



Special Focus Meeting Series presents:

## FROM HIDING AND BITING TO SHINING AND RECEIVING

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UA GSB Literature Committee Pamphlet Series 2021ax

### **Pamphlet No. 1 as requested by Topics of Concern from 2020 World Service Conference**

In the 2020 World Service Conference Topics of Concern, there was an outstanding request for more UA literature. In response to this request from the fellowship, the UA GSB Literature Committee has started a series of pamphlets taken from well established meeting formats. The material in this pamphlet is an excerpt from the Meeting Format Script for the 1:30 pm Eastern time weekday UA Hiding and Biting Phone Bridge meetings as well as the About UA pamphlet.

### **Note on the approval process and clarification on status of literature:**

This literature will be approved first by the Literature Committee and then presented to the GSB and all GSB/WSC level committees in preparation for being presented to the next World Service Conference (WSC). At the WSC, the literature will be considered and voted in by the fellowship as UA Conference approved literature. Upon the pamphlet's initial approval by the Literature Committee, it will be given a Committee approval date and status, for example, "June 20, 2021, draft approved by Literature Committee, pending conference approval."

Until that time, the following working document number will be updated with each rendition of this document until it is approved by the Literature Committee:

Working Document Version 1.1 dated 9/17/2021

**Working Document Version 1.2 dated 10/16/2021**

- Expanded examples of hiding, biting, shining and receiving—so as to appeal to a wider base of underearners.
- For discussion: Is this an overhaul we, the literature team, want to propose to the membership?

### **STRUCTURE:**

Introduction

Definition of Terms: Hiding Biting

Original H&B

Examples: H B

Definition of S & R

Original S&R

Examples: S R

Concluding Ideas/where to go from here

List of HBSR meetings



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### STRUCTURE:

Introduction

Definition of Terms: Hiding Biting

Examples: H B

Original H&B-S&R in center

Definition of S & R

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Concluding Ideas/where to go from here

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THIS IS A WORKING DRAFT



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From Hiding and Biting to Shining and Receiving is how many of us in Underearners Anonymous experience the journey to prosperity we are taking.

We lived in fear:

- of money, work,
- family and friends
- of our abilities, talents and dreams

Whether through fear, resentment, or bewilderment trying to feel safe, we hide from our work family friends, responsibilities, and even our dreams. As if retreating into a cave like a wounded animal, seeking shelter from contact and interaction from others and our hearts desires. We are trying to find a comfort, security, and satisfaction we can ~~only~~ achieve through action with others and engaging in life.

We avoided and frequently attacked any advice, help or guidance that others sought to offer us. “When my hiding fails I’m going to have to bite you.”

Through working the program of Underearners Anonymous, we begin to live fully. We gain trust and confidence in our hopes and dreams. With newfound willingness, we share our gifts and talents first with ourselves, and then in ever-widening circles of service in our homes, work, organizations and the world at large. We come to know in our heart, mind and soul that we have abilities and knowledge that are valued and appreciated by others. We see that we are worthy of the love, praise, acknowledgement, and prosperity we receive when we share our best selves.



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### Hiding and Biting Examples from the Meeting Format

1. Upon being offered a chance to be in a reality TV show, we say, "I'm an actor. I don't do reality TV."
2. You're in an acting class, and you don't learn the lines to a scene that is assigned. When asked why, you make up excuses. Or, you are in grad school, you don't do an assignment and when asked why you make up excuses.
3. Your friend suggests, "You should have your own fashion line, law firm, or yoga studio." Your reply is, "You're crazy, the market is locked up!" We forget that we discover by doing.
4. You're scheduled to show up at an important trade show as the new sales rep to cover a territory and meet the manufacturer you're representing. You don't, and then lie about why.
5. Your client asks for a reasonable request and your response is, "You're crazy, that's totally unrealistic!" Or you say yes to a request from your client without considering whether it is realistic or not. You later resent them for 'forcing' you to embark upon a project that is impossible to complete within the time frame/budget you have agreed to.
6. You're in a band, play or choir rehearsal, and you resent the amount of rehearsals and begin to miss them. When asked why, your reply is filled with resentment and half-truths and you then take refuge in a B job. We then turn our backs on our talents to the point where we forget they exist. Then we don't believe we have talent.
7. You start a business without a business plan and when asked why, your response is defensive. We then accept the gloom of work we dislike with no concern of where we want to be in future.
8. You have a creative vision and refuse to take any action steps. This could be refusing to send out proposals, CDs, resumes, scripts, writing samples, etc.
9. When someone suggests that you should earn more money, you reply with some degree of antagonism and take refuge in excuses about the economy or become "realistic" about how things are going.
10. You usually disappoint your clients by not delivering what you promised, or if you do, it is done with resentment.

