. (And are expecting their phone to ring for this purpose). The early recovery mind is slippery and seeks a way out of new recovery-oriented behaviors. Thoughts such as "they don't want to hear from me" or "they are probably busy and don't want to talk to me" or "they may get mad that I am calling" are common excuse-driven thoughts, when our codependent strongholds are being threatened. Another common fear-based question is "what if the other person talks and talks ... ugh I don't have time for that."

Program Calls provide excellent opportunities to practice boundary setting. A way to begin can be as simple as: **"Hi I am _____ from the _____ meeting. I am doing an outreach call. Do you have 15 minutes to discuss recovery with me?"** Another option is to text in advance saying, *"Hi! This is _____ from the _____ meeting. Would you have 15 min today to discuss _____ with me? I am available at ____ (and offer two times)."* In these simple introductions, a time boundary is established which provides healthy expectation for time use. The person outreaching is taking care of themselves by assessing a proper time boundary and stating what they need. On the call, emotional boundaries are set like "I just need to vent." or "I'd like feedback on a situation."

Program Calls can be clean and can be messy. Either way, they are opportunities to practice recovery. The lack of structure in an Outreach Call may be triggering to many. Yet, they are an opportunity to create some parameters and advocate for needs. As well as respond to other's stated needs. This makes these exchanges invaluable training grounds for new healthier behaviors. Can program calls be awkward? Sure, they can! But feeling difficult feelings and seeking to respond in a moderate way (informed by personal needs) is recovery in action. Without working this tool, people can remain steeped in codependent isolation. Fooling themselves into thinking they are alone in the world. The sick parts of ourselves thrive in the perception of aloneness. It's a very dangerous place to be when our codependence is triggered. Program Calls are called the "meeting between meetings". They tie a person over with a dose of serenity. And provide an opportunity to practice/discuss tools and experience connection to the program.

Suggestions for Working this Tool:

- Pick up meeting phone lists at all the meetings you regularly attend. Make note of the folks on the list you enjoy interacting with or listening to during the meeting.
- Establish a "Power of Five." Create a list of five people you make an agreement with to make/receive outreach calls to/from. Recovery strength is found in a diversity of support. Reliance on any one or two individuals may further the codependent sickness by forging unhealthy dependencies.
- Try calling three people a day for 30 days to "normalize" the outreach call process. Draw from this process in the establishment of your "Power of Five" by making note of agreeable conversations.

Suggested Reading & References:

- Newcomer Handbook - Section on Sharing and Fellowship pages 25-38 (Networking and Support Systems specifically on page 35)
- Tools for Recovery - Section on Breaking the Cycle of Isolation pages 6-8

Journal Questions:

1. What are program calls in CoDA? And why are they important?
2. What do I tell myself that keeps me from picking up the phone to work this tool?
3. Develop an outreach call script. What would I say and what is my intention in making the call?
4. What is a healthy weekly outreach call quota for me to work towards?
5. Some members make three outreach calls per day in the early part of their recovery, or when in need, what comes up for me when I entertain this idea to try out for a month?
6. How might calling others in CoDA help my recovery? How can this help me heal from codependency?

Reading CoDA Books and Literature

Context on this Tool:

The concept of codependency is a nebulous one, and the program of Codependents Anonymous offers no diagnosis to its members. CoDA literature is written from the perspective of offering experience, strength, and hope. The membership outlines definitions, associations, and experiences that many of us identify with to aid in self-evaluation. Two of the primary pieces of CoDA-Approved literature consist of the Codependents Anonymous book (aka CoDA Big Book or the Blue Book) and the Twelve Steps Twelve Traditions Workbook (the Green Book). The CoDA Big Book contains sections on beginning the journey, our spiritual dilemma, a suggested program of recovery, service to others, commonly asked questions, and personal stories. This book tends to be the first literature suggestion for the newcomer inquiring about what to buy. This book provides an overview of our program, descriptions on each of the 12 steps (with some suggestions around how to work each one), answers to common questions, information on the patterns and characteristics of codependency, along with loads of fodder for identification and added awareness. The 12 Steps and 12 Traditions Workbook is used by members who seek to work the 12 Steps and 12 Traditions using its question format. The book also contains a helpful checklist for a CoDA group inventory and some supplemental questions to go through. The traditional method for going through the steps and traditions using this book is with a sponsor. However, co-sponsors and step study groups have utilized this book as well.

