

# The Confidence Gap

The Confidence Gap Understanding the Confidence Gap: An In-Depth Exploration The confidence gap is a psychological phenomenon that affects individuals across various demographics, impacting their personal growth, professional success, and overall well-being. Despite possessing the necessary skills and qualifications, many people struggle with self-doubt and underconfidence, which hinder their ability to seize opportunities and reach their full potential. This gap between perceived ability and actual performance is a critical barrier that many face in their journey toward success. In today's competitive world, confidence is often equated with competence. However, the confidence gap reveals that having skills alone isn't always enough; believing in oneself is equally vital. Understanding the roots of this gap, its implications, and strategies to bridge it can empower individuals to foster a healthier self-image and unlock their true capabilities.

The Roots of the Confidence Gap

1. Psychological and Societal Factors The confidence gap is deeply rooted in various psychological and societal influences that shape our self-perception:
  - Imposter Syndrome: Many individuals, especially high achievers, experience feelings of fraudulence despite evident success. They often attribute their accomplishments to luck or external factors rather than their own skills, fueling self-doubt.
  - Gender Stereotypes and Biases: Societal expectations and stereotypes, particularly around gender, can significantly influence confidence levels. For example, women often face societal pressures that undermine their confidence in professional settings, especially in leadership roles.
  - Cultural Expectations: Different cultures have varying norms about self-promotion and assertiveness. In some cultures, modesty is valued, which might limit individuals from expressing confidence openly.
2. Personal Mindset and Internal Dialogue Our internal dialogue and mindset significantly impact our confidence levels:
  - Fixed vs. Growth Mindset: Those with a fixed mindset believe their abilities are static, leading to avoidance of challenges for fear of failure. Conversely, a growth mindset encourages

viewing failures as opportunities to learn, boosting confidence. - Fear of Failure: The fear of making mistakes can prevent individuals from taking risks or pursuing new opportunities, reinforcing self-doubt. - Perfectionism: Striving for perfection can lead to procrastination and a heightened fear of inadequacy, diminishing confidence over time. The Impact of the Confidence Gap Understanding the effects of the confidence gap highlights why addressing it is crucial: 1. Personal Development - Limited Growth: Self-doubt can prevent individuals from stepping outside their comfort zones, limiting personal and professional development. - Reduced Resilience: A lack of confidence can make setbacks feel insurmountable, decreasing resilience and persistence. - Lower Self-Esteem: Persistent self-doubt erodes self-esteem, creating a cycle that's hard to break. 2. Professional Success - Missed Opportunities: Individuals with a confidence gap may shy away from applying for promotions, speaking up in meetings, or networking effectively. - Imposter Syndrome: This often accompanies the confidence gap, leading to feelings of inadequacy despite achievements. - Leadership Challenges: Confidence is essential for leadership; lacking it can hinder career advancement and influence. 3. Societal and Economic Implications - Workplace Diversity and Inclusion: Underconfidence among marginalized groups can limit diversity in leadership and decision-making positions. - Economic Growth: When talented individuals hold back due to self-doubt, it impacts innovation and economic productivity. Bridging the Confidence Gap: Strategies and Techniques Addressing the confidence gap requires intentional effort and practice. Here are effective strategies to cultivate self-confidence: 1. Recognize and Challenge Negative Self-Talk Self-awareness is the first step toward change. Pay attention to internal dialogue and identify patterns of self-criticism or doubt. Techniques include: - Cognitive Restructuring: Challenge irrational beliefs and replace them with positive, evidence-based affirmations. - Journaling: Record achievements and positive feedback to counteract negative thoughts. 2. Set Achievable Goals and Celebrate Progress Small wins build confidence cumulatively: - Break large objectives into manageable steps. - Acknowledge and celebrate each milestone. - Use progress tracking tools to visualize growth. 3. Develop a Growth Mindset Encourage viewing challenges as opportunities to learn: - Embrace mistakes as part of the learning process. - Focus on effort and perseverance rather than innate talent. - Read books and attend workshops that promote a growth-oriented outlook. 4. Practice Self-Compassion Be kind to yourself during setbacks: - Replace self-criticism with supportive affirmations. - Practice mindfulness and meditation to foster emotional resilience. - Recognize that everyone faces challenges—perfection is an

