

Resource Guide 2023





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OVERVIEW

The use of illicit drugs and the abuse of alcohol carry significant social, physical, and emotional health risks. Users may suffer damage to key body organs such as the heart, liver, kidneys, and central nervous system. Drugs can kill the user, and the use of drugs and alcohol during pregnancy may cause birth defects or the death of unborn babies. Drug users may experience difficulties with concentration and memory that impair learning. They can exhibit mood swings, impaired judgment, isolation, and depression, all of which can contribute to impaired driving, injuries, accidents, domestic or random violence, and sexual assault. Drugs can lead to the deterioration of family units and the breakdown of friendships and other support systems.

This Drugs Information Guide provides users with a source of information to better understand drugs and the implications of drug use and abuse. Not only does it provide users with Drugs by Type, Detection Times, Cutoffs, and Street and Brand names, but it also offers a basic description of each drug listed; providing the user with an approximate detection timeline, and more. However, the detection timeline must be considered as these vary greatly, affected by modern-day factors such as amount and frequency used, metabolic rate and body mass, etc.

The Drugs Information Guide is your go-to source for general knowledge of, making informed decisions about, and understanding, drugs, drug use, and drug abuse.

For more comprehensive information, please visit www.premierdiagintl.com/drugs-information-library



Drugs Information (URINE) FDA 510K CLIA-Waived | FORENSIC-USE | CE | HEALTH CANADA CLASS III