Beyond the two primary CoDA-Approved books used for working the program, CoDA offers a host of supplemental materials. Handbooks, pamphlets, and informational resources are available on various topics relating to codependency. It has been encouraged that newcomers start with the Codependents Anonymous book and possibly the Twelve Steps and Twelve Traditions Workbook. (These are excellent for working the program with a sponsor, co-sponsor, or step group). Beyond these two pieces of literature, beginning to develop a small library of CoDA's literature can be helpful. A CoDA library helps to build awareness and gain insights to address various elements of codependency. Examples of supplemental topics include sponsorship, step work, crosstalk, healthy meetings, newcomers, and more.

Suggestions for Working this Tool:

- Start out by buying the CoDA Big Book. (If you cannot afford one, ask about a scholarship or loan program at your local meeting.) Try reading for 15 minutes a day; set a timer.
- Keep a notebook handy. Journal for 5-10 minutes on any thoughts, associations, or identification that arose as a result of reading from the CoDA Big Book.
- Highlight, mark, or bookmark key points that emerge from reading the book. Discuss these points with trusted others in the program to get their take on the subject.
- Maintain consistency around reading CoDA-Approved literature. Doing so will aid with beginning to name elements of your codependency. Thereby preparing you for future step work.

Suggested Reading & References:

- CoDA Blue Book Chapter 5: Commonly Asked Questions - Can you recommend any books about codependence? & In the back of book, the section on CODA Materials Available from CoRe.
- Tools for Recovery - Literature p.8 & Pamphlet: Why is CoDA Conference Endorsed Literature Vital?
- Codependents Anonymous (CoDA Blue Book) & Twelve Steps Twelve Traditions Workbook.

Journal Questions:

1. What might be significant about reading CoDA Approved books and literature rather than literature on the topic of codependency?
2. When, during the schedule of daily life, is the most appropriate time for me to read CoDA literature?
3. How might journaling become a part of my CoDA literature reading process?
4. Which topics relating to codependency seem to be of greatest interest currently?
5. Have I picked up the program's "Big Book" (aka Blue Book) Codependents Anonymous? Why or why not?
6. What might a weekly CoDA literature schedule look like for me?

Awareness of My Feelings and Needs

Context on this Tool:

Feelings, what are these? Codependents tend to cram the spectrum of nuanced feelings into a few categories - running after “happiness” (equated as happiness), anger/rage, loneliness, fear, and sadness/despair. Being able to pick out the above feelings from one’s personal experience can be seen as an accomplishment to the struggling codependent. Most of us agree that accounting for feelings, let alone personal needs, was a foreign concept prior to being in recovery. However, much can be accomplished by naming feelings for starters. Many CoDA meetings have “feelings sheets” at their literature tables. These sheets can have a list of feeling words or cartoon representations of a person feeling a wide spectrum of feelings with a label for each depicted feeling. Making a daily journal entry on emotions is a powerful process. Seeking to find the “face/emotion/feeling” a person identifies with in the moment and why is enlightening. You can tap into the feelings by naming them. Allowing oneself to feel the feeling, can appear foreign and painful at times. Often, the codependent will react by needing to “do something” when an uncomfortable feeling is felt. This reaction is of the same spectrum as that of an alcoholic or addict and stems from an attempt to control personal reality by lessening or numbing the intensity of uncomfortable feelings.

Without knowing one’s present feelings, there is little chance of being aware of (let alone to advocating for) personal needs. Personal needs are an individual’s requirements for healthy self-care within any present moment circumstance. Needs may be situation-dependent, or unchanging, while falling along a spectrum of severity. The process of learning about feelings and needs can be a lifelong pursuit. The 12 Steps and Tools provide systematic support for becoming a friend and advocate of personal feelings and needs. The work is slow at times. Experiencing progress is a powerful persuader towards maintaining a recovery way of life.