illusion. 5. Enhance Skills Through Continuous Learning Building competence reinforces confidence: - Enroll in courses relevant to your goals. - Seek feedback and use it constructively. - Engage with mentors or coaches for guidance. 6. Improve Non-Verbal Communication Body language influences how others perceive you and how you perceive yourself: - Maintain eye contact. - Practice good posture. - Use gestures that convey confidence. The Role of Leadership and Organizational Culture in Addressing the Confidence Gap Organizations can play a pivotal role in narrowing the confidence gap among their members: 1. Cultivating Inclusive Environments - Promote diversity and inclusion initiatives. - Recognize contributions from all team members. - Offer mentorship programs targeted at underrepresented groups. 2. Providing Constructive Feedback - Offer specific, actionable feedback that fosters growth. - Encourage a culture where mistakes are seen as learning opportunities. 4 3. Offering Training and Development Opportunities - Conduct workshops on self-confidence, communication, and leadership. - Support continuous learning and skill development. Conclusion: Embracing Confidence for Personal and Professional Growth The confidence gap is a pervasive challenge that affects individuals and organizations alike. By understanding its roots—ranging from societal influences to internal mindset patterns—and recognizing its profound impact, we can take proactive steps to bridge this divide. Cultivating self-awareness, practicing positive self-talk, setting achievable goals, and fostering growth mindsets are essential strategies in building genuine confidence. For organizations, creating inclusive cultures that support professional development and self- esteem can significantly reduce the confidence gap among employees. Ultimately, embracing confidence not only empowers individuals to pursue their aspirations but also drives innovation, productivity, and societal progress. Achieving confidence is a journey, not a destination. With intentional effort and supportive environments, anyone can overcome the confidence gap and unlock their full potential. Remember, confidence is a skill that can be cultivated—believe in your abilities, embrace challenges, and celebrate your growth every step of the way. QuestionAnswer What is the confidence gap and how does it affect women in the workplace? The confidence gap refers to the disparity in self-assurance between different groups, often highlighting how women tend to underestimate their abilities compared to men. In the workplace, this can lead to women feeling less likely to pursue promotions, negotiate salaries, or take on leadership roles, thereby impacting their career growth. What are some common causes of the confidence gap? The confidence gap is often rooted in societal stereotypes, gender norms, and lack of representation. Factors such as imposter syndrome, societal expectations, and

childhood socialization can diminish self-confidence, especially among women and marginalized groups. How can organizations help bridge the confidence gap among their employees? Organizations can foster an inclusive culture through mentorship programs, leadership training, and promoting diverse role models. Providing constructive feedback, recognizing achievements, and encouraging risk-taking can also help build confidence among employees. Are men also affected by the confidence gap? While the term is often associated with women, men can experience confidence gaps as well, particularly in contexts where societal expectations discourage vulnerability or self-doubt. However, societal norms tend to suppress such feelings in men, making the confidence gap more prominent and impactful among women.<sup>5</sup> What practical steps can individuals take to overcome their confidence gap? Individuals can work on building self-awareness, challenge negative self-talk, seek feedback, and celebrate small wins. Developing skills through continuous learning and practicing self-compassion are also effective strategies to boost confidence. How does the confidence gap relate to the broader issue of gender inequality? The confidence gap contributes to gender inequality by influencing opportunities, decision-making, and leadership representation. When women and marginalized groups lack confidence, they may be less likely to pursue growth opportunities, reinforcing existing disparities in various sectors. Is the confidence gap a fixed trait or can it be changed? The confidence gap is not fixed and can be addressed through intentional efforts. With awareness, support, and targeted strategies, individuals and organizations can work towards closing this gap and fostering greater confidence in all individuals. Understanding the Confidence Gap: A Comprehensive Guide to Overcoming Self-Doubt and Unlocking Your Potential In today's fast-paced and competitive world, the phrase the confidence gap has gained significant attention among professionals, educators, and mental health experts alike. It refers to the persistent disconnect between individuals' actual abilities and their self-perceived competence. Essentially, many capable people struggle with feeling confident enough to pursue opportunities, assert themselves, or even accept their accomplishments. Recognizing and addressing the confidence gap is crucial for personal development and professional success, as it often acts as a barrier that prevents talented individuals from reaching their full potential. --- What Is the Confidence Gap? The confidence gap is a psychological phenomenon where individuals doubt their abilities despite evidence of competence. This gap manifests as a lack of self-assurance that leads to hesitation, self-sabotage, or avoidance of challenging situations. It is not merely shyness or introversion but a deeper internal struggle rooted in self-perception, societal influences,

and past experiences. Key characteristics of the confidence gap include:

