**Session # 3 Assessment and Curriculum Builder**

(Screening Tools and Stage of Change)

**Learning Objectives**

1. Appropriateness for Coaching.
2. Readiness to Change, 5 Stages of Change
3. Goals worksheet

SESSION #3

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| --- | --- | --- |
|  | Reflection | Initial understanding of “self” and change. Is this the right place in the process to receive mental health coaching, is change possible, are we ok for a change, how will it meet our needs. |
| **□** | Appropriateness for Coaching | Is this the correct level of mental health services for your current needs? |
|  | Readiness for Change | What are the Five Stages of Change? |
| **□** | Five Stages of Change | Lets talk about suicide and steps for prevention. |
| **□** | Goals Worksheet Session #2 | List the three goals from today’s session. Complete them as homework. These will be reviewed in the start of the next session. |

**Appropriateness for Coaching**

**[Timeline

Description automatically generated](https://inlpcenter.org/wp-content/uploads/2022/05/client-functionality-scale.png)**

**The RED ZONE represents low functionality, which means *a major area of life is significantly disrupted due to mental health issues*.**

The YELLOW ZONE represents significant dysfunction that falls somewhere between total functionality and total dysfunction. Uncertainty is the hallmark of the YELLOW ZONE. We aren’t sure whether the client’s issues are symptoms of a clinical condition or not. Before coaching, we must see the client in the GREEN ZONE.

**The GREEN ZONE represents high functionality – life is basically working, with lots of room for improvement.**

Functionality represents the client’s apparent ability to perform the most basic tasks required to make life work. Basic tasks include necessary elements such as eating and drinking, working, interacting productively with others, and other basic necessities. It is also critical to understand that in order to be diagnosed with a mental illness, the symptoms must be experienced as “excessive and persistent.” Such excessive and persistent symptoms interfere with life, preventing the client from doing the basic things required for life to be considered functional.

**Anxiety and the Functionality Scale**

Fear, anxiety, worry, or nervousness often show up in coaching. How are we to know that someone’s anxiety is typical anxiety or the kind of anxiety that could be diagnosed clinically, such as with Generalized Anxiety Disorder?

A coach does not need to know every symptom of Generalized Anxiety Disorder listed in the Diagnostics and Statistics Manual. To determine the appropriateness of coaching, when a client reports emotional disturbance such as anxiety, the coach should attempt to understand whether the reported anxiety crosses the line into the clinical territory. Where is that line? It rests between *functionality* and *dysfunctionality*. In other words, if the anxiety prevents that client from doing the necessary tasks of life, it might be considered a clinical case and you should address it with the client.

**RED ZONE Anxiety**

In the RED ZONE, anxiety *cripples* the client. The reported anxiety actually prevents the client from doing at least one essential task in life, such as going to work, parenting, making decisions or interacting with friends and family. The client experiences the anxiety as debilitating and needs help to restore basic functions and make life work again. Clients, in this case, often feel a range of attitudes toward recovery, from optimism to desperation or even despondency, Yet, in every case, the client is helplessly avoiding something very important to living as an adult because of the excessive anxiety.

What to do: RED ZONE clients should be referred to a therapist. Coaching should only be done in cooperation with a therapist or as a treatment team member. Most life coaches should avoid working with RED ZONE clients, as therapists are better equipped to handle the various circumstances that may arise.

**YELLOW ZONE Anxiety**

The YELLOW ZONE is marked by uncertainty. The client reports high anxiety but we aren’t sure whether or not this is a clinical (critical, debilitating) case. Maybe the client has anxiety related to work but still goes to work every day, finding a way through it. The client may be surviving the issue, yet still gravely concerned about staying ahead of the anxiety.

Bear in mind that someone is in the YELLOW ZONE when you are sure they are not GREEN but not sure if they are RED. This is the middle ground.