Suggestions for Working this Tool:

- Schedule personal check-ins throughout the day. Assess your current feelings state; record your findings.
- Expose yourself to more feeling words. Use a feelings sheet from a meeting or online, like the one discussed above. Try to incorporate more feeling words into responding to the everyday questions of “how are you?” or “how’s it going?” or “what’s new?”
- When extremely triggered, look at a feelings sheet. Validate your own feelings by describing how you feel using descriptive feeling words.
- Try talking to yourself lovingly when triggered. Pat yourself kindly on the hand in a nurturing way or give yourself a bear hug and whisper softly “I am here” repeatedly for 20 minutes. This can be considered self-soothing in response to difficult feelings. Record your findings in your journal. What occurred?

Suggested Reading & References:

- CoDA Blue Book Chapter 1: Beginning Our Journey & Chapter 2: Our Spiritual Dilemma
- CoDA Blue Book Chapter 5: Commonly Asked Questions - What are bottom line behaviors? What is a Shame Spiral? What is fear of shame? What is projection?
- Tools for Recovery - The section on Relationship Building "I" Messages p.12

Journal Questions:

1. What are my top three feelings lately? Why?
2. When I feel angry, what types of feelings could be operating underneath the cloak of anger?
3. How were feelings other than happiness treated growing up in my family of origin?
4. Name as many different feelings as possible within a five-minute free write, rank each feeling in order of frequency. (1-3; 1- infrequent, 2- frequent, 3- very frequent)
5. What are some actions/behaviors I carry out when I experience uncomfortable feelings? What thoughts come up (list) when I am feeling uncomfortable feelings?
6. How responsible for other people’s feelings am I inclined to think that I am? (1-3; 1-not responsible, 2-responsible, 3- very responsible) Why? What feelings in others trigger me to want to care-take them? How do I feel when compelled to “help them with their feelings?”

Journal Writing

Context on this Tool:

Those who have not established a consistent practice can underestimate the power of journaling in CoDA. Negative associations with school, writer's block, or having to do it "right" might be common amongst the CoDA newcomer and old-timer alike. Yet, establishing a journaling practice has been transformative to many in the program. The process of writing out feelings, reflections, thoughts, and mental junk onto the page is valuable. It places a person in the role of observer of their own mental process. The mind can spin a tumultuous storm that is experienced as reality, however, may be far from it. When in the cyclone, the last thing many of us want to do is pick up a pad and pen. Yet, doing so can bring a felt sense of grace. One that leaves a person feeling grateful, of all things, after a written mental dump on the page. A perspective shift can be tangibly felt by placing pen on pad and writing for 15 or 20 minutes straight when in a mental cloud of chaos. Journaling can be more than just a mechanism for dumping mental trash. It can also become a way to connect in with deeper levels of feelings.

Many people use it as a medium for prayer. There is an intimacy about bringing thoughts and feelings into concrete reality through writing them down. The process of journaling looks different for different people. Some folks may be inclined to read from a religious/spiritual text and ponder, through writing, the deep nuances and the personal connections that emerge. Others may choose to use journaling as a written dialogue process to think things through. Still others may decide to have a structured writing process that directly ties to an element of their personal recovery.

When starting out in CoDA, establishing a consistent journaling practice can be a great way to orient towards identifying thoughts, feelings, needs, desires as well as likes and dislikes. Written reflection is foundational in step work as well. Getting into a consistent written practice can aid in this area. Sharing journal entries at meetings, with other recovering codependents, and trusted friends can be a profound experience. The vulnerability involved in sharing can help build trust with others who have the capacity for a healthy relationship. Journaling in the morning can have a different feel than journaling in the evening. The only way to understand the power of journaling, or any other recovery tool for that matter, is by trying it out.

Suggestions for Working this Tool:

- Get a pad and pen and place it where you will have to step over it. Put it near your bed, near the bathroom, by the front door, etc. put a sign on the front cover stating, "I am worth doing this!!"
- Start small. Commit to writing for 5 minutes once a day at the same time for a week. From there, move onto two weeks. Try to do 5 minutes of writing for 30 days. Any topic; use a timer; just begin!
- Try writing after reading something spiritual, recovery oriented, or thought provoking. Try writing when angry, sad, confused, blah. Check it out; don't knock it till you have truly tried it.
- Pick an entry to share about at a CoDA meeting. Pick a different entry to share with a trusted other.