- Impostor syndrome: Feeling like a fraud despite accomplishments.
- Fear of failure: Avoiding risks to prevent potential embarrassment or criticism.
- Perfectionism: Setting unrealistically high standards that foster self-doubt.
- Comparison with others: Measuring oneself unfavorably against peers or role models.
- Negative self-talk: Persistent internal criticism undermining self-esteem.

--- The Origins of the Confidence Gap Understanding where the confidence gap originates helps in crafting effective strategies to overcome it. Several factors contribute to its development:

1. Societal and Cultural Influences Society often perpetuates stereotypes about gender, race, age, and socioeconomic status, shaping perceptions of confidence. For example, women might be socialized to be modest, leading to undervaluing their achievements, while men might feel pressure to appear confident even when they are not.
2. Childhood Experiences The Confidence Gap 6 Early life experiences, including praise, criticism, and parental modeling, significantly impact confidence levels. Children who are praised for effort rather than innate ability tend to develop resilience and confidence, whereas those criticized or overly sheltered may develop self-doubt.
3. Educational and Workplace Environments Learning environments that emphasize mistakes as failures rather than opportunities for growth can foster fear of failure. Similarly, workplaces that reward only high performers or foster toxic competition can diminish self-confidence among employees.
4. Personal Traits and Mindsets Some individuals may be naturally more prone to self-doubt due to personality traits such as perfectionism or high neuroticism. Fixed mindsets—believing abilities are static—also hinder confidence development, while growth mindsets promote resilience and self-assurance.

--- The Impact of the Confidence Gap The consequences of the confidence gap are far-reaching, affecting various aspects of life:

- Career Advancement: Self-doubt can prevent individuals from applying for promotions, negotiating salaries, or speaking up in meetings.
- Personal Relationships: Lack of confidence may hinder effective communication, assertiveness, and emotional intimacy.
- Mental Health: Persistent insecurity and self-criticism are linked to anxiety, depression, and burnout.
- Learning and Growth: Fear of failure discourages taking on new challenges, stalling personal development. Addressing the confidence gap is not just about boosting self-esteem but enabling individuals to act despite doubts, embrace challenges, and realize their potential.

--- Strategies to Bridge the Confidence Gap Overcoming the confidence gap requires a multifaceted approach that combines mindset shifts, behavioral changes, and environmental adjustments. Here are practical strategies to build genuine confidence:

1. Cultivate Self-Awareness

Understanding your internal narratives and triggers is the first step. Reflect on questions like: - When do I feel most insecure? - What beliefs do I hold about my abilities? - How do I respond to failure or criticism? Journaling and mindfulness practices can help identify patterns and foster a compassionate view of oneself.

2. Challenge Negative Self-Talk Replace self-critical thoughts with affirmations and evidence of competence. Techniques include:

- Cognitive restructuring: Question the validity of negative beliefs.
- Positive affirmations: Repeating statements like "I am capable" or "I have valuable skills."
- Visualization: Imagining yourself succeeding in specific scenarios.

3. Set Achievable Goals and Celebrate Progress Building confidence is a gradual process. Break larger goals into smaller, manageable tasks. Celebrate each success to reinforce a sense of achievement. Example: If public speaking terrifies you, start by speaking in small groups, then gradually increase the audience size.

4. Embrace Failure as a Learning Opportunity Reframe mistakes as essential parts of growth. Adopt a growth mindset by viewing challenges as opportunities to improve rather than threats to self-worth. Tips:

- Analyze failures to extract lessons.
- Avoid catastrophizing setbacks.
- Recognize that everyone experiences failure at some point.

5. Practice Skill Development Confidence often stems from competence. Invest time in honing relevant skills through courses, The Confidence Gap 7 practice, or mentorship. The more prepared you feel, the more confident you will become.