COLOR CODE & ACRONYM	DRUG NAME	CUTOFI (ng/mL)	F DETECTION TIME	STREET NAMES			
АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР	AMPHETAMINE	500 1000	2 HRS > 4 DAYS	Addies, Bennies, Black Beauties, Crosses, Hearts, LA Turnaround, Speed, Truck Drivers, Uppers			
BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR	BARBITUATES	300	2 HRS > 3 DAYS	Barbs, Downers, Blue Heavens, Blue Velvet, Double Trouble, Goof Balls, Phennies, Rainbows, Red Birds, Red Devils, Reds, Yellow Jackets			
EZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO	BENZODIAZEPINES	300	2 HRS > 4 DAYS	Bars, Benzos, Blues, Chill Pills, Downers, Nerve Pills, Planks, Tranks, and Zannies			
BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP	BUPRENORPHINE	10	2 HRS > 3 DAYS	Big Whites, Buse, Oranges, Small Whites, Sobos, Stops, Strips, Sub, Subs			
202 202 202 202 202 202 202 202 202 202 202	COCAINE	150 300	1 HRS > 4 DAYS	Aunt Nora, Batman, Big C, Big Rush, Blow, Candy, Charlie, Coca, Coke, Colombia, Crack, Pearl, Powder, Rail, Snow, Stardust, Stash, White Girl			
EDDP EDDP EDDP EDDP EDDP EDDP EDDP EDDP	METHADONE Metabolite	300	1 HRS > 3 DAYS	Chocolate Chip Cookies, Dollies, Fizzies, Wafer,			
МДМА МДМА МДМА МДМА МДМА МДМА МДМА МДМА МДМА	D.L-METHYLENEDIOXY- METHAMPHETAMINE	500	2 HRS > 4 DAYS	Adam, Beans, Candy, Clarity, Dancing Shoes, Disco Biscuits, E, E-Bomb, Egg Rolls, Eve, Happy Pills, Lover's Speed, Peace, Rolls, Smartees, The Vowel, Vitamin E, Vitamin X			
MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET	METHAMPHETAMINE	500 1000	2 HRS > 4 DAYS	Chalk, Christina, Cookies, Crank, Cream, Crystal, Crystal Meth, Ice, Meth, No Doze, No Stop, Pookie, Rocket Fuel, Scooby Snacks, Speed, Trash, Tweek, Wash, White Cross			
MTD	METHADONE	300	3 HRS > 3 DAYS	Amidone, Dollies, Dolls, Fizzies, Mud, Red Rock, Tootsie Roll			
OPI OPI <td>OPIATES MORPHINE</td> <td>300 2000</td> <td>2 HRS > 3 DAYS</td> <td>God's Drug, M, Miss Emma, Monkey, Morpho, White Stuff</td>	OPIATES MORPHINE	300 2000	2 HRS > 3 DAYS	God's Drug, M, Miss Emma, Monkey, Morpho, White Stuff			
0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY	OXYCODONE	100	1 HRS >2 DAYS	30s, As, Berries, Blues, Blueberries, Hillbilly Heroin, Ms, O.C., Oxy, Oxycet, Oxycotton, Ozone, Roxy, Ercs, Greenies, Kickers, M-30s, Percs, Rims, Tires, Wheels, 512s			
PCP PCP PCP PCP PCP PCP PCP PCP PCP PCP	PHENCYCLIDINE	25	4 HRS > 14 DAYS	Angel, Angel Dust, Dust, Purple Rain, Rocket Fuel, Stardust, Water, Yellow Fever, Zombie			
PPX PPX PPX PPX PPX PPX PPX PPX PPX PPX	PROPOXYPHENE	300	1 HRS >3 DAYS	Footballs, N's, Pink Footballs, Pinks, Yellow Footballs, 65s			
ΤCΑ ΤCΑ ΤCΑ ΤCΑ ΤCΑ ΤCΑ ΤCΑ ΤCΑ ΤCΑ ΤCΑ ΤCΑ ΤCΑ ΤCΑ TCΑ TCΑ TCΑ ΤCΑ TCΑ TCΑ TCΑ TCΑ TCΑ TCΑ TCΑ	NORTRIPYLINE	1000	8 HRS > 7 DAYS	Bottled Smiles, Happy Pill, Miracle Drug, Wonder Drug			
דאכ זאכ זאכ זאכ זאכ דאכ דאכ דאכ דאכ דאר דאכ זאכ זאכ זאכ זאכ זאכ דאכ דאכ דאכ דאכ דאכ זאכ זאכ זאכ זאכ דאכ דאכ דאכ דאכ דאכ דאכ	MARIJUANA / CANNABINOIDS	50	2 HRS > 40 DAYS	420, Bud, Broccoli, Cheeba, Chronic, Dope, Flower, Ganja, Grass, Green, Hash, Herb, Hot Stick, Jane, Jay, Jolly Green, Mary Jane, Pot, Roach, Reefer, Skunk, Smoke, Trees, Weed			
COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT	COTININE	200	3 HRS > 90 DAYS	Tobacco, Nicotine			
FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN	FENTANYL	300	1 HRS > 3 DAYS	Apache, China Girl, China White, Dance Fever, Friend, Goodfella, Jackpot, Murder 8, Tango and Cash, TNT			
KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET	KETAMINE	1000	12 HRS > 14 DAYS	Cat, Tranquilizer, Cat Valium, Jet K, K, Kit Kat, Purple, Special K, Vitamin K			
6МАМ 6МАМ 6МАМ 6МАМ 6МАМ 6МАМ 6МАМ 6МАМ	HEROIN (6-MAM)	10	4 HRS > 4 DAYS	Heroine, Brown Sugar, China White, Chiva, Dope, Skunk, Tar, Smack, Junk, H, Skag, White Horse			
TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA	TRAMADOL	200	3 HRS > 4 DAYS	Chill Pills, Trammies, Ultras			
K2 K2 K2 K2 K2 K2 K2 K2 K2 K2 K2 K2 K2 K2 K2	SYNTHETIC MARIJUANA K2	25 / 50	3 HRS > 3 DAYS	Black Mamba, Blaze, Bombay Blue, Fake Weed, Legal Weed, Genie, Zohai, Red X, Dawn Scooby Skunk, Snax			
K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3 K3	SYNTHETIC MARIJUANA K3	10	3 HRS > 3 DAYS	Bliss, Black Mamba, Blaze, Bombay Blue, Fake Weed, Legal Weed, Genie, Zohai, Red X, Dawn Scooby Skunk, Snax			
KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA KRA	KRATOM	250	3 HRS > 9 DAYS	Herbal Speedball, Biak-biak, Ketum, Kahuam, Ithang, Thom			
ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC	SEMI-QUANT ALCOHOL	0.04%	1 HRS > 12 HRS	Booze, Juice, Hooch, Sauce, Rotgut			
ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG ETG	ETHYL GLUCURONIDE	300 / 500	0 3 HRS > 80 HRS	Booze, Juice, Hooch, Sauce, Rotgut			
*FDA 510K. CLIA-Waived Drugs noted in RED / *Forensic-Use Drugs in BLACK							