*(Update formatting on H&B\_S&R?)*



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### What is Hiding?

An underearner is a person who hides from life. Sometimes out of fear, we hide for years in the dissatisfaction of our circumstances. At our jobs, we feel unable to ask for the interview, the position, or the pay raise. Or, perhaps we avoid talking with our supervisor about matters that are important. In our businesses, we procrastinate promoting ourselves, or we neglect to follow up on leads that could be profitable. We may avoid monitoring our business finances or planning for our growth and success. Thus, the good we can offer the world stays hidden. Unaccustomed to being safe and visible, we withdraw into an experiential cave. We deprive ourselves of much joy and prosperity as we avoid the risks associated with living a fully expressed life.

In a state of underearning—or underbeing—we keep our ideas, dreams, and visions to ourselves. Sometimes, out of fear of being too exposed, we experience an inability to advocate on our own behalf. We may harbor resentments that hold us back. At other times, we find ourselves unaware of what we truly think, feel and believe. Whether remaining small and quiet, or loud and boisterous, we hide from our own potential, and we hide our light from the world.

### Some of the Ways We Hide

- We deflect ideas.
  - When asked to do work we believe is beneath us, inconvenient, or that we are not sure we could do, we turn down the opportunity.
  - When asked to do something that would showcase our work or highlight our talents, we say, “I couldn’t possibly do that.”
- We don’t follow up or follow through.
  - We may not be in the best physical shape. We know that reasonable exercise would be beneficial, but we just can’t stay motivated or we dabble with our new routine. We may also spend money on exercise equipment or gym memberships then rarely use them.
  - Our action partner suggests ideas for drumming up new business for our spa, landscaping company, or bakery. We start to pursue and then get overwhelmed and stop, forgetting that taking even simple actions will help us towards our goal.
- We don’t think we’re worthy.
  - We are reluctant to make a schedule, even when we do we often let others priorities take precedence. We may know what is important to us, yet even if we have planned our time, we find it easy to push our commitments aside for what someone else wants.



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- We have an appointment important to our health & we miss it to take a phone call from a friend who is having a problem. We give a client a commitment to start a job and put it aside when someone else asks to make their request a priority.
- We undervalue and underprice.
  - As the featured artist at a local arts festival, 24 kids are lined up to be sketched because their parents have seen our work. A passer-by mom asks how much we charge. We say, “I do this for free. I’m still learning.”
  - When money is short and we are offered work at a price well below what we charge and what we know is fair, we accept the client’s terms even though we deserve more.
  - We give a client a price for a job that we feel is what they think is reasonable rather than what we know will be a fair cost
- We wallow in self pity.
  - We landed a job as a ghost writer. We are making \$1,500 per article and are very excited. After several months our work has garnered a following. In fact, a piece we wrote on depression has gotten handed around to many therapists. But as a ghost writer, we are never recognized. We feel stymied in our career, sorry for ourselves and resentful that the client is getting the recognition for our creativity.
- We don’t ask for what we need or want.
  - Our partner asks us what we would like to have for dinner. Though we have decided to eat more healthfully and take time to prepare meals from scratch, we reply, “Fast food is fine, if that is what you want.”
  - We are doing a job and come across an unforeseen problem. Instead of informing the client and negotiating a change order, we do the extra work and absorb the additional costs ourselves. Or we inform the client after the extra work is finished and they are blindsided by the extra charges. Then they either refuse to pay them or we get paid but damage our relationship with the client.
  - We are vague about our time when taking on a job that we haven’t done in a while. It takes longer than we had anticipated and runs over the time we had allotted to it. We feel that we should have gotten it done faster. Afraid to talk to the client about the extra time needed to complete the job we lose money again.

*SYMPTOMS FOR REFERENCE*



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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.**HIDING**
2. **Idea Deflection** – We compulsively reject ideas that could expand our lives or careers, and increase our profitability.**HIDING-BITING**
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.**BITING**
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.**HIDING\_ADD**
6. **Giving Away Our Time** – We compulsively volunteer for various causes, or give away our services without charge, when there is no clear benefit.**HIDING**
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.**HIDING**
8. **Isolation** – We choose to work alone when it might serve us much better to have co-workers, associates, or employees.**HIDING-BITING**
9. **Physical Ailments** – Sometimes, out of fear of being larger or exposed, we experience physical ailments.**HIDING**
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.**HIDING-BITING**
12. **Stability Boredom** – We create unnecessary conflict with co-workers, supervisors and clients, generating problems that result in financial distress.**BITING**



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### What is Biting?

Biting can take many forms. Sometimes in our interactions with others about our work, careers or relationships we feel afraid or hurt, reacting with hostility. Even when their intention is to contribute to our success we frequently try to retreat to a safe protected place. When our ability to hide from facing a situation like that fails we sometimes attack, as if an animal cornered. We react from a place of fear, uncertainty & doubt about our ability to perform our work with excellence, follow our dreams, or just get the job done well & on time.

When we are unable to hide from or deflect an important conversation or if it just takes us by surprise, we sometimes lash out at someone simply trying to help us. We may criticize our boss, coworkers, family members, or friends. Sometimes we embellish facts in our favor or become sarcastic regarding projects or tasks. Complaining, gossiping, ridiculing, belittling or shaming others sometimes is our method of communicating. When someone suggests a plan of action or offers us good ideas, our disease has caused us to compulsively ignore whatever assistance they offer. Sometimes our biting attitude can antagonize others, creating one conflict after another. We may not recognize or take responsibility that our own actions sabotage our success. We may blame our circumstances on the company, the government, the economy or our family history, using that as a justification for how life keeps turning out.

#### **(IDEA DEFLECTION)**

We may also turn to blaming ourselves for our circumstances. “We should have known better, tried harder, done more “. Or, we tell ourselves we are not skilled enough—not capable or worthy enough—for whatever work we are seeking or inner talents we are so deeply yearning to express. *By not reaching outside ourselves or allowing others in, we are being self centered instead of higher power centered, missing out on the help and guidance that could help move us along toward our*

This often results in feelings of worthlessness and can lead to depression. Thus, self-resentment becomes a way of being that depletes us of satisfaction and hampers our ability to live in comfort and abundance. *We lacked compassion towards ourselves & others / self pity + self resentment* outer good we are seeking

#### **(Undervaluing and Under-pricing)**

### Some of the Ways We Bite

- *We deflect ideas on new business possibilities or suggestions about ways we could practice our art or craft*  
*We want to sell online and are confused about how to do so. We seek help from friends and professionals and then don't follow up on the advice we receive. We get frustrated, throw up our hands and decide it's just not for*





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us.

*When someone suggests we could start our own business doing event planning, massage, web development, dog walking, dance instruction or any other thing we are very capable of doing, we spend enormous amounts of time coming up with reasons why it won't work or why we can't do it. Hiding behind what we think of as common sense or prudence, we rarely allow ourselves to start something new. We don't follow our dreams, feeling inadequate and afraid about our ability to fulfill them.*

- 
- *Our feelings of inadequacy cause us to not own our responsibility for tasks we don't complete or even just blow off or ignore. When asked why we didn't complete the job, task, or proposal on time, or missed an important meeting, we blame others or lie .*  
*We miss training classes*
- 
- 
- **(BEYOND THIS POINT HAS NOT BEEN EDITED/GONE OVER)**
- 
- We berate ourselves with ceaseless negative self-talk.
  - We are unaware of the barrage going on in our head: "It probably won't work. I wouldn't know what to say. I'm not really that good at it." The stealthy list goes on and on.
- x.
  - x. " When they didn't \_\_\_\_\_. If only it had been .... I couldn't because of the ...."
- x.
  - x.
- x.
  - x.



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### IDEAS & OUTTAKES-

*Even when striving to recover, we come up against the symptoms of the disease. We must remember that we underearners have value, no matter how many symptoms we exhibit. We need to be gentle with our humanity and firm with the disease. We learn how to do that by*

*We need to build spiritual muscle in order to shine and receive. we have emotional baggage of hiding/biting. we have to retrain our spiritual, mental, emotional, physical muscle memory.*

*to live abundantly, whatever that means to each of us.*

*We have been reactive to the world.*

*We are afraid to take action.*

*We don't keep track of our successes, we keep track of our losses.*

*We don't live in gratitude, we live in fear and loss.*

*Not taking care of our resentments as they come up, not doing a Step 10.*

*Take action when feeling self-pity (or etc.) rather than isolating.*

### More Ways We Hide

- I don't belong here. I'm not as good as the rest of these people. I feel like I'm a fraud. We are afraid that they know more than we do.
- Rather than learn a new skill—or ask for help from someone who has that skill—we stay stuck.
- 
- We hold ourselves back due to misplaced guilt or shame.
  - 
  -



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- Ex/Exhaus
  -
- We allow our emotions to dictate our actions.
  - When the moderator on the UA meeting asks for volunteers to read the Steps, Traditions, Symptoms, and Tools, we don't step forward. The thought of people listening to us read is too scary. Our mouth becomes dry. We can feel our face flush. We tell ourselves that we'll read at the next meeting, but we never do.
  - When a mentor asks us to step forward and share a skill they clearly see, we balk, hesitate. We don't see ourselves the same way they see us. We are frozen.
  - When asked to lead a prayer service to share our gifts of song and spiritual leadership to a group that could advocate to get us more work, we say no because we are afraid that we aren't good enough.
  - We allow our fears to dictate our actions. We imagine worst-case scenarios and then don't step into.
  - // AA Big Book: emotions run riot, excesses of emotion, emotional binging. Ambivalent emotions. We have emotions that trigger hiding.
  - Excess of any kind. The ability to be fair-minded vanishes on the spot.
  - Self-sabotage.
  - Performance anxiety.
- We procrastinate, then respond in a hurried manner.
  - No wiggle room for conversing with others.
  - No consistency.
- We avoid.
  - "You can't make me."
- We kill time.
  - Time drunk example.
- Isolation.
  -
- Stability Boredom
  -



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- We secretly dread going to social gatherings. Someone always brings up controversial topics, and we don't agree with their ~~the usual~~ perspective. But we don't say anything because we don't want to cause an argument or be misunderstood.
- We've often thought that we'd like to try our hand at business or art. We have an idea, a talent, a skill that's been calling to us for decades. But we don't know how to begin ... and we don't take the steps to find out. We wish we could step forward, but something we can't explain holds us back. It is too overwhelming. Using perfectionism as a safety net, we forget that we discover by doing.
- .
- Without first considering the impact on our time, we agree to help a friend with a fix-it project without really understanding the scope of ~~what's at hand~~ the project.. Three long weekends later, we start to feel resentful because they aren't following our suggestions, which we believe would make the job easier. Then we feel guilty about our attitude. We try to quiet our discontent by telling ourselves we're supposed to help each other out, right?
- .

resentments . not want to talk to another. Thus = hiding + biting

when at a wake, someone says that the bw photography you did of the deceased is magnificent and they ask if you are a professional. You say, "Me? No. I'm just learning." You push off the idea until someday when you will feel worthy of that title.

when asked how much you charge for a simple ink portrait of kids (you are the featured artist at a festival), you say "I do this for free. I'm still learning."

### Some of the Ways We Bite

- 1.
2. Our sharp retorts have become so commonplace that others hesitate to work with us. When we notice their caution, we sarcastically quip about their ineptitude. "If they can't take the heat, stay out of the kitchen!"
3. We start a business without a business plan and when asked why we don't have one, we respond defensively. We then become determined to do it on our own. "I'll show them" is what we tell ourselves as we turn our



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backs on constructive input or collaboration. As time goes on, we wonder why we are floundering or don't get any "breaks."

4. While we are working on a project, we mutter about why we have to do it in the first place. ~~And we always complain~~ And it seems that we are often complaining about how much time it takes or who's on the project with us.
5. Our co-worker says, "Good morning, how are you today?" We reply, "Well, I'm here." Then we count down the days until the weekend.
6. When someone suggests ways we can earn more money, we are quick to cite the last statistics we heard on the news or internet about the economy, government policies, or world affairs. We feel justified as we sit on the couch, doing nothing to change our circumstances. We tell ourselves there is nothing we can do. And we believe it.
7. A friend gives us a compliment. The first thought that goes through our mind is, "Eh, what do you know?" or we dismiss the compliment and minimize our efforts.
8. As we get older, the lack of success and fulfillment adds up. We blame God, we blame those who are succeeding who may be wealthier or have "the breaks" we don't have, and we may just give up. Living in resentment and fear of the future, we conclude, "That's life."
9. We go on social media, slamming other people's points of view, rather than engaging in meaningful person-to-person dialogue about difficult issues.
  - This results in never allowing our light to shine. This also results in animosity.
  - We blame.
    - anger-motivated reactions.

### What is Shining?

As a result of working all aspects of the UA program, a shift in our consciousness occurs. We begin to know ourselves better and accept ourselves with compassion. We embrace our talents and believe that our gifts are worthy of expression. We experience more gratitude and greater peace of mind, and we allow ourselves to want more out of life.

