**Tab. 1**: *BORI-1 test*.

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| **PERROTTA-MARCIANO**  **BURN-OUT RISK INTERVIEW - 1**  **(BORI-1)** | | | | | |
| **SECTION A** | | | | | |
| **A1** | Age of birth | |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | |  | 18-19 |  | 34-35 |  | 50-51 |  | 66-67 | |  | 20-21 |  | 36-37 |  | 52-53 |  | 68-69 | |  | 22-23 |  | 38-39 |  | 54-55 |  | 70-75 | |  | 24-25 |  | 40-41 |  | 56-57 |  | |  | 26-27 |  | 42-43 |  | 58-59 |  | |  | 28-29 |  | 44-45 |  | 60-61 |  | |  | 30-31 |  | 46-47 |  | 62-63 |  | |  | 32-33 |  | 48-49 |  | 64-65 |  |  | |  |  |  |  |  |  |  |  | | | | |
| **A2** | Years of work service | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | |  | <5 |  | 16-20 |  | 31-35 |  | |  | 6-10 |  | 21-25 |  | 36-40 |  | |  | 11-15 |  | 26-30 |  | >40 |  | |  |  |  |  |  |  |  |  | | | | |
| **A3** | Gender | |  |  |  | | --- | --- | --- | |  | Male |  | |  | Female |  | |  | Trans M🡪F |  | |  | Trans F🡪M |  | |  | Other |  | |  |  |  |  |  |  |  |  | | | | |
| **A4** | Sexual orientation | |  |  |  | | --- | --- | --- | |  | Heterosexual |  | |  | Homosexual |  | |  | Bisexual |  | |  | Other |  | |  |  |  |  |  |  |  |  | | | | |
| **A5** | Current place of residence/domicile/ habitual abode of the family | Northwest State  Northeast State  Upper-central State  Lower-central State  Upper-Southern State  Lower-Southern State  Islands | | | |
| **A6** | Geographical distance expressed in km (as the crow flies) between the location given in question A4 and the work service domicile | 0-5 Km  5-15 km  16-25 km  26-50 km  51-100 km  101-200 km  201-500 km  501-1000 Km  1001-2000 km  2001-3000 km  3001-5000 km  > 5000 km | | | |
| **A7** | Type of professional service  provided | Concept (basic technicians)  Ex officio (administrative/administrative), without functions  Executive  Ex officio (administrative/administration), with functions  executive  Operational (special or risky assignments), without functions  managerial  Operational (special or risky assignments), with functions  Managerial | | | |
| **A8** | Is the location of residence/domicile/ habitual abode provided with services? | 0 = No, it is in an unfavourable geographic location or with services  beyond 10 km  1 = No, has no services within 5 km  2 = No, has no services within 2 km  3 = Yes, but only essential services (food and supplies) | | | |
| **A9** | Missioni o trasferimenti svolti in territorio nazionale oltre il proprio comune di residenza/domicilio/ dimora abituale | 0 = Never happened  1 = At least 1 time every 5 years  2 = At least 1 time per year  3 = At least 1 time per month  4 = At least 1 time per week  5 = At least 1 time per day | | | |
| **A10** | Missions or transfers carried out on foreign soil | 0 = Never happened  1 = At least 1 time every 5 years  2 = At least 1 time per year  3 = At least 1 time per month  4 = At least 1 time per week  5 = At least 1 time per day | | | |
| **A11** | The total overall duration of the period of missions or transfers carried out outside one's municipality of residence/domicile/ habitual abode but on Italian territory (e.g., 5 years out of 35 years, from taking up the service) | 0 = 0  1 = < 1 year  2 = 1-2 years  3 = 3-5 years  4 = 6-10 years  5 = > 10 years | | | |
| **A12** | Total cumulative duration of the period of missions or transfers performed abroad (e.g., 5 years out of 35 years, from taking up the service) | 0 = 0  1 = < 1 year  2 = 1-2 years  3 = 3-5 years  4 = 6-10 years  5 = > 10 years | | | |
| **A13** | Current personal status | 0 = Single (never married)  1 = Engaged (or engaged)  1 = Married  2 = Separated  3 = Divorced | | | |
| **A14** | Current family status | 0 = Independent  1 = Family members/dependents (non-disabled)  1 = Family members/dependents (disabled) | | | |
| **A15** | Status Children | 0 = None 1 = Yes, minor (healthy) dependents 2 = Yes, minor (healthy) not dependent 3 = Yes, minor (disabled) dependents 4 = Yes, minor (disabled) not dependent 5 = Yes, adult (healthy) dependents 6 = Yes, adult (healthy) non-dependents 7 = Yes, adult (disabled) dependents 8 = Yes, adult (disabled) non-dependents 9 = Yes, both adult and minor (healthy) non-dependents 10 = Yes, both adult and minor (healthy) dependents 11 = Yes, both majors and minors (disabled) not dependents 12 = Yes, both adult and minor (disabled) dependents 13 = Yes, with other mixed and/or hybrid (complex) situations not here   described | | | |
| **SECTION B** | | | | | |
