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Causes of anxiety pdf

Red alert... feeling like something terrible is about to happen, and feeling it in your bones. It feels like someone's going to break into your house the same day you're not locked up and armed. In your opinion, you might as well give an open invitation to every burglar in the neighborhood. Red alert... nervous every day when you drop your child in preschool, that next phone call you get because she fell and hurt or some kid that you're going to have words with (in your head...) hurting her. It's with the phone on you every second until your child is with you. He doesn't want to ever leave his children because you can't protect them from afar. Red alert... Sweating profusely as someone looks like you are doing a hard maneuver in your car. You get nervous to the point of disengagement - you feel disconnected from your own body as you swim above. Then bam, and DARN, not again. Because when someone watches you do something, it makes you feel like you're naked, and they look at you. That's what's embarrassing! Red alert... it's hard to sleep at night because you're worried that the comment you made offended him or that she doesn't love you because she ignored you. Anxiety is always second, third and fourth to guess yourself. Anxiety is rethinking everything, and always getting ready for the occasion of the moments. Red alert... Fear. An irrational fear that is silent to an outsider, but his powerful high vibrato screams loudly in all your innards. You are afraid of an unknown threat, but for you it seems quite real. Red alert... not something to just get over. Red alert... dark and incredibly overwhelming. Anxiety doesn't make you crazy. This is what you have to live with as you learn to live with stormy weather. Take cover, take a deep breath, and let it pass. This post originally appeared on the author's Facebook. Her book Living Full: Winning My Battle with Eating Disorder is available on Amazon: This post comes from the TODAY Parenting Team community, where all members can post and discuss parenting decisions. Find out more and join us! Because we're all in this together. Inspiring others when you're fighting yourself is a startup CEO sitting in office space she recently rented for her fast-growing company. It's rush hour, but the streets outside are quiet, as are the 600 empty booths behind her office door. Just yesterday its management made a difficult but important decision to send everyone home to work for the foreseeable future. After 30 minutes, she must hold a video conference to reassure her staff. But she is despondent, anxious, and just scary. MORRA ARONAS-MELE: I'm Morra Aarons-Mele, and it's a Disturbing Achiever. Every episode we look at from business leaders who have dealt with anxiety, depression or other mental health problems, how they have fallen, how they have taken themselves into their ranks and how they hope that jobs can change in the future. Today we look at mental health through the prism of being alone or in the first place. In the context of this episode, when I speak only, I mean someone who is a minority in their workplace because of their racial background, gender, sexual orientation or other identity. We will look at how being single, or first, can affect your anxiety and your mental health, and how being a minority member can affect your comfort level with the disclosure of an anxiety disorder. We will look at time only through the prism of an expert on anxiety among African-American professionals, Dr. Angela Neal-Barnett, who is our first guest today. Our second guest is Nilofer Merchant, who wrote one of my favorite books The Power only because your singularity can also be your strength. The good news is that power is changing, and domination is slowly but surely, from forcing those of us who seek success to conform to a certain norm. And let's face it in many workplaces that the norm is a privileged white man. We'll dive into this with Nilofer and an interesting example. So we'll flip the script on for a while with just the author and technologist Nilofer Merchant and talk about how to find strength and power in your own onlness. Angela Neal-Barnett knows that feeling only. In fact, she was the first black woman to be promoted to professor in the Department of Psychological Sciences at Kent State University, where she runs a program to study anxiety disorders among African Americans. Dr. Barnett's work is focused on helping black women and girls overcome anxiety and fear. Dr. Neal-Barnett is also the architect and developer of Build Your Own Theme Song and author of Soothe Your Nerves, a guide to understanding and overcoming anxiety, panic and fear. Dr. Angela Neal-Barnett, welcome to The Disturbing Achiever. ANGELA NIL-BARNETT: Thank you. I'm so happy to be here Morra. MORRA AARONS-MELE: I would like to ask you a question about your experience as soon as you have your first status loudly and proudly on your biography, but what was it for you to be first and only throughout your career? ANGELA NEAL-BARNETT: I'm not going to embellish it. There have been times when it was really wonderful, and there were times when I thought I should get paid for being black. So it was the ups and downs with problems and triumphs. Sometimes, I think you do it so often that you just don't that you only until it really just hits you in the face. I had an incident just recently where someone said to me: We just didn't understand understood your work. And I thought: I wonder if other people get this. MORRA AARONS-MELE: What do you say to your graduate students? Because I know you have a lot of graduate students. ANGELA NEAL-BARNETT: What I'm trying to do with all my graduate students is protect their spirit. And so when we start any lab meeting, we start with a quote or song that is designed to protect their spirit because of the type of research we do that focuses on black Americans. And then I'm just trying to model: Here's what happens when it happens, here are our options. Here's an option I'm going to take. And I think for those who are the only ones, there is a lot of spiritual or mindful work that must continue in order to do so day after day, week after week, year after year. Alternatively, anxiety depression and anger consume you. MORRA ARONAS-MELE: Yes. Let's talk a little bit about your work. You wrote: To fully understand the anxiety of black women, we need to understand how black women are treated in this country. So how are black women treated, and how does this contribute to their anxiety? ANGELA NEAL-BARNETT: Well, there are three main images or looks of black women. Of course, everyone sees a strong black woman, a woman who continues to hold on, who can handle anything. And that's just not true. That's how people view black women. Then there's Jezebel, or the video fox, the highly sexy black woman that people use to stereotype black women. And finally, there is an angry black image of women we get to see over and over again. MORRA AARONS-MELE: So I have a question that may seem naïve, but you're a black woman, you've gone for fantasy - not you personally, it's hypothetical - law school, you work for a fashion firm, and you have all the credentials in the world. How do these stereotypes come into play when, theoretically, your credentials are on the same level as everyone else in the office? ANGELA NEAL-BARNETT: So they make the game one or two ways. Either people say: Well, you're not like other black women, which goes to the idea that people believe there's only one way to be black in this country. And you'll hear people in corporate law or corporate MBA say -- that's exactly what people tell me -- you're not like other black women or other black men. And on the other hand, they're trying to fit you into one of these stereotypes. MORRA AARONS-MELE: How? ANGELA NEAL-BARNETT: Well, they can see you as a strong black woman, so for everything that's going on, they resort to you and tell you all your problems because you can help them fix it. Another way of doing this is if you assert yourself, then they say: Oh, we got an angry black woman in the office. MORRA AARONS-MELE: Mmmmm (affirmative), betting on failure? Much of what we're talking about show, when you're a anxious person, you may have a stronger will to perfectionism, or you have a catastrophic failure at work that other people may not even notice. And I'm curious, I think about pressure and: My God, if I, if I don't come out, I don't just hang myself, I'll hang the community. And how does that play out on anxiety? ANGELA NIL-BARNETT: Well, collectivism is what it's called. When we do something, it's not just our success, it's the success of the family, and it's community success. I always tell people when I got my doctorate that 28 other people got it with me. MORRA AARONS-MELE: That's great though. ANGELA NEAL-BARNETT: That's great. But when you're worried and then you're the one and you're first, then these three things then combine to make failure feel worse than it really is. MORRA AARONS-MELE: What do you say to someone who feels like a great promotion and says, if I don't understand this, that's all and who's going to point. What are you going to tell them? ANGELA NIL-BARNETT: What are we saying: So what? Because what are we really trying to get into that underlying fear? And if we can get to the basic fear, then we can work to overcome that fear. MORRA AARONS-MELE: And would you do it through therapy, through traditional mental health methods, or ...? ANGELA NEAL-BARNETT: Well, there are a few things we do. Often we find that, at least in the beginning, many black women are a little reluctant to do therapy. So we use so-called fraternal circles, and our fraternal circles are called SOS. So we've got four to ten black women. And there are some things that we use to help them recognize and then reduce their anxiety. So, what did I just do to you, so what? We call it so the kernel. MORRA AARONS-MELE: I love that I want one. ANGELA NEAL-BARNETT: Again, because many of these women have the same underlying fear. And what they didn't understand, they weren't the only ones. Because remember, you're the only one. And all of a sudden you find out, wait, they have three other people who feel the same way I do. MORRA AARONS-MELE: Are there unique problems that black women can face if they get this diagnosis and then the workplace knows about it, or are they in a mental health crisis at work? ANGELA NEAL-BARNETT: Well, a few things, again, it's an environment where there's no one out there who's black, you're the only one, they just can ignore. Don't lose sight of it, but just say: Okay, she's having some problems. I just let her understand that. Unlike what might happen, if it was someone who was the majority race in the workplace, then people might say, OK, let's see We can do to help you. And then I think that to have a panic attack or tolerate a social situation with social anxiety, it can be misinterpreted. So when I see an angry black