Drugs Information (ORAL FLUID)

EMPLOYMENT-USE | FORENSIC-USE | CE | HEALTH CANADA CLASS III

COLOR CODE & ACRONYM	DRUG NAME	CUTOFF (ng/mL)	DETECTION TIME	STREET NAMES
АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР АМР	AMPHETAMINE	50	2 HRS > 2 DAYS	Addies, Bennies, Black Beauties, Crosses, Hearts, LA Turnaround, Speed, Truck Drivers, Uppers
BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR BAR	BARBITUATES	50 / 300	2 HRS > 2 DAYS	Barbs, Downers, Blue Heavens, Blue Velvet, Double Trouble, Goof Balls, Phennies, Rainbows, Red Birds, Red Devils, Reds, Yellow Jackets
BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO BZO	BENZODIAZEPINES	10 / 50	2 HRS > 2 DAYS	Bars, Benzos, Blues, Chill Pills, Downers, Nerve Pills, Planks, Tranks, and Zannies
BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP BUP	BUPRENORPHINE	5 / 10	2 HRS > 2 DAYS	Big Whites, Buse, Oranges, Small Whites, Sobos, Stops, Strips, Sub, Subs
202 202 202 202 202 202 202 202 202 202 202	COCAINE	20	1 HRS > 2 DAYS	Aunt Nora, Batman, Big C, Big Rush, Blow, Candy, Charlie, Coca, Coke, Colombia, Crack, Pearl, Powder, Rail, Snow, Stardust, Stash, White Girl
EDDP EDDP EDDP EDDP EDDP EDDP EDDP EDDP	METHADONE Metabolite	20	2 HRS > 2 DAYS	Chocolate Chip Cookies, Dollies, Fizzies, Wafer,
ИДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА МДИА	D.L-METHYLENEDIOXY- METHAMPHETAMINE	50	1 HRS > 4 DAYS	Adam, Beans, Candy, Clarity, Dancing Shoes, Disco Biscuits, E, E-Bomb, Egg Rolls, Eve, Happy Pills, Lover's Speed, Peace, Rolls, Smartees, The Vowel, Vitamin E, Vitamin X
MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET MET	METHAMPHETAMINE	50	1 HRS > 3 DAYS	Chalk, Christina, Cookies, Crank, Cream, Crystal, Crystal Meth, Ice, Meth, No Doze, No Stop, Pookie, Rocket Fuel, Scooby Snacks, Speed, Trash, Tweek, Wash, White Cross
MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD MTD	METHADONE	30 / 75	1 HRS > 2 DAYS	Amidone, Dollies, Dolls, Fizzies, Mud, Red Rock, Tootsie Roll
OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI OPI	OPIATES MORPHINE	15 / 40	1HRS>2DAYS	God's Drug, M, Miss Emma, Monkey, Morpho, White Stuff
0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY 0XY	OXYCODONE	20 / 50	1 HRS >3 DAYS	30s, As, Berries, Blues, Blueberries, Hillbilly Heroin, Ms, O.C., Oxy, Oxycet, Oxycotton, Ozone, Roxy, Ercs, Greenies, Kickers, M-30s, Percs, Rims, Tires, Wheels, 512s
PCP PCP PCP PCP PCP PCP PCP PCP PCP PCP	PHENCYCLIDINE	10	1HRS>2DAYS	Angel, Angel Dust, Dust, Purple Rain, Rocket Fuel, Stardust, Water, Yellow Fever, Zombie
PPX PPX PPX PPX PPX PPX PPX PPX PPX PPX	PROPOXYPHENE	50	1 HRS > 2 DAYS	Footballs, N's, Pink Footballs, Pinks, Yellow Footballs, 65s
τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα τζα	NORTRIPYLINE	100	1 HRS > 3 DAYS	Bottled Smiles, Happy Pill, Miracle Drug, Wonder Drug
דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור דור	MARIJUANA / CANNABINOIDS	12 25 / 50	1 HRS > 18 HRS	420, Bud, Broccoli, Cheeba, Chronic, Dope, Flower, Ganja, Grass, Green, Hash, Herb, Hot Stick, Jane, Jay, Jolly Green, Mary Jane, Pot, Roach, Reefer, Skunk, Smoke, Trees, Weed
COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT COT	COTININE	30 / 50	3 HRS > 4 DAYS	N/A
FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN FEN	FENTANYL	10	N/A	Apache, China Girl, China White, Dance Fever, Friend, Goodfella, Jackpot, Murder 8, Tango and Cash, TNT
KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET KET	KETAMINE	50 / 100	N/A	Cat, Tranquilizer, Cat Valium, Jet K, K, Kit Kat, Purple, Special K, Vitamin K
6MAM 6MAM 6MAM 6MAM 6MAM 6MAM 6MAM 6MAM	HEROIN (6-MAM)	10 / 15	1 HRS > 3 DAYS	Heroine, Brown Sugar, China White, Chiva, Dope, Skunk, Tar, Smack, Junk, H, Skag, White Horse
TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA TRA	TRAMADOL	50	1HRS>2DAYS	Chill Pills, Trammies, Ultras
N3 N	SYNTHETIC MARIJUANA K2	5	N/A	Black Mamba, Bombay Blue, Fake Weed, Genie, K2, Moon Rocks, Spice, Zohai
ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC ALC	SEMI-QUANT ALCOHOL	0.02%	1 HRS > 12 HRS	Booze, Juice, Hooch, Sauce, Rotgut