| **B1** | Do you experience physical weakness or fatigue, in the absence of clinically certified illnesses that you say are directly related to workplace problems or tensions (which may affect you or your close colleagues)? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **B2** | Do you experience mental exhaustion or fatigue, in the absence of clinically certified illnesses that you say are directly related to workplace problems or tensions (which may affect you or your close colleagues)? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **B3** | Do you perceive low or lack of motivation and/or gratification in you, in your work area, to continue or undertake new assignments assigned or that might be assigned to you? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **B4** | Do you experience easy irritability and/or emotional agitation during the workday, either in the constancy of assignments already assigned or on assignment? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **B5** | Do you experience emotional tension during the workday, whether in the constancy of assignments already assigned or on assignment, brought about by your inability (wholly or partly your own doing) to handle frustration? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **B6** | During the workday, whether in the constancy of assignments already assigned or on assignment, do you experience specific fears (e.g., of not being up to par or failing) that can limit or block your decision-making power to act or otherwise perform to the best of your ability? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **B7** | During the workday do you perceive that tensions in the professional sphere negatively affect your physical health, resulting in symptoms that are not, however, framed by physicians into a specific clinical diagnosis? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **Sub-total**  **0-7** = Low frequency; **8-21** = Medium frequency (suspect threshold); **22-35** = High frequency (critical threshold) | | | | | \_\_\_\_\_\_\_\_\_ / **35** |
| **SECTION C** | | | | | |
| **C1** | During the workday, whether in the constancy of assignments already assigned or on assignment, do you experience feelings of guilt and/or anger and/or emptiness and/or sadness brought about by negative professional events capable of engendering anxiety and tension even if of modest or mild severity? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **C2** | Do you perceive greater difficulty in catching sleep or getting relief from it if you experience difficulties, tensions, and/or work issues? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **C3** | Do you perceive that you have made too many positive and/or unrealistic professional expectations of yourself (e.g., colleagues always favourable and helpful, colleagues and superiors appreciative of your work, appreciative of the results of your assignments), relative to your current work environment? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **C4** | Do you perceive that your mood has a greater tendency oriented toward feelings such as sadness, emptiness, and melancholy if you experience difficulties or issues at work, thus causing you to be affected even at times outside of work (e.g., with family or friends)? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **C5** | Do you perceive that tensions and problems at work are negatively, and in concrete ways, affecting your personal, family, and/or social interests, causing you to experience disinterest or little participation? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **C6** | Do you perceive tensions and problems at work to be affecting and affecting your ability to concentrate and/or meet set deadlines? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **C7** | Do you perceive that tensions and problems at work increase your tendency to substance and/or behavioural addictions (e.g., smoking, alcohol, drugs, drugs, gambling, sex, internet and technology, food, sports, work) and/or eating problems (e.g., decreased food intake resulting in weight loss or uncontrolled binge eating)? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **Sub-total**  **0-7** = Low frequency; **8-21** = Medium frequency (suspect threshold); **22-35** = High frequency (critical threshold) | | | | | \_\_\_\_\_\_\_\_\_ / **35** |
| **SECTION D** | | | | | |
| **D1** | Do you perceive that tensions and problems at work can negatively interfere with your personal life and that of your close family members and friends, to such an extent that relationships are affected by work demands/circumstances? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **D2** | Do you sense that tensions and problems at work are fostering your needs for isolation, detachment, and/or escape of thoughts into fantasies even throughout the day? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **D3** | Do you perceive that tensions and problems at work are conducive to perceptions of conflict against your person (e.g., he's mad at me, he's talking behind my back) from your coworkers, subordinates, and/or superiors, without any real (in whole or in part) justifying reason? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **D4** | Do you sense that tensions and problems at work are fostering more rigid thinking in you, making you more vulnerable or otherwise disinclined to dialogue and communication? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **D5** | Do you have robust certainties that work tensions and issues are difficult to resolve and that despite your attempts the situation has festered to such an extent that you no longer know how to respond? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **D6** | Do you have robust certainties that work tensions and issues are so complex and ingrained in your professional relationship with your colleagues, subordinates, and/or superiors that you have now lost hope and trust? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **D7** | Do you perceive that tensions and problems at work are likely to foster greater neglect in you, both emotionally and outwardly (e.g., clothing, hygiene, nutrition)? | | | | 0 = Never or less than 1 time per year  1 = At least 1 time per year  2 = At least 1 time per month  3 = At least 1 time per week  4 = At least 1 time per day  5 = More than 1 time per day |