6. Seek Support and Feedback Surround yourself with supportive individuals who can provide constructive feedback. Mentors, coaches, or supportive peers can validate your abilities and offer encouragement.

7. Step Outside Your Comfort Zone Regularly challenge yourself with new experiences. Each successful venture beyond your comfort zone strengthens self-trust. Example: Volunteering for a leadership role or presenting at a conference.

--- Transforming the Environment to Support Confidence While individual efforts are critical, environmental factors play a significant role in either reinforcing or alleviating the confidence gap.

1. Cultivate a Growth-Oriented Culture Organizations and communities should promote learning from mistakes rather than punishing failure. Recognize effort and resilience alongside outcomes.

2. Normalize Vulnerability Encourage open conversations about self-doubt and failures. When leaders share their own struggles, it creates a safe space for others to do the same.

3. Provide Opportunities for Skill-Building Offer training, coaching, and mentorship programs that empower individuals to develop competencies and confidence.

4. Recognize and Celebrate Achievements Public acknowledgment of accomplishments boosts morale and reinforces belief in one's abilities.

--- The Role of Leadership and Societal Change Addressing the confidence

gap at a systemic level requires proactive leadership and societal shifts:

- Gender Equality Initiatives: Promote equal opportunities and challenge stereotypes that undermine confidence based on gender.
- Educational Reforms: Focus on fostering resilience, growth mindsets, and emotional intelligence in curricula.
- Media Representation: Showcase diverse role models to inspire confidence among marginalized groups.
- Workplace Diversity: Cultivate inclusive environments where all voices are valued and confidence can flourish.

--- Final Thoughts: Embracing Confidence as a Journey Overcoming the confidence gap is a continuous journey rather than a one-time fix. It involves cultivating self-awareness, challenging ingrained beliefs, practicing new behaviors, and creating supportive environments. Remember, confidence is not about never feeling unsure but about acting despite uncertainty. By understanding its roots and applying practical strategies, you can gradually close the confidence gap and unlock your full potential.

Key Takeaways:

- Recognize that the confidence gap is common and rooted in various societal, psychological, and environmental factors.
- Build confidence through self-awareness, skill development, and positive reinforcement.
- Embrace failure as a vital part of growth.
- Seek supportive environments and foster inclusive cultures.
- View confidence as an ongoing process that evolves with effort and resilience. Your journey toward genuine confidence begins with a single step—believing in your capacity to learn, grow, and succeed.

self-esteem, imposter syndrome, self-doubt, self-efficacy, mindset, fear of failure, personal development, self-belief, motivation, resilience

The Confidence Gap  
Summary & Analysis of The Confidence Gap  
The Confidence Gap  
Summary of Russ Harris's The Confidence Gap  
Bridging the Confidence Gap  
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After the Cure  
The Tocqueville Review  
Living with Leviathan  
When Presidents are Great  
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drawing on acceptance and commitment therapy and mindfulness practices this guide offers breakthrough insights and simple techniques for developing deep seated long lasting confidence too many of us miss out on opportunities in life because we lack self confidence whether it's public speaking taking on a leadership role or asking someone for a date there are situations in which we just don't feel equipped to handle the challenges we face russ harris offers a surprising solution to low self confidence shyness and insecurity rather than trying to get over our fears he says the secret is to form a new and wiser relationship with them paradoxically it's only when we stop struggling against our fearfulness that we begin to find lasting freedom from it drawing on the techniques of acceptance and commitment therapy act a cutting edge form of cognitive behavioral therapy the confidence gap explains how to free yourself from common misconceptions about what confidence is and how to build it transform your relationship with fear and anxiety clarify your core values and use them as your inspiration and motivation use mindfulness to effectively handle negative thoughts and feelings this book could save you years of psychological struggle yank you out of negative emotional patterns and help propel you to a much happier more productive life martha beck author and oprah winfrey's life coach

a grounded and valuable approach to life in general the confidence gap tackles commonly experienced difficulties in building confidence staying motivated living true to our values and harnessing fear harris is