*Employment-Use Drugs noted in **RED** | *Forensic-Use Drugs noted in **BLACK**



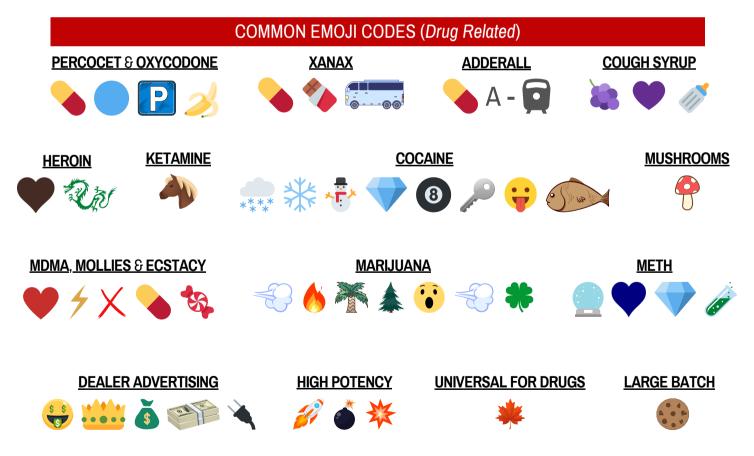
DRUGS-of-ABUSE

TEL

Teenagers and adults are buying deadly drugs from strangers on social media — and they don't even have to name the narcotic they're looking for. According to the Drug Enforcement Agency (DEA), the "tech-savvy" simply message a sequence of emojis that symbolize the substance they're after so that their dealer can avoid any kind of digital detection.