What to do: If you aren’t sure whether a client represents and clinical issue, it’s important NOT to overlook that fact. You need to be more reasonably sure that it’s appropriate to coach before actually coaching. Options include asking the client to confirm a diagnosis before coaching. Alternatively, if the client is sure there has never been an official diagnosis or reassures you that there is no significant disruption to key areas of life, then proceed with coaching under the mutual understanding that no treatment of a clinical issue is happening.

**GREEN ZONE Anxiety**

In the GREEN ZONE, life is fully functional but not optimal. Someone who reports high anxiety in the green zone is already living in such a way that the basic responsibilities in life are covered. This person might report being too nervous to perform at a high level but still goes to work every day, performs in some basic capacity, and collects a regular paycheck. The anxiety might prevent optimal performance at work or even a promotion, etc….but there is no doubt as to the client’s basic capacity to meet daily obligations.

Knowing whether to work with a client or refer to counseling is a matter of understanding the client’s current ability to meet daily obligations. Per the degree that basic obligations are impaired, a referral for counseling is warranted.

**What to do: Coach green zone clients!**

***Readiness for Change Questionnaire***

Is the client ready to make changes. If not, in what areas are they strong about making changes and in what areas might they need improvement?

**Change-Readiness Assessment:**

Circle the number beside each statement that reflects how accurately the statement describes you.

**Change-Readiness Scale**: 1 = Not Like Me 6 = Exactly Like Me

1. I prefer the familiar to the unknown ...................................................... 1 2 3 4 5 6

2. I rarely second-guess myself ............................................................... 1 2 3 4 5 6

3. I'm unlikely to change plans once they're set........................................ 1 2 3 4 5 6

4. I can't wait for the day to get started ..................................................... 1 2 3 4 5 6

5. I believe in not getting your hopes too high........................................... 1 2 3 4 5 6

6. If something's broken, I try to find a way to fix it.................................. 1 2 3 4 5 6

7. I get impatient when there are no clear answers................................... 1 2 3 4 5 6

8. I'm inclined to establish routines and stay with them.............................. 1 2 3 4 5 6

9. I can make any situation work for me ................................................... 1 2 3 4 5 6

10. When something important doesn't work out, it takes me time to adjust ..................................................................................................................... 1 2 3 4 5 6

11. I have a hard time relaxing and doing nothing ...................................... 1 2 3 4 5 6

12. If something can go wrong, it usually does ...........................................1 2 3 4 5 6

13. When I get stuck I'm inclined to improvise solutions .............................1 2 3 4 5 6

14. I get frustrated when I can't get a grip on something...............................1 2 3 4 5 6

15. I prefer work that is similar and in my comfort zone ..............................1 2 3 4 5 6

16. I can handle anything that comes along ................................................. 1 2 3 4 5 6

17. Once I've made up my mind, I don't easily change it ............................. 1 2 3 4 5 6

18. I push myself to the max......................................................................... 1 2 3 4 5 6

19. My tendency is to focus on what can go wrong ..................................... 1 2 3 4 5 6

20. When people need solutions to problems, they call on me .................... 1 2 3 4 5 6

21. When an issue is unclear, my impulse is to clarify it right away ............1 2 3 4 5 6

22. It pays to stay with the tried and true ..................................................... 1 2 3 4 5 6

23. I focus on my strengths not my weaknesses .......................................... 1 2 3 4 5 6

24. I find it hard to give on something even if it's not working out ..............1 2 3 4 5 6

25. I'm restless and full of energy .................................................................1 2 3 4 5 6

26. Things rarely work out the way you want them to ................................. 1 2 3 4 5 6

27. My strength is to find ways around obstacles ........................................ 1 2 3 4 5 6

28. I can't stand to leave things unfinished .................................................. 1 2 3 4 5 6

29. I prefer the main highway to the backroad ............................................ 1 2 3 4 5 6

30. My faith in my abilities is unshakable.................................................... 1 2 3 4 5 6

31. When in Rome, do as the Romans do..................................................... 1 2 3 4 5 6

32. I'm a vigorous and passionate person .................................................. 1 2 3 4 5 6

33. I'm more likely to see problems than opportunities .............................. 1 2 3 4 5 6

34. I look in unusual places to find solutions............................................... 1 2 3 4 5 6

35. I don't perform well when there are vague expectations and goals ....... 1 2 3 4 5 6

**THE READINESS TO CHANGE SCORE KEY**

Place your score for each question here:

**Resourcefulness Questions:**

6. \_\_\_

13. \_\_\_

20. \_\_\_

27. \_\_\_

34. \_\_\_

Score: \_\_\_\_\_\_\_\_\_\_\_\_

Discuss whichever question was 4 or less.