relentless about mindfulness showing how an awareness of the small things paves the way for great success what does this zip reads summary include synopsis of the original book a detailed overview of each section the 10 rules for confidence key themes analysis of the rules how to apply the rules in your daily life with specific mindfulness techniques background on the original author confidence is a game changer and a key component in living the best life possible so what if you don t have it russ harris shows us where the confidence gap has taken root and how we can overcome the myths it has entrenched in a success driven society grounded and flexible in his approach harris starts a conversation about making friends with difficult feelings and accepting the mind s relentless radio commentary while defusing fear and self judgement with openness he highlights simple steps to achieving genuine confidence based on a pattern of mindful values based living with a spark of curiosity and a long overdue reality check disclaimer this book is intended as a companion to not a replacement for i the confidence gap i zip reads is wholly responsible for this content and is not associated with the original author in any way

this is a hands on self help guide to gaining long lasting confidence and overcoming fear using mindfulness based therapy the author explains how many of us are playing the confidence game using the wrong rules and guides the reader through clear simple exercises designed to help you manage difficult emotions

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please note this is a companion version not the original book sample book insights 1 confidence is not the end of the journey but rather just the beginning you want more confidence in order to achieve something which is why you ask yourself how you would behave differently if you had all the confidence in the world 2 it's time to connect with your own desires take your time to read through and carefully consider the important questions that follow in a world where you had unlimited confidence how would you behave differently walk and talk differently and treat others differently 3 values are the desired qualities of ongoing action they describe how you want to behave as a human being goals are desired outcomes when you achieve a goal you can tick it off the list values cannot be completed or ticked off the list as done they are ongoing 4 values and goals are important in developing confidence and enhancing performance they provide us with the inspiration and motivation to do what it takes and they sustain us on the journey

a roadmap to self-confidence for women in leadership bridging the confidence gap how empowered women change the world is a startlingly insightful and inspiring discussion of female leadership by celebrated executive business leader and author sheena yap chan yap chan delivers a transformative and fresh take on the challenges pitfalls and opportunities women face when they reach for the reins of leadership in business she walks you through how to navigate those challenges and realize those opportunities with powerful observations drawn from a lifetime in business you'll learn to level up your career as you discover how to increase your courage and promote yourself just as you explore the benefits to you your organization and society that come from you taking on a leadership role you'll also find a formula for women's leadership you

can replicate in your own life and job strategies for celebrating your remarkable achievements and supporting others in their own journeys through leadership techniques for overcoming imposter syndrome and the double standards that women face in the workplace perfect for managers executives board members entrepreneurs founders and other other women in leadership roles bridging the confidence gap is a must read for all professionals interested in a female perspective on the challenges and opportunities of leadership for women in business

a new york times notable book of the year when peggy orenstein s now classic examination of young girls and self esteem was first published it set off a groundswell that continues to this day inspired by an american association of university women survey that showed a steep decline in confidence as girls reach adolescence orenstein set out to explore the obstacles girls face in school in the home and in our culture for this intimate girls eye view of the world orenstein spent months observing and interviewing eighth graders from two ethnically disparate communities seeking to discover what was causing girls to fall into traditional patterns of self censorship and self doubt by taking us into the lives of real young women who are struggling with eating disorders sexual harassment and declining academic achievement orenstein brings the disturbing statistics to life with the skill and flair of an experienced journalist uncovering the adolescent roots of issues that remain important to american women throughout their lives this groundbreaking book challenges us to change the way we raise and educate girls

transform the way you have sex the way you connect with yourself and the way you show up in the world anna hushlak and billie quinlan have changed the lives of over half a million women around the world with their approach to pleasure and sex through their popular app ferly in turn yourself on you ll find eight life changing principles to help you get confident discover pleasure and ignite your inner strength covering subjects such as agency confidence play pleasure and communication this generation defining book leverages the post metoo era the pleasure revolution and the pursuit of gender equality in women s health to create a map for how everyday women can find their power weaving together pertinent science and the trials and triumphs of personal journeys hushlak and quinlan will help you realize that the skills you need to be great in bed translate to all other aspects of your life especially your relationship with yourself