Suggested Reading & References:

- Newcomers Handbook - Section on Writing as Recovery pages 40-42
- Tools for Recovery - The section on Gaining Insight, specifically the writing section page 14

Journal Questions:

1. If asked to journal, do I feel any internal resistance? If so, where might the resistance come from?
2. How often can I commit to journaling? What time(s) during my day lend well to consistent journaling?
3. Where do I feel safest and most comfortable in my home? Where do I like to go to treat myself? *Note: These places may lend well to journaling.*
4. On a scale of 1-10, how reflective of a person do I feel that I am? Does my answer surprise me? Why or why not?
5. How might journaling add to the establishment of a reflective practice in my life?
6. List out some ways journaling might aid in my recovery from codependency.

Setting Healthy Boundaries

Context on this Tool:

It can be said that lack of boundary sense is correlated with lack of a sense of self. What does this mean? If we find ourselves unsure of how we feel, unsure of our likes/dislikes, checking in with others to understand how to feel, having to please others to feel safe, placing our self-worth in the hands of others, etc., there is a high likelihood that a real connection to and relationship with our self is non-existent. This is common in our fellowship, whether discussed much or not. The awareness of a lack of sense of self is a great starting point, a place to begin. Growing up, many of us were not encouraged to define a self, let alone advocate for personal wellbeing. Most codependents can identify childhood experience as falling somewhere along the spectrum of extreme neglect to extreme enmeshment. Nowhere within either extreme was there a support network for the establishment of a unique self. Nor the encouragement to define and advocate for needs. A lot of us can identify with feeling like babies around boundary establishment. In a lot of ways, we are like babies (emotionally/spiritually). This is OK. The program of CoDA, rooted in the 12 Steps, invites a process of meeting our self. Then mourning the years of separation and establishing various commitments around conscious advocating for our self - maybe for the first time. Learning about boundaries is like learning to walk. The suggestion is to just “get out there and do it!”

Testing the waters of boundary setting/establishment can feel like trying to stand up for the first time. It can be wobbly, imperfect, and likely land us on our butt. The people in our lives will look at us like we have a horn growing out of our foreheads. Because us advocating for our needs is foreign to them too. Get prepared for pushback!! Setting boundaries can feel like being without oxygen for a bit beyond what is comfortable. However, each time a boundary is set, and maintained, we get to meet and embrace a little more of our true selves. The choice is up to each of us to decide if we are worth it or not. We can stay where we are and keep getting what we got or move forward. We do so slowly, by learning about boundary concepts, tools, and engaging with other codependents in recovery around how they started.

Suggestions for Working this Tool:

- Write about the last time you felt resentful of another person. Ask yourself, “what did I not say in that situation that I was thinking/feeling in the moment?” Take your response to that question and ask yourself what a moderate, succinct, and mature statement to another person would look like within a similar context. Describe the need you are advocating for in your statement. Use this written exercise as a first example of a mental process that can inform an opportunity to set a boundary in the future.
- Use 1-10 scales to assess your likes, dislikes, comfort, discomfort, etc. Share where you fall along this spectrum as it relates to a particular situation. For example: “On a scale of 1-10, I am at about an 8 in terms of hungry right now; I need to eat within 10 minutes, and I am going to get some pasta.” After arriving at a conclusion, it is our duty to respond to our needs in the situation, not anyone else’s duty!
- Create a list of things you like to do and don’t like to do. Create a list of what helps you when you feel sad. The name of the game is exposure of what makes us tick so we can try advocating on our own behalf!

Suggested Reading & References:

- CoDA Blue Book Chapter 5: What are boundaries?
- Tools for Recovery - Relationship Building: Boundaries, Detachment and Making Choices pages 12-13
- Pamphlets: Establishing Boundaries in Recovery, Communication and Recovery, & Experiences with Crosstalk

Journal Questions:

1. What is my definition of boundaries?
2. What confuses me about boundaries?
3. Describe the last boundary I set and maintained; how did I feel as a result?
4. What keeps me from speaking up in life?
5. What percentage of my relationships do I feel I am truly real in- how does this percentage make me feel?
6. How old was I if/when I felt like what I said or did didn’t matter to my caregivers?