The DEA has released a chart titled "**Emoji Drug Code**: **Decoded**" to raise awareness about the cryptic set of symbols amid the soaring number of overdose deaths.

The following reference guide is intended to give parents, caregivers, educators, law enforcement, employers, and more a better sense of how emojis are being used in conjunction with illegal drugs. Fake prescription pills, commonly laced with deadly fentanyl and methamphetamine, are often sold on social media and e-commerce platforms – making them available to anyone with a smartphone



Disclaimer: These emojis reflect common examples found in DEA investigations. This list is not all-inclusive, and the images above are a representative sample.





Drug (noun): medicine or other substances having a physiological effect when ingested or otherwise introduced into the body.

Drug(s)-of-Abuse (noun): a drug that is taken for nonmedicinal reasons (usually for mind-altering effects); drug abuse can lead to physical and mental damage and (with some substances) dependence and addiction.

<u>Description</u>: In a general sense, Drugs of abuse are drugs that are used by people for various reasons which may include: Curiosity and peer pressure, especially among school children and young adults. For example, the use of prescription drugs that were originally intended for specific reasons/treatments may have turned into recreational use and become addictive.

Drug Use(*noun*): the consumption of any substance (*legal or illicit*) that may cause interference with an employee's capacity to perform safe and/or productive work.

Drug Abuse (noun): the excessive use of addictive (legal or illegal) drugs.

<u>Description</u>: Also known as substance abuse, is the use of a drug in amounts or by methods that are harmful to the individual or others. It is a form of substance-related disorder. Differing definitions of drug abuse are used in public health, medical and criminal justice contexts. In some cases, criminal or anti-social behavior occurs when the person is under the influence of a drug, and long-term personality changes in individuals may also occur. In addition to possible physical, social, and psychological harm, the use of some drugs may also lead to criminal penalties, although these vary widely depending on the local jurisdiction.

Cutoff (noun): a designated limit beyond which something cannot function or must be terminated.

<u>Description</u>: A cutoff is a threshold. If the concentration of a drug is above the cutoff, it is a positive result. If it is below, it is negative.

Detection Time (*noun*): the amount of time after a person consumes a drug that a drug test can still show a positive result. <u>Description (factors)</u>:

<u>AGE</u>: The body's metabolism slows down with age so older drug users often keep substances longer in their systems. It's, therefore, more difficult to flush out drugs from the body of a user with higher body fat.

<u>INGESTION/ADMINISTRATION METHOD</u>: The way by which drugs are consumed has a bearing on their detection times. By way of instance, the body takes longer to flush out orally ingested marijuana, compared to when it's smoked.

<u>CUTOFF DEGREE</u>: The minimum amount of a drug that needs to be present in a specimen for it to be considered positive. By way of example, 'the cutoff level for marijuana in a urine specimen for a rapid urine test kit is 50 ng/mL, and If marijuana is present in the system and the amount is over 50 ng/mL, the test would show a positive drug test result.'

Street Name (noun): vernacular used to help drug users evade detection of their substance use by others.

<u>Description</u>: To maintain discretion, drug users and those who sell drugs will use these drug street names to fly under the radar and continue their habitual use. In a very practical way, this is their real language, and they use it as they seek, purchase, and use drugs.





Clearances (What do they mean?)

FDA 510K, CLIA-Waived (CLIA): A test that can be performed by anyone at home or in any setting without special training or certification.

CE (CE): A symbol applied to products to indicate that they conform with relevant European Union (EU) directives regarding health and safety or environmental protection.

Health Canada Class III: Depending on the risks associated with that device's use, a device would be licensed by Health Canada as Class I, II, III, or IV following the Medical Devices Regulations under the Food and Drugs Act, with Class I having the lