

## The Twelve Traditions of Workaholics Anonymous\*

For WA members to recover, the Groups themselves must also adhere to spiritual principles. Meetings must provide a safe, stable, and supportive environment if they are to attract, assist, and retain members. The Twelve Traditions were adopted to ensure that WA Groups would thrive just as AA Groups have done. Similar to the Steps, the Traditions may be studied individually or in Tradition meetings. It is important that WA members grasp the importance of balancing their own immediate recovery needs with principles of cooperation and service in order to maintain a fellowship that provides all workaholics with the opportunity to successfully work the Steps.

1. Our common welfare should come first; personal recovery depends upon WA unity.
2. For our Group purpose there is but one ultimate authority—a loving God as expressed in our group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for WA membership is a desire to stop working compulsively.
4. Each Group should be autonomous except in matters affecting other groups or WA as a whole.
5. Each Group has but one primary purpose—to carry its message to the workaholic who still suffers.
6. A Workaholics Anonymous Group ought never endorse, finance or lend the WA name to any related facility or outside enterprise, lest problems of money, property, and prestige divert us from our primary purpose.
7. Every WA Group ought to be fully self-supporting, declining outside contributions.
8. Workaholics Anonymous should remain forever nonprofessional, but our service centers may employ special workers.
9. WA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
10. Workaholics Anonymous has no opinion on outside issues; hence the WA name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, and films.
12. Anonymity is the spiritual foundation of all our traditions, ever reminding us to place principles before personalities.

*(Workaholics Anonymous Book of Recovery, 1st ed., 2005, p. 17; 2nd ed., 2015, pp. 26–27)*

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The original A.A. Twelve Traditions are available at <https://www.aa.org/the-twelve-traditions>.