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charting trends in american public opinion about big government from the 1930s to 1989 with emphasis on the last twenty five years they trace how we have adapted to a growing national government they analyze what these opinions tell us about changing themes in american political culture and document the significant differences in public opinion about big government the positive state and citizen s obligations

it is becoming common in many states the opportunity to reclaim government from politicians by simply signing a petition to put an initiative on the ballot and then voting for it isn t this what america ought to be about proposition 13 in california s 1978 election paved the way the past decade saw more than 450 such actions now in many states direct legislation dominates the political agenda and defines political and public opinion while this may appear to be democracy in action richard ellis warns us that the initiative process may be putting democracy at risk in democratic delusions he offers a critical analysis of the statewide initiative process in the united states challenging readers to look beyond populist rhetoric and face political reality through engaging prose and illuminating and often amusing anecdotes ellis shows readers the dark side of direct democracy specifically the undemocratic consequences that result from relying too heavily on the initiative process he provides historic context to the development of initiatives from their populist and progress roots to their accelerated use in recent decades and shows the differences between initiative processes in the states that use them most important while acknowledging the positive contribution of initiatives ellis shows that there are reasons to use them carefully and sparingly ill considered initiatives can subvert normal legislative checks and balances undermine the deliberative process and even threaten the rights of minority groups through state sanctioned measures today s initiative process ellis warns is dominated not by ordinary citizens but by politicians perennial activists wealthy interests and well oiled machines deliberately misleading language on the ballot confuses voters and influences election results and

because many initiatives are challenged in the courts these ostensibly democratic procedures have now put legislation in the hands of the judiciary throughout his book he cites examples drawn from states in which initiatives are used intensively oregon california colorado washington and arizona as well as others in which their use has increased in recent years undoing mistakes enacted by initiative can be more difficult than correcting errors of legislatures as voters prepare to consider the host of initiatives that will be offered in the 2002 elections this book can help put those efforts in a clearer light democratic delusions urges moderation attempting to teach citizens to be at least as skeptical of the initiative process as they are of the legislative process and to appreciate the enduring value of the representative institutions they seek to circumvent

marjorie hansen shaevitz executive coach lecturer and therapist who has won national awards for her work in women s health has the success some people only dream of a prosperous professional life a long happy marriage two stanford educated children and a best selling book the superwoman syndrome which coined a term for a generation of women despite all of her accomplishments however she struggled with the issue of confidence after conducting extensive research she found that she was far from alone many women are in the paradox of enjoying success in their business and personal lives while not having much confidence in themselves throughout her professional career shaevitz has helped scores of women find the power within themselves to unshackle rescue or recover their self confidence using a series of seven steps complete with techniques and questions shaevitz presents an accessible and proven program that helps women regain their confidence the confident woman focuses on the issues that women face in growing up as a girl and living as a woman in this society offering the reader a more comprehensive approach to filling the void within herself the advice and information in this book are not limited to one age or stage of a woman s life it is written for women of all ages ending with an epilogue for mothers who want practical tips for raising confident daughters written in clear concise prose and filled with anecdotes and humor the confident woman focuses on what women say they want practical advice that they can use now

practical specific advice and strategies to help women develop an entrepreneurial mindset entrepreneurship has always skewed male from availability of funding to how to books that assume a primarily male audience and yet 36 of all small business or franchise owners are women and there are 13 million female owned

businesses contributing to more than 1.8 trillion in revenue now with a fast changing economy making traditional employment unsteady there's never been a better time for becoming a fempreneur in launch your inner entrepreneur. Charlene Walters provides the tools you need to successfully launch and grow your side hustle start up or small business as a mentor on Entrepreneur magazine's Ask an Expert forum and developer of a digital entrepreneurship MBA program. Walters knows what you're facing and can help you avoid common mistakes. Find your niche, build up your personal brand and reach your entrepreneurial goals. You'll find the practical real world advice necessary to create the opportunities you want by embracing ten mindset shifts including embracing an entrepreneurial attitude, cultivating financial confidence, branding and building presence, leveraging social media options, leading your startup going into growth mode, rebooting, repeating and avoiding burnout along the way. Packed with smart tips and hard-won wisdom, Launch Your Inner Entrepreneur concludes with a special bonus section, the Fempreneur Action Plan, which includes a business concept and planning worksheet, visual brand style guide, resilience and setback survival exercise and more to help you put the mindset shifts into action now.

She reveals how conviction-style politicians have appeared in the U.S. and U.K. at the same time individuals who articulated similar ideas that adapted liberal ideology to shifting circumstances and who achieved fundamental change at critical moments in their nations' histories.

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