Self-Care: Fun, Play, and Relaxation

Context on this Tool:

Many of us codependents are quite inclined to attempt to leech enjoyment from other people's experiences. We fool ourselves into thinking that their experience is our experience too (enmeshment). A lot of us sat on the sidelines while the other kids got to be kids growing up. Believe it or not, recovery can be a blast!! However, it can feel foreign to have fun; this part of our self may have been lost long ago. Take a moment to think about this. Codependency can rob us of our capacity to enjoy life, the one life we have been provided. We are inclined to "take one for the team". We tend to hold off on caring for ourselves to care for others. And all the while we have a little child within feeling abandoned. Coming into recovery, we each have that childhood self within our psyche that is bewildered, ashamed, and alone. Trapped in a void, no longer even calling for help. It is no use. Their voice will not be heard. We work diligently to be "adults" while we are emotionally, and often psychologically, stunted. Stunted at the stages of development where abuse inflicted was most damaging. Learning to enjoy life can feel foreign. Doing things we enjoy that are healthy and affirming can be sacred and healing. We can begin to reclaim those parts of ourselves that have been lying dormant for decades. This tool of recovery can be one of the most difficult for those of us who have lost our will to have fun and enjoy life. Although it may be the simplest of the program. Enjoyment leads to contentment, a much more sustainable state of being than happiness.

Happiness is beautiful while it lasts, but the state of happiness is fleeting. To be happy "all the time," is a pursuit of many influenced by the perfectionistic ideals of our times. This thinking tends to be shallow and void of perspective and presence. Happiness is a result of actions that are rooted in enjoyment; it rises and falls in waves, which is normal. Contentment is a sustained enjoyment and relishing of the present moment. It is a practice unto itself that can become a way of life in recovery.

Fun, play, and relaxation in recovery are more than distractive activities that take us away from our "problems" (i.e. binge-watching TV/movies, eating, drinking, sexing, etc.). They are activities that inspire us to get to know more of ourselves and others. They can bring us closer to our Higher Power. Rather than running away from ourselves, we move toward ourselves. They are conscious acts, scheduled into our daily lives. They allow us to show ourselves that we can carve out time for this level of connection and joy. In doing so, we prove to ourselves that we believe we are worth it!

Suggestions for Working this Tool:

- Make a list of activities you like to do, would like to try, and could see doing more of. Identify the activities that would be enjoyable with others and by yourself. Ensure balance between both types of activities; push your comfort zone in a healthy way.
- Get on a meet-up website and learn about different/unique activities in the area. This can be a way to meet other people of similar interests and push your comfort zone in a healthy way.
- Make a written assessment of how much free time you have daily. Identify daily and weekly opportunities to practice self-care. Plan activities with others and on your own in a balanced way.
- Get creative. Take an art class. Learn a musical instrument. Take voice lessons. Maybe paint, draw, color, write poetry, try improv out, try a drama class, or anything else you'd like.

Suggested Reading & References:

- Tools for Recovery - Stress Busters page 9

Journal Questions:

1. When was the last time I was giddy with delight due to participation in a healthy activity?
2. When have I found myself smiling, laughing, relishing in the moment, and being playful?
3. What am I doing when I feel most content, safe and secure, and able to relax?
4. What were my favorite activities to do as a child?
5. How active am I currently? Do I spend time moving my body - swim, bike, dance, walk, workout?
6. How can I bring exploration and creativity into my life on a more regular basis?

Family of Origin Work

Context on this Tool:

It can be seen as vitally important to understand where we come from. And how early impacts to our emotional and spiritual development stunts our capacity to operate effectively in relationships. The origins of our codependency do not begin with us or our generation. They are the chains of trauma carried by our ancestors. Then, passed onto us inadvertently often by well-meaning caregivers. Our caregivers were simply carrying out what was imprinted upon them in their earliest stages of development - roughly 0-7 years old. Studying our origins helps us to understand our imprinting. When we were very young, we could only experience. We had no ability, beyond crying, to communicate needs or injury. If we were unknowingly/knowingly abandoned, neglected, traumatized, or abused, this could have been acknowledged as “tired or fussy” to the inexperienced/inept caregiver. At this earliest stage of development, our brains were blank canvases. We ingested the stimulus and input of our surroundings. Our inferences based upon consistent messaging from our environment and those in it were very simple and powerful. Because they became forged as beliefs as our brains developed. How we were raised and what we experienced growing up can be quite painful to begin examining. The mind snaps shut around origin work.