**Adaptability Questions:**

3. \_\_\_

10. \_\_\_

17. \_\_\_

24. \_\_\_

31. \_\_\_

Score: \_\_\_\_\_\_\_\_\_\_\_\_

Discuss which ever question was 4 or less

**Optimism Questions:**

5. \_\_\_

12. \_\_\_

19. \_\_\_

26. \_\_\_

33. \_\_\_

Score: \_\_\_\_\_\_\_\_\_\_\_\_

Discuss which ever question was 4 or less

**Confidence Questions:**

2. \_\_\_

9. \_\_\_

16. \_\_\_

23. \_\_\_

30. \_\_\_

Score: \_\_\_\_\_\_\_\_\_\_\_\_

Discuss which ever question was 4 or less

**Adventurousness Questions:**

1. \_\_\_

8. \_\_\_

15. \_\_\_

22. \_\_\_

29. \_\_\_

Score: \_\_\_\_\_\_\_\_\_\_\_\_

Discuss which ever question was 4 or less

**Tolerance for Ambiguity Questions:**

7. \_\_\_

14. \_\_\_

21. \_\_\_

28. \_\_\_

35. \_\_\_

Score: \_\_\_\_\_\_\_\_\_\_\_\_

Discuss which ever question was 4 or less

**Passion/Drive Questions:**

4. \_\_\_

11. \_\_\_

18. \_\_\_

25. \_\_\_

32. \_\_\_

Score: \_\_\_\_\_\_\_\_\_\_\_\_

Discuss which ever question was 4 or less

**The Seven Traits Of Change-Readiness**

**Resourcefulness:** Resourceful people are effective at taking the most of any situation and utilizing whatever resources are available to develop plans and contingencies. They see more than one way to achieve a goal, and they're able to look in less obvious places to find help. They have a real talent for creating new ways to solve old problems.

When people low in resourcefulness encounter obstacles, they get stuck, dig in their heels, and go back to the old way. Very high scorers (over 26) might overlook obvious solutions and create more work than is necessary.

**Optimism:** Is the glass half empty or half full? Optimism is highly correlated with Change

Readiness, since the pessimist observes only problems and obstacles while the optimist recognizes opportunities and possibilities. Optimists tend to be more enthusiastic and positive about change. Their positive outlook is, founded on an abiding faith in the future and the belief that things usually work out for the best. Very high optimism scorers (over 26) may lack critical-thinking skills.

**Adventurousness**: Two ingredients capture this adventurous spirit: the inclination to take risks and the desire to pursue the unknown, to walk the path less taken. Adventurous people love a challenge. Since change always involves both risk and the unknown, they usually perform well during organizational shake-ups. They are the pro-actors, the employees who initiate and create change. But very high scores (over 26) may indicate a tendency toward recklessness.

**Passion / Drive:** Passion is the fuel that maximizes all the other traits. If you have passion, nothing appears impossible. If you don't, change is exhausting. Passion is the individual's level of personal dynamism. It shows up in a person's level of intensity and determination. To make a new procedure work, to overcome the myriad of problems that any plan for change unwittingly produces, you've got to have passion and enthusiasm. Very high scorers (over 26), however, may mean you're bullheaded, obsessed, and heading for burnout.