| **Sub-total**  **0-7** = Low frequency; **8-21** = Medium frequency (suspect threshold); **22-35** = High frequency (critical threshold) | | | | | \_\_\_\_\_\_\_\_\_ / **35** |
| **SECTION E** | | | | | |
| **E1** | Do you perceive that tensions and problems at work are likely to foster in you a greater tendency toward absenteeism, the use of special or sick leave, or otherwise a generally more mindless and detached attitude concerning work and professional consequences? | | | 0 = No, I have full confidence in the decision-maker 1 = Yes, but only when I am denied something that I know I  don't deserve but still, I was hoping to get 2 = Yes, but only when I am denied something that I know I  may deserve, by my service even though they  might deny it to me based on the regulatory  provisions  3 = Yes, especially when I am denied something that I know I  deserve, by my service or of the regulatory provisions | |
| **E2** | Do you have the distinct perception that you are transparent to your administration/institution/ employer, or otherwise not being given fair consideration when you make a specific claim (e.g., transfer or special leave for health and/or family reasons)? | | | 0 = No, I have full confidence in the decision-maker  1 = Yes, but only when I am denied something that I know I  do not deserve but still hope to get  2 = Yes, but only when I am denied something that I know I  deserve my service even though they might  deny it to me based on regulatory provisions  3 = Yes, especially when I am denied something that I know  I deserve, by my service or of the regulatory  provisions | |
| **E3** | Do you have the distinct perception that your administration/institution/employer has not trained you properly or put you in a position to receive the right instructions to perform your duties properly, despite your externals and/or requests to do so? | | | 0 = No, I have full confidence in the decision-maker  1 = Yes, but he did the best he could within his means  2 = Yes, and despite the efforts put forth by those who had  to decide whether the effect is that of a partial and/or  deficient formation  3 = Yes, little or nothing has been done by basically  entrusting the employees to do the self-training | |
| **E4** | Do you have the distinct perception that your administration/institution/employer is not paying you in a manner commensurate with your actual performance or otherwise in compliance with current regulations and is abusing its dominant position to impose unfair or overly stressful shifts? | | | 0 = No, I have full confidence in the decision-makers  1 = Yes, but I know I can't get any better because even the  administration/institution/ employer have their hands  tied  2 = Yes, and despite the efforts put forth by those who  had to decide whether the effect was that of an  inadequate remuneration, while still being able to have  leeway to meet the workers  3 = Yes, little or nothing has been done, and the  current pay and the work distribution plan promotes  discontent and malaise | |
| **E5** | Do you have a strong sense that your administration/institution/employer is not putting you in the best position to foster your human and professional growth, making your natural career development much more burdensome? | | | 0 = No, I have full confidence in the decision-maker  1 = Yes, but it is doing the best within its means  2 = Yes, and despite the efforts put forth by those who had  to decide whether the effect is that of a partial and/or  deficient career development  3 = Yes, little or nothing is being done with the effect of  affecting the positive evolution of career development  career development | |
| **E6** | Do you have the distinct perception that your administration/institution/employer is not recognizing you for the efforts you have put in and the well-deserved professional recognition? | | | 0 = No, I have full confidence in the decision-maker  1 = Yes, but it is doing the best within its means  2 = Yes, and despite the efforts put forth by those who had  to decide the effect is that of a failure to recognition of  my merits  3 = Yes, little or nothing is being done in this regard | |
| **E7** | Do you have a strong sense that your administration/institution/employer is not letting you participate, to the extent of your demonstrable abilities and skills, in decision-making processes, directly and/or indirectly reducing your professional effectiveness? | | | 0 = No, I have full confidence in the decision-maker  1 = Yes, but it is doing the best within its means  2 = Yes, and despite the efforts put forth by those who  we're supposed to decide whether the effect is that of a  lack of participation in decision-making processes  3 = Yes, little or nothing is being done in this regard | |