woman, I always want to appreciate for social anxiety. Because this anger can be a protective form when you actually have to do cocktail parties, small conversations, fundraisers, evenings, gala concerts, and so on. Because these images, again, come into play. Thus, the majority of black women, especially those who have risen to the end, who are in high profile positions or in positions where they are the only ones, consider themselves strong black women. And being a weak and black woman is an oxymoron. And mental health crises at work are a sign of weakness. And you're the only one, anyway, believing that people are looking for an excuse to pull you down to put you down, and now it's happening. And so, you can't show signs of weakness and, oh my God, I just did. MORRA AARONS-MELE: So, Dr. Angela, if I'm just ambitious and I'm listening to this podcast and I'm thinking, oh my God, I want a sister circle. I need to work on this, what is the first step I can take, starting tomorrow, to help solve my anxiety in a real way that relates to my life? ANGELA NEAL-BARNETT: I think the first step you can do is just say: You know what? I'm worried. This is the first step. Just say, OK, I'm worried. Or: I think it's me. Ok. Once you do that, everything else comes into place. And the second thing you do is: Okay, let me ask for help. Most black women want help from someone who understands their issues and looks like them. So most HRs now have EAPs, or they have mental health professionals that they contract with. MORRA AARONS-MELE: Employee Assistance Programs for lay people there. ANGELA NEAL-BARNETT: Yes. Employee assistance program. And of course you can ask: This is what I'm looking for. I'm looking for someone who understands Black Anxiety or Anxiety only. And there are people who specialize in that. And if your HR doesn't help, then there are a number of organizations of the Anxiety and Depression Association of America that is adaa.org that can refer you to a therapist in your area who is of the same race or culturally competent. MORRA AARONS-MELE: Now we're going to talk to Nilopher Merchant, whom I admire so deeply. Niloffer's work allows us to restore our sole strength, even if society can say that it is not. By declaring your focus and finding what your unique strength is not only about your history and your experience. Nilofer, but also about defining what the story and experience of your life have come to mean to you. It gives you a unique perspective on the world and how you can bring it to work and add value. So, identify NILOFER MERCHANT: The only thing is the place in the world where there is only one. It's a source of ideas. I coined the term back in 2011 because I was trying to define how we stop talking about differences in a way that conquers one group. There's different people who happen to be people of color and women, and so on and everyone else. And I'm like, well, actually, each of us is different. So we have to properly dwell on a place in the world where there is only one, and stop making one group separate and one group the other. One group has seen for what they can offer only and one group is seen through the prism of another. So onlness is a way of overcoming all this in one term. MORRA AARONS-MELE: I like it because it throws a foreign thing out the window that should have been thrown away a long time ago. So why is onlness an important concept for my audience, an ambitious professional who can fight anxiety or depression? NILOFER MERCHANT: One thing I will probably tell people more than any other thing when they talk to me one-on-one, is that for a long time, you have been conditioned to believe that somehow your difference is wrong and that you have to overcome some obstacles as well as this lean language, just try harder. And I'm just saying, you're fine, just like you. And the fact that the world can't see you, or doesn't want to see you, well, that's a challenge. It's not about you in a way. We can look at it and separate ourselves and all that anxiety that we carry with us. We can separate this from who we really are. MORRA AARONS-MELE: I want to tell you that I just got very, very suffocated. Because my son is on the spectrum and has a case. And it's incredibly social and warm. Most people are shocked to know. And he's so socially minded, and he just always struggles with things at school that identify him as someone else. And that's what school and special Ed, and all of it, all our structures, built around, to accommodate others, but never say: You have the same right to be here as anyone else, because you are amazing as you. NILOFER MERCHANT: Yes, exactly. So for those of us who have been differentiated for so long, whether it's because of our sexual orientation, our age, or whatever, all the different ways in which people can be differentiated, it means that half to 70% of ideas are lost in the economy on a personal level. It tells us, those of us who were different, that we don't belong. When the truth is, we absolutely belong to a friend to someone. And in fact, the world of work needs us. They need the ideas we bring. MORRA AARONS-MELE: Yes, or if we're going to belong, we better fit pretty damn well into a certain box. NILOFER MERCHANT: Well, it's not really Don't you? It's like half life or something in the hogwarts world. It shouldn't be alive. And so when I want you to belong, I want you to belong as all your, complete, authentic me, which can bring all your creativity and zaniness and everything to the table, because