**Adaptability:** Adaptability includes two elements: flexibility and resilience. Flexible people have goals and dreams like everyone else, but they're not overly invested in them. When something doesn't work out, they'll say, "Plan A doesn't work, let's go to Plan B." Resilience is the capacity to rebound from adversity quickly with a minimum of trauma. Failure or mistakes do not throw them. They don't dwell on them and get depressed but bounce back quickly and move on. 5 High scorers on this trait are not wedded to specific outcomes. If the situation changes, their expectations shift right along with it. Scoring too high (over 26) in this trait indicates a lack of commitment or stick-to-it-ness.

**Confidence**: If optimism is the view that a situation will work out, confidence is the belief in your own ability to handle it. There is situational confidence - "I know I can swim across this channel, learn this program, write this report" - and self-confidence - "I can handle whatever comes down the pike." Self-confidence is the kind of confidence the Change Readiness Scale measures. High scorers are generally individuals with a strong sense of self-esteem. But more specifically, they believe they can make any situation work for them. Scorers above 26 may indicate a cocky, know-it-all attitude and lack of receptivity to feedback. Tolerance for

**Ambiguity:** The one certainty surrounding change is that it spawns uncertainty. No matter how carefully you plan it, there is always an element of indefiniteness or ambiguity. Without a healthy tolerance for ambiguity, change is not only uncomfortable; it's downright scary. But too much tolerance can also get you in trouble. You may have difficulty finishing tasks and making decisions. If you scored over 26 you fall in this category.

**Your Profile:** You'll probably find you have higher scores on some traits and lower scores on others. This is typical of most profiles and indicates that some of your Change-Readiness traits are more developed than others. The Change-Readiness Scale is also useful in coaching teams to determine which players to pick and what roles to put them in. Adventurers are great starters, resourceful people are excellent problem solvers, optimists make good cheerleaders, and their input is especially useful when people feel discouraged

**Plan to Strengthen Your Key Traits**

**If you are not ready for change than Mental Health Coaching will have a minimal**

**impact on your life. However, education can help toward getting you ready for**

**change.**

*Let’s look at each trait that has a less than strengthen and build education around that area, for change to become a more flowing part of your life.*

**Just a note about your scores:** The optimal range for all categories is between 22 and 26.

**Prioritize your seven key traits by your index scores, highest being first.**

**1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Your Plan**

**Selected Trait:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**My key area to focus will be:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Tasks to complete: Date to be completed**:

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Five Stages of Change**

**Stage 1: Pre-Contemplation (In denial)**

In the first stage of the TTM model, the person is unaware of the negative impact of their addiction or/and unwilling to change.

Family, friends, and qualified professional may try to highlight the source of life problems as the individual’s addiction - such efforts will rarely succeed.

The pre-contemplator is metaphorically blind to the adverse effects of their behavior. To them, their behavior tendencies are nothing if not normal!

A helpful strategy to employ is to encourage the individual to rethink their behavior, practice self-analysis, and examine the risks involved.

Some pre-contemplators may have tried multiple times to change but were unsuccessful. This led to feeling demoralized about their ability to change, making them reluctant to try again.

Others will see them resistant, unmotivated, or not ready for change, but the truth is that traditional programs were not designed to help such individuals.

Usually, people in this stage who seek out therapy do so because they are being pressured by others, relatives, friends, or spouse.

The individual feels that the situation is hopeless as the behavior results from genetic makeup, destiny, or society- unchangeable factors.

However, the negative consequences of one’s addictive behavior eventually catch up to you, and this is what ultimately prompts one to the next stage.

**Stage 2: Contemplation (Getting Ready)**

In this stage, the individual is essentially at war with themselves. They are aware of the harm their behavior has wrecked in their lives, but the thought of making a change, moderating, or quitting seems ambivalent. Like catching Jerry is for Tom.

For contemplators, the fear of changing far outweighs the potential benefits to the mental, physical, and emotional state. The uncertainty associated with this stage can last upwards of six months.

Nonetheless, the addict person more open to hearing about the negative effects of their addiction than they were in the pre-contemplation stage.

They may also be willing to try out different approaches to cut-down or moderate problematic behavior. That is not to say they are finally ready to commit to quitting altogether, but they have become more open to the idea of changing sometime in the future.