Much of this work is about nuances and vapors of dynamics that are difficult to express or describe. A likely reason, beyond it being plain painful, is that much of our trauma occurred when we were either preverbal or incapable of expressing our needs and emotions. Therefore, we were not provided effective modeling. What we have left are phantom feelings. Utterances from the past that are attached to various foggy scenarios that are hard to pin down. When we are triggered in our adult life and can’t understand why, we may be tapping into the reactive mechanism we developed to survive a negative stimulus from very early in our childhood. Much of this work is about going into the clouds and being present to what emerges.

This work tends to be very slow and incremental in nature. We contend with a lifetime of layering and misguided perceptions around why or what we feel. Every new relationship in our adult life may appear entirely unique. Yet what operates within the dynamics we live out now is rooted in the dynamics we experienced in childhood.

Suggestions for Working this Tool:

- Research family of origin, inner child, and re-parenting work on the Internet and at your local bookstore or library. Consider at some point, reading *Growing Up in CoDA*. There are many layers to these topics, and entry points, into gaining awareness about the role of your family of origin in everyday life.
- Setting healthy boundaries, identifying the roles you played and play in relationships, learning ways to practice effective self-care, fun, play, and relaxation, working the 12 Steps, sharing at meetings, and many of the other tools of CoDA can help to begin slowly in this area.

Suggested Reading & References:

- CoDA Blue Book Chapter 5: What does childhood have to do with our lives today? What is the child-within? What is meant by parenting ourselves? What is enmeshment? What is detachment?
- Common Threads of Codependency: Sections on The Codependency Dilemma as well as Recovery, Relapse, Authenticity, and Conclusion
- *Growing Up in CoDA* (A book on inner child work in CoDA)

Journal Questions:

1. List out each member of my immediate family growing up. Place myself into my “child-mind” framework growing up in my family environment. Write a paragraph or two describing the dynamic between each member of my family and myself.
2. What were my roles in the family? (What did I feel/interpret as my roles?)
3. Who did I find myself seeking to protect in my family, possibly from other family members?
4. What happened when I was “bad” growing up?
5. What role did I play in my parent’s/caregivers’ relationships with themselves and/or one another?
6. How did I “escape” in my family of origin? What actions did I carry out to seek safety/refuge back then?

CoDA Service Work

Context on this Tool:

Service in CoDA can be seen as a broad topic. The voluntary service positions held by recovering codependents at the meeting, intergroup, voting entity, and world service levels work independently and together to form the service structure of our fellowship. At the local meeting level, examples of service positions include: a secretary/chairperson, literature person, treasurer, phone list person, greeter, and business-meeting secretary, with the possibility of others. At the intergroup level (for example South Bay CoDA Community), made up of representatives from an area's meeting base, there can be a chairperson, secretary, treasurer, literature person, webmaster, voting entity delegates, hospitals and institutions coordinator, an outreach person, (among an array of others) and possible subcommittees. At the voting entity level, made of intergroup representatives from a particular region, such as Nor Cal CoDA, service positions may be quite similar to the intergroup level, with the addition of various subcommittees, CoDA World delegates, and a resulting greater saturation of interface between the voting entity and CoDA world. At the CoDA World service level, there is a CoDA World Board of Directors, literature board, communications committee, newsletter committee, events committee, finance committee, Hospitals and Institutions committee, literature committee, and various other support service committees comprised of voting entity, intergroup, and local meeting representatives. All positions, with the exception of necessary skilled professional positions, are voluntary and held by recovering codependents like each one of us.

Sponsorship is another critical service to our fellowship. Sponsors are folks in CoDA, who actively work the 12 Steps themselves with their own sponsors. And who have reached a point in their recovery where they are inspired to give away what was freely offered to them, in order to continue to recover.