| **E8** | Do you have the distinct perception that your administration/institution/employer does not protect and safeguard you from interpersonal conflicts among colleagues, subordinates, and/or superiors, in fact fostering toxic dynamics of high competition or human and/or professional envy or states of danger brought about by health reasons and/or dangerous performance related to your assignments? | | | 0 = No, I have full confidence in the decision-maker  1 = Yes, but it is doing the best within its means  2 = Yes, and despite the efforts put forth by those who had  to decide whether the effect is that of a toxic relational  dynamic  3 = Yes, little or nothing is being done in this regard | |
| **E9** | Do you have the distinct perception that your administration/institution/employer does not protect you from sabotage (personal and/or professional), more or less voluntary, that you suffer from colleagues, subordinates, and/or superiors? | | | 0 = No, I have full confidence in the decision-maker  1 = Yes, but it is doing the best within its means  2 = Yes, and despite the efforts put forth by those who had  to decide whether the effect is that of a toxic relational dynamic  3 = Yes, little or nothing is being done in this regard | |
| **E10** | Do you have a distinct perception of experiencing significant direct (verbal or written) and/or indirect (emotional) communication difficulties with your administration/institution/employer and/or colleagues? | | | 0 = No, I have full confidence in the decision-maker  1 = Yes, but it is doing the best within its means  2 = Yes, and despite the efforts put forth by those who had  to decide whether the effect is that of a toxic  communicative dynamic  3 = Yes, little or nothing is being done in this regard | |
| **E11** | Do you have the distinct perception that you can no longer cope with the quantity and quality of the work you perform in the service, for various reasons (wearisome, monotonous, or excessively prolonged work from overwork or hours)? | | | 0 = No, I have full confidence in the decision-makers  1 = Yes, but the situation is still bearable thanks to my  emotional strengths and the peaceful atmosphere  among colleagues  2 = Yes, but the situation is hardly bearable either because I  have few emotional resources from which to draw on or  because the climate among colleagues is not that  serene and harmonious  3 = Yes, the situation is no longer bearable | |
| **Sub-total\***  **0-6** = Low frequency; **7-33** = Medium frequency (suspect threshold); **34-75** = High frequency (critical threshold)  \* A "+ 1" should always be added to the overall numerical summation of this sub-section (E) for  each answer given with value 2 and "+2" for each answer given with value 3. Finally, if there are  at least 6/11 answers with value 2 or 3 an additional "+5" total should be added | | | | | \_\_\_\_\_\_\_\_\_ / **60** |
| **SECTION F** | | | | | |
| **F1** | Have you happened to think about suicide, without ever putting it into practice, because of the difficulties/tensions/problems/ frustrations/work disappointments, in the last 5 years of your life? | | 0 = No / Never  1 = No, only in preadolescence (11-13 years)  2 = No, only in adolescence (14-18 years old)  3 = Yes, but it was more than 5 years ago  4 = Yes, but it was occasional and fleeting thoughts  5 = Yes | | |
| **F2** | Have you happened to have suicidal thoughts, hiding them from your loved ones, because of the difficulties/tensions/problems/ frustrations/work disappointments, in the last 5 years of your life? | | 0 = No / Never  1 = No, only in preadolescence (11-13 years)  2 = No, only in adolescence (14-18 years old)  3 = Yes, but it was more than 5 years ago  4 = Yes, but it was occasional and fleeting thoughts  5 = Yes | | |
| **F3** | In your personal history, are there any non-occasional acts of self-harm and/or suicidal thoughts that are structured in their realizable intention or otherwise repeated over time, even if not directly provoked by work difficulties/ tensions/problems/frustrations/ disappointments, during your life? | | 0 = No/Never 1 = Yes, but they were occasional and otherwise not very  structured in their carrying out the intention 2 = Yes, and they were minor self-injurious acts 3 = Yes, and they were self-injurious acts of moderate  extent 4 = Yes, and they were severe self-injurious acts 5 = Yes, and they were self-injurious acts of extreme  extent (attempted suicide prevented by the  intervention of third parties) | | |
| **Sub-total\***  **0-6** = Low frequency; **7-33** = Medium frequency (suspect threshold); **34-75** = High frequency (critical  threshold)  \* The overall numerical summation of this sub-section (F) should always be doubled, and only  afterwards should be added a "+5" for each answer given with value 2 or 3, a "+10" for each answer  given with value 4 and "+15" for each answer given with value 5 | | | | | \_\_\_\_\_\_\_\_\_ / **75** |
| **Total score**  **(SECTIONS B-F)**  **0-36** = Non-significant frequency (no risk)  **37-72** = Low frequency (limited risk)  **73-123** = Medium frequency (significant risk)  **124-174** = High frequency (marked risk)  **175-240** = High frequency (critical threshold) | | | | \_\_\_\_ / **240** | |
| **RELEVANT NOTES** | | | | | |
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