it is ultimately that is going to inform your various ideas. MORRA AARONS-MELE: So what would you say to this man who is going through serious anxiety and just really works so desperately it's hard to hide it from colleagues, from colleagues, and from their boss? Because they don't want to be seen as someone else, or as someone who is almost pitied or felt, which is not meant empathy, but you know what I'm talking about. to take care of the design as it did and you can see the impact on its industry, can you see that different places in the world where only I stand, just as valid? And I anchored against things like Jobs, because of course I worked for him. So maybe it's also my context growing up in technology and working on it. But I just see that this is something we celebrate in so many people, but then we turn around and use it against another group. I say: It's actually the same thing. Onlness is to center this person's funny point of view and let him come and then put the foundation back on the other person and say, Listen, you have to figure out how to incorporate, not let me contribute. MORRA ARONAS-MELE: Yes. It's like we save that for geniuses, but not the rest of us. Well, I know that you're both big fans of Rosabeth Moss Kanter's work from Harvard Business School, which really explored tokenism. When you represent a group that makes up less than 15% of your organization, you experience others that can really limit your ideas. But it also creates huge stress and anxiety in itself. And I'm curious, if you're markedly different in the workplace, not that you can look like everyone else, but you're hiding something, then how do being different reduce your strength, and how can that create anxiety? NILOFER MERCHANT: Well, so the data is 40 years old, so she doesn't get enough credit for having called it and claimed it so early. She said, Look, if you're the only person in the room, you're going to get stereotypes. So you'll be told: Oh, women aren't ambitious or women are ambitious, and that shouldn't happen. You'll be called differently. And so that I found really interesting about what the data had to realize... so if the stereotype comes from the outside and I can't control, they're considering me then I have to go figure figure how to change the room in which I howly help. So instead of feeling it's on you, in terms of overcoming the room, go find a better room. I'll tell you what it looks like. MORRA AARONS-MELE: Please. NILOFER MERCHANT: Yes. So Ava DuVernay - I just wrote about it in Harvard Business Review, so we can point to this article as a resource. But one of the things she was able to do... so here's a filmmaker who has been in Hollywood as a press person for years and tried to sell the idea of her making movies and so on. And every person she talked to looked at her as if she were a complete eccentric. And like: How dare you? Who are you? Why would you ask such a stupid question? And she talks about how she formed ARRAYNow. It's called ARRAYNow, and it was a small production company. It sounds like such a big deal that she shaped this thing. It was her and another man. And what she was doing was creating a room where, when she proposed as a viable idea, she wasn't going to be knocked down. MORRA ARONAS-MELE: Yes. NILOFER MERCHANT: And she slowly but surely built a room that said stories focused on women and people of color were fine. So she didn't have to sit and go: Let me sell you this idea that you'll find crazy. Instead, she actually found a room of people and curated a group of people around her that said: What are you doing, I'm thrilled with. MORRA ARONAS-MELE: Yes. NILOFER MERCHANT: Right? And we can feel like impostors when we pretend to be the way we think other people expect us to behave. And we have left our own power in this process. We almost went beyond ourselves to go to accept the norms of someone else. MORRA ARONAS-MELE: I'm with you. And I know that you and I have struggled and talked about it, but one of the issues that I get a lot from people who are willing to come into themselves is that they can fight and join what has a label. Like: I'm depressed. I'm your marketing director and I'm really clinically depressed right now. Since you can step in to own that at work and said: This is who I am. I've been your great marketing director before. I'm still your great marketing director, but that's what I'm dealing with. Not letting it almost define you or limit you in your own head? NILOFER MERCHANT: Yes. Some of them like we keep it, don't we? So if we think of ourselves as: I'm not enough if I'm not yet perfect, if I don't do your business plan as you want to do it, regardless. These are different ways in which we can allow other people to define us. And I think of it as three levels of our conversation with ourselves. First of all, I'm not enough, period. Next, I have enough if I do something and fit into a certain profile. I'm going to go make a business plan and create amazing PowerPoints, or whatever. And the third one, I'm quite as good as me. What opportunities do I bring today to add value to this room? And it may be, it may be that the person who has been a great marketing campaign in the past is now depressed and says: Our previous campaigns don't have enough sensitivity built in. Let's actually talk about things differently. And perhaps her own mental health helps her empathize with the audience in a different way. I was a man for a very long time who did not want to live within my own singularity.