*Side Note to Newcomers and Fence Sitters: There can be a pervading copout present at some meetings around too few sponsors in CoDA, and that it is best to go it alone or with a co-sponsor. This approach can be counterproductive to recovery in CoDA, a 12 Step program. If this is something that is heard at meetings, do not get drunk on this idea. Our true lives may depend upon working this program. There may be fewer sponsors than in other fellowships. But there are many amongst us who have chosen not to stop asking until a sponsor was found. When we decided to start looking for a sponsor, we soon realized that the process for finding one did not adhere to our meager timeline expectations. We started to see that we were orienting towards our Higher Power and thus on terms far beyond our own. We took trips to other meetings near and far. We attended regional and international CoDA conferences. **And we did not stop asking until we found someone whom we identified with and who said yes. Many of us likely heard "no" many times, but we continued anyway, until we heard that one yes, and our lives began to change.***

Suggestions on Working this Tool:

- Start with a greeter, literature, or phone list position at a meeting you attend. These commitments are usually around 3 months and seen as an excellent place to start. We depend upon service to thrive.
- Reach out beyond your comfort zone and the imploring naysaying thoughts keeping you stuck.

Suggested Reading & References:

- CoDA Blue Book Chapter 5: Service to Others
- Tools For Recovery - Section on Service pages 18-19
- Carrying the Message Living the Twelfth Step

Journal Questions:

1. List out all the different types of service work in CoDA I have become aware of thus far.
2. How many service positions at the current meetings I attend are open?
3. Do I currently attend my groups' business meetings regularly- why or why not?
4. If I currently do not hold a service position, how could my codependency be playing a part in my decision?
5. How can doing service help me practice new recovery-oriented behaviors?
6. How can taking on too many service positions be codependent?

Self-Talk with Gentleness and Humor

Context on this Tool:

Much of what goes on in our minds are reflective of treatment we received in our most formative years. Often, codependents will say that we punish ourselves the way that we were punished growing up. This reality has been labeled “auto-domestication”. It refers to the conditioning (conscious and unconscious) carried out by those around us in our most formative years. At a certain point, the conditioning works and we begin to condition our self (internally and externally) as we were conditioned growing up. The download of accumulated childhood experience forges our internal relationship with our self. And therefore, the world around us. If we struggled with various shades of abuse growing up, as many of us have, these imprints are likely coloring our relationship with our current self. We must climb up a hill just to get to neutral. A positive connection with our self may take time. This is the work of establishing positive self-talk with gentleness and humor. This work is attached to the work of re-parenting our self. Basically, being the loving parent to areas of our self-damaged by elements of our upbringing. A way to look at this is forging a counterbalance to negative self-talk and defeatist thoughts. We do so by consciously beginning to crowd out the outdated thought cycles from the past. In English this means that if our scale of self-talk is imbalanced due to past trauma, it becomes our duty to ourselves to begin applying positive weights to the other side of the scale.

Note: Many of us have made great progress by getting something concrete in our hands and working it over and over. An example of this would be to purchase the \$2-\$3 *CoDA Affirmations Booklet*. You can get one at a local meeting or online at coda.org. Keep it handy wherever you go (i.e. keep it in a pocket or purse compartment). When stinking thinking, sulking, mental warfare, or life on life’s terms creeps up, pull that out of its holster and read it from cover to cover, then start again if need be. The conscious and continuous act of engaging your mind on something other than the imploring thought cycles will counterbalance the negativity to a more neutral place. This is not easy when triggered. But the hard-won accumulation of positivity tends to aid in getting through a difficult situation in a recovery-oriented way. This is restoration towards sanity!

Suggestions for Working this Tool:

- Begin naming difficult thoughts and feelings and responding in a loving way. “Ouch, that really hurt, I am here and I love you just as you are, no matter what... I am here, I am here, I am here...”
- Developing several affirming mantras can be helpful for detaching from the downward thought spirals. Mantras are short positive sayings to be repeated over and over and over. Again, the key is to counterbalance the entrenched thought cycles.
- Write a loving letter to yourself from the position of a loving parent who knows the entire “story.” Share this story with yourself by facing a mirror and reading it aloud.