An expanded vision—a prosperous vision—of our lives begins to emerge. We find ourselves willing to integrate the Tools of the UA program each day to help us take bite-sized actions in this deeper way of being. We suit up, show up, and



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engage our work in a **visible and positive way, whatever our given direction**. As we breathe our positive energy into it, our vision comes alive. **It is as if we have awakened from a deep sleep to a new life more fully realized and expressed.**

### Some of the Ways We Shine

1. Our partner asks us what we would like to have for dinner. We reply, “Ooo. Good question. Let’s get out the cookbook and find a recipe we haven’t made before.”
2. The doctor told us at our last check-up that it would help our health if we had a better diet and exercised more. We ask for clarification on the best foods for our unique needs and for the best ways to exercise to support our specific health concerns. **We do some research of our own.** Then we enlist help from a UA Action Partner to help us create a plan and stay accountable with our next right action.
3. To the best of our ability, we embody the highest and best ideals of our UA Tool of communication. We listen so as to understand. We stay mindful that it is not our job to sway the beliefs of others. Rather, it is our responsibility to speak our truth in respectful and honest ways. **We may read a book on how to increase our communication skills or we may attend a workshop or class to get practice and to increase our confidence in our ability to express ourselves well.**
4. When we go to a UA meeting—on the phone, online, or in person—we are prepared. We have the readings at hand and a timer nearby. From a place of centeredness, we volunteer to help the meeting, knowing that as we serve, we grow.
5. Before we start any business, we bring our ideas to a UA Action **Group Meeting**. We prayerfully consider the suggestions, and we take doable steps to foster the success of our work. We remember that there is always a market for quality work done with commitment and passion.
6. As we have taken the Twelve Steps, we have discovered that we are kinder people: kinder to others and kinder to ourselves. We speak appreciatively about our intentions and talents. Whenever we feel discouraged, we reach out to our sponsor or to another recovering underearner/**underbe-er**, because we have learned that—no matter the struggle—we are never alone.
7. We trust our ability to balance our time with the priorities of our lives. We stay mindful of our own needs when we help our family and friends.

### What is Receiving?

Through working the UA program, **we learn to ask for what we need and become willing to receive it. When employed by others, recovery enables us to ask for a raise or a position of greater responsibility. If self-employed, our recovery empowers us to ask for a fair price and to feel fully entitled to receive what the market will bear.**



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Experiences we never dreamed to be possible for us begin to happen. Humbly, and with profound gratitude, we find ourselves welcoming all good things: forgiveness, opportunity, love. And we learn how to say thank you, not only when given a compliment or shown appreciation, but in awe and wonder for the bounty we receive.

### Some of the Ways We Receive

1. We know that all work is service, and we spiritually commit to serve our companies, co-workers, and clients with good orderly direction. We stay mindful of our time in the context of the tasks that are ours to do, breaking each task into doable pieces and asking for help when we need it. If situations arise that may cause the task to veer off course, we are open and honest as we seek collaborative resolution.
2. Over time, we notice that others are drawn to us. Perhaps it is our genuine appreciation of the talents and gifts they bring to the table. Perhaps it is the compassion and connection we feel for them, knowing that they—like we—are humans doing the best we can.
3. If we have an idea for a business, a product, or a service we provide, we seek input from our UA Action Group Meeting, which is comprised of people we respect and trust to give us honest feedback. We humbly consider their suggestions for our personal development as well as the unfolding of our vision. And then take the actions they suggest.
4. Regardless of the task at hand or who joins us in the process, we remember that our economy is personal and God is our employer. We know that a feeling of success comes from our own inner satisfaction, so we bring the highest and best of ourselves to each endeavor.
5. Our co-worker says, “Good morning, how are you today?” Having already had time to connect with Source, we know that we are spiritually fit for this one day. We reply with deep, abiding joy.
6. When someone suggests ways we can earn more money or promote ourselves and our work more effectively, we prayerfully consider what we are hearing. As we do our part—inwardly as well as out in the world—we trust that the economy of the Universe will sustain and prosper us. This, we have genuinely come to believe.
8. A friend gives us a compliment. We pause, grateful for both the friendship and the truth of what was spoken. Then we smile, look our friend in the eye, and say, “Thank you!”

- [ways we shine: is to give ourselves time]



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Related Meetings	Format	Eastern (ET) Day, Time	Local (____) Day, Time
From Hiding and Biting to Shining and Receiving	Zoom	Monday, 1:00 pm	
From Hiding and Biting to Shining and Receiving	Phone	Monday – Friday, 1:30 pm	
From Hiding and Biting to Shining and Receiving	Phone	Monday – Sunday, 11:00 pm	

To access these meetings, go to [UnderearnersAnonymous.org/Meetings](http://UnderearnersAnonymous.org/Meetings) for dial in or login information as well as additional details.