Because this man, and I would almost point myself now, was a man who was abused as a child who was raped by a serial rapist who was fired from his job, right? All these different things have happened in my life. And over time, I thought, yes, I was raped by a serial rapist, and it makes me really know what it's like to be violated. And now that other people are being treated unfairly on this really deep level, I feel it. It's become almost super mastery. MORRA AARONS-MELE: So someone is listening to us and hopefully feeling inspired. What is the first step they take to claim their singularity? NILOFER MERCHANT: So, a big claiming onliness is actually just to look at what it's you care about. Ways. First, what is your story and the experience that informed and shaped what you care about today? And sometimes when I ask that question, people say things like, oh, I really care about the fairness and safety of people, or whatever. And they won't share their dark side of the story. They're not going to go where I just went, who was raped by a serial rapist. I really care about the dynamics of power, because rape is mostly about power, right? So when you can claim your story and experience, both positive and shadow it, you can have the depth to understand what it is you care about. Second, ask: What would I do with all this? So, how am I actually asking the question: If you had a magic wand that in Disney movies turns pumpkins into carriages and mice into horses, what would you use a magic wand? And I don't know about you, but usually people, as soon as I ask this question, they have something that sparks in their mind. MORRA ARONAS-MELE: Yes. NILOFER MERCHANT: And I say: Okay, now combine these two things for a minute. What would you do? How would you apply this place in a world where only you stand, which is a function of your history and experience? This is the first side I just talked about, and your visions and hopes, where does this magical wand moment go, what would you do with it? And usually for some time, this process can just be very clear what I say: That's what I care about. MORRA AARONS-MELE: I want to talk about fit in because that's what is super powerful in your book. Because I think it's something our inner 12-year-old can relate to. It's such a powerful way to... I'm thinking about your job. And in your book, you say 61% of people admit to covering up their true self. It always makes me interested and curious. And what's the connection between anxiety and this cover-up? This seems obvious, but just give me your answer. NILOFER MERCHANT: Yes. So, the first thing is 61%, just think about it. This is something that more than most people in the room are sitting there trying to fake it. MORRA ARONAS-MELE: That's right. Even the boss, I guess. NILOFER MERCHANT: Even the boss. And in fact, just the other day, a study was published that said, Listen, if there are three or more women on the board, people have much more freedom to be themselves. And I said that I was actually reading the research, and I thought to myself, It's not really about women. The point is that once you've allowed enough difference in the room, all the differences can This is what eventually happens. And so, this thing about 40%, even 45% of white men do it, shows just how prevalent the problem is. So I'm thinking about my husband, who is a relatively quiet guy. He will wait to suss out of the room before he starts commenting. He sometimes comes home from work and says: I didn't get a word in edgewise, and I had quite a bit to say. And he says: But only loud people got the room today. And sometimes they assume that a false person is. Now I'm going to be a loud man, and I'm going to bow in front of the table because that's how it works. And that's the form of installation in. Here are some other examples. I had a big financial guy say to me: I will never tell anyone in this room about this idea I have about serving a new bank. And I'm like, Why don't you tell them? Sounds like a brilliant idea that will expand the company's market share. He says: Yes. In order to tell this story, I would have to show that I understand the poverty in this room. And then he pointed to all of Hermes's connections. He says: It's a \$195 tie. It's a \$195 tie. That's 195. And every day they wear different Hermes ties in this company. And he says: So, there's no way that I actually show up as my full self. MORRA AARONS-MELE: Does he wear a Hermes tie now? NILOFER MERCHANT: He knows. MORRA ARONAS-MELE: Yes, of course he does. NILOFER MERCHANT: That is, it's a form of coverage, isn't it? It is a form in