Suggested Reading & References:

- Tools for Recovery - Section on Gaining Insight specifically Positive Thinking, Forgiveness, and Humor page 15 & Slogans page 20
- Newcomers Handbook - Fortune Cookie Affirmations and Recovery Hints page 48-49& Affirmations by Cindy J. page 60-62
- Affirmations Booklet

Journal Questions:

1. How do I define self-talk? Do I mostly say things to myself that are functional, responsive, neutral, loving, and/or supportive? Or do I tend to talk with myself in a way that is condemning and rooted in shame and unachievable ideals? How does my answer make me feel?
2. What are some common statements I say to myself when I am stressed, fatigued or have made a mistake?
3. List out some items or circumstances in my life that I tend to obsess over?
4. Do I shame myself for feeling bad? If so, why do I think this is and where do I think this comes from?
5. How often do I feel like I am a victim to my own mind? What percentage of what goes on in my mind do I believe to be true?
6. What does being gentle with myself mean to me? How gentle am I with myself? Why do I think this is?

Document History

Date	Version	Change Details
7/4/2026	2.1	- Introduction: Combined the 2 sentences beginning with “Each Tool page contains...”. Removed parenthesis in last sentence and added a period. - Prayer & Meditation: Changed word given to giving. in “from giving prayer and meditation a try.” Rearranged the sentence beginning with “To begin, try to orient...” Removed an accidentally inserted drawing from the page. - Attending Meetings: Rephrasing of the last 3 sentences in the 2nd paragraph. Added a space between “assess” and “which”. Changed to “rationalizing and/or excuse making”. Changed the “D” to lowercase in “Why do I need meetings?”. Changed punctuation on journal question 3 & 4. - Twelve Step Work: Added the words “The Steps” after “calculated activities.” Rephrased the sentence beginning “It is easy to rationalize...” Added a Suggestion for the CoDA.org sponsorship page. Removed one reference to Codependents Anonymous, a few references to 12, and the words “of recovery” from paragraph one to make room. Shortened Journal Question #1. Capitalized Steps in the Journal Questions for consistency. Change punctuation on Journal Questions. - Program Calls – Changed punctuation on Journal Question #6. - Reading CoDA Book and Literature: Rearranged the sentence on blue book unaffordability. Removed an extra blank line before the Journal Question section. Changed punctuation on Journal Questions. - Awareness of Feelings and Needs: Added the words “is enlightening” in paragraph 1. Changed the wording and punctuation on the last suggestion. Changed the punctuation on the journal questions. - Journal Writing: Added words “as well as in paragraph 3. Added “stating” in Suggestions. Changed punctuation on Suggestions & Journal Questions. - Setting Healthy Boundaries: Changed the punctuation in “self - maybe for the first time.” Combined these two sentences to make room “Create a list of things you like to do and don’t like to do.” - Self-Care: Fun, Play and Relaxation: Added “we tend” in paragraph 1. Reworded the first 3 sentences of paragraph 2 for readability. Reworded the last sentence in paragraph 3. Changed punctuation on Journal Question #5. - Family of Origin Work: Changed sentences 4, 5 & 6 in paragraph 1 for readability. Changed the 3rd & 4th to last sentences in paragraph one. For readability. Changed word “Effectively” to “Therefore” in paragraph 2. Added a reference in Suggestions to Growing Up in CoDA. Changed punctuation on Journal Question #2. Combined bullets 2 &3 in Reading References. - Self-Talk with Gentleness and Humor: Reworded Journal Question #2 for room and #4 for readability.
7/3/2026	2.0	Reformatting. Blue & gray color scheme. Font Change. Journal Questions moved to the bottom and numbered. WTP & CSP Labels. Hemingway App rewording for easier reading.

5/2025	1.3	Removed reference to contact email.
4/2025	1.2	Helpful CoDA Literature Section Added Suggested Reading References. Some wording changed to accommodate format. Grammar and typos corrected.
1/2018	1.1	Suggestions for Implementation section added by Michelle M.
01/2016	1.0	Document Created. (by Keir, NCC Outreach Coordinator)