To help a contemplator move to the next stage, confirm the readiness to change, normalize the idea of change by weighing the pros as well as the cons, and identify specific barriers to behavioral change.

Non- judgmental information giving along with motivational approaches of encouraging change will work better than confrontational methods.

Such individuals are still not ready to embark on the traditional addiction recovery treatment programs which advocate for immediate change.

And until the person decides to take the leap and make a change, they can quickly reverse to the pre-contemplation stage.

This decision to commit to change is the event that propels the person to the next stage.

**Stage 3: Preparation (Ready)**

The person in the preparation stage acknowledge that their behavior is a problem, realize the need to make a change, and are preparing to fix their lives.

The idea of changing does not seem so impossible anymore, and one may even be taking small steps to prepare oneself for a more significant lifestyle change.

For instance, if you are preparing to quit smoking, you can start with chewing nicotine gum, using a nicotine patch, getting rid of ashtrays and lighters, smoking less each day, or changing cigarette brands.

People in the preparation stage are not content to just sit and wait for change, as the saying goes if the mountain does not come to Muhammad, then Muhammad must go to the mountain.

Plan and begin to take direct action, such as consulting a counselor. Prepare a list of motivating statements and another for the desired goals.

Read up on your behavior to learn different ways to make a successful, lasting change. After making the necessary preparations, the individual is ready to move to the next transtheoretical stage and can be recruited into action programs.

**Stage 4: Action**

In this stage, the addict has made specific overt changes to their overall lifestyle.

It is no longer a question of I do not want to change, or I cannot change and more and I am changing.

Since the changes here are more observable, it is not surprising that behavioral change is often misconstrued as an action rather than the 4th stage of change that it is.

The action stage relies on the goals set in the contemplation and preparation stages.

Many people fail at making lasting changes because they do not give enough thought to the kind of change, they want and prepare a plan of action- stage 2 and stage 3.

Let us take the example of trying to start eating healthier. Most people will be quick to throw out all the junk food in the fridge, immediately enroll in a two-year gym membership, and begin eating only greens.

For a time, your efforts will work, but it may not last. You will come home from a bad day at work/school, and you will not feel like cooking or even eating greens.

You will convince yourself that it is only this one time while you order an All-American burger from the takeout place just around the corner. That first delicious bite will mark the death of your short-lived Healthy Life.

Often, individuals who triumph in the action stage are those who completed the subsequent stages. They seek out rehab, individual counseling, or group meetings to manage the destructive behavior.

The process can seem tedious and boring after the backstage Broadway show that was your addictive life and, therefore, this stage carries the highest risk of relapse.

Nevertheless, if the addict commits to being clean and sober, identifies and eliminates triggers, and enthusiastically embraces their new lifestyle, they should be able to move to the next stage.

**Stage 5: Maintenance**

Recovering from an addiction is a life-long process, and Prochaska and DiClemente’s original last stage recognizes this fact.

The maintenance stage is concerned with keeping to the intentions made in the third stage and the behaviors implemented in the fourth stage.

Cravings and triggers may dissipate over time, but the temptation to use will never be truly eradicated.

Because drugs affect the neural pathways of the brain and the sensations you felt while under the influence can never be completely forgotten.

However, recovering addicts in this stage have learned how to manage their addiction and maintain their new lifestyle with minimal effort.

They have created a new normal where they integrate change into their lives by continually guarding against triggers, focusing on preventing relapses, and consolidating their efforts to maintain a life free of destructive behaviors.

Although most addiction treatment professionals advocate for complete abstinence, there are a few who acknowledge that it may be difficult for some addicts to go completely cold turkey.

Such people would benefit from moderating their addictive behavior, practicing controlled drinking, along with reducing drug and substance use.

***Goals Worksheet Session # 4***

1. Why is this the right time for you to receive Mental Health Coaching?

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1. How can you use the 5 stages of change to better understand your current situation?

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1. Which of your strong 7 Trait do you want to improve?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_