which he fully understood how to accept norms. These are women who designer handbags, and women of color especially appear in their first career work with a designer bag because they are trying to show that they fit into white women-MORRA AARONS-MELE: This is a signal. NILOFER MERCHANT: Yes. So, trying to signal the cultural status of a white woman. It's a bag. So, OKAY, I'm going to buy this bag. So there are all these different ways we're hiding behind. And the way in this case of the banking example, he points to MS Tie, he had a deeply interesting idea that he did not bring to the table that could serve the entire company, let alone the market. What I always say when I talk to people: Listen, we basically do it. As soon as some of us break the pattern, it all comes down to unintelligible. Because everyone really really wants to be their full, genuine self. MORRA AARONS-MELE: Baby steps to be you. So I'll see here how your work has really changed my life. And I say this is also fully aware that I am a well-educated, educated white woman. Heterosexual, married, very, very privileged, in order to be authentic, that's not all. But I realized the idea set that I could talk on the air about things that are shame filled and taboo, like my addiction to drinking and my anxiety and my medications, and my clients will still hire me anyway. It won't affect the way they thought of me as their communications consultant, just because I love working in bed and sometimes taking Xanax. NILOFER MERCHANT: And hide in the bathroom. MORRA ARONAS-MELE: Well, absolutely. So it was an incredible moment. Again, I'm honored to be able to say that. NILOFER MERCHANT: But do you remember when you didn't know you could do it? MORRA ARONAS-MELE: Of course I didn't. Who's going to tell you you can do this? Well, it's just you. NILOFER MERCHANT: What is this moment like, that little moment when you go from, Can I just be a little more meek? Can I share one thing I keep a secret? Can you decipher what happened in your head? And then I want to comment on that too. MORRA AARONS-MELE: Well, I think for me, it was the first time I admitted that I only worked a certain number of hours a day and I liked going to Whole Foods or a grocery store in the middle of the day, I know it sounds lame, but it felt really transgressive. Because I felt that my clients would read it and think: We pay her and it doesn't work. NILOFER MERCHANT: Yes. So you found a way to actually give yourself permission to go do what really really served you. MORRA AARONS-MELE: And you know what happened instead? NILOFER MERCHANT: They liked you a lot more. MORRA AARONS-MELE: Well, would they email me from their Gmails and be like, my God, how do you do that? I want to work from home, too, but I can't. Tell me how. NILOFER MERCHANT: Yes. Because we all die to be ourselves. That's a great lesson. Right? And that... we give so much permission to certain people in the organization to be themselves. And then the others try to figure out how to fit in. And what I think is actually happening, even this group of people hasn't actually served a set of norms that have been set for work, which is workaholicism and loud behavior, rather than listening to each other and competing for interests. All this negative behavior at work, that is almost always by default, began with alpha-male behavior, competing with each other. And we need a number of leadership structures, a number of ways to figure out how to work with all our different views, to be able to shape this workplace so that it is human. MORRA AARONS-MELE: Or not showing up at work and still being great. NILOFER MERCHANT: Exactly. Get to work, not work. That's right, that's right. MORRA ARONAS-MELE: Exactly. That's all for this week's show. If you like what you be sure to subscribe and submit a review to Apple Podcasts or wherever you get to get And if you have an idea for a show or want to tell us your story, write me a note in anxiousachiever@gmail.com, or you can tweet me @morraam, this is M-O-R-R-A-A-M. Special thanks to the team at Harvard Business Review, my producer Mary Doe, the team in the garage podcast and all our guests who tell us their stories from the bottom of their hearts. Of HBR represents the network, I'm Morra Aarons-Mele, and it's a disturbing achiever. Success. causes of anxiety disorder. causes of anxiety pdf. causes of anxiety during presentation. causes of anxiety during pregnancy. causes of anxiety in children. causes of anxiety and panic attacks. causes of anxiety in teens. causes of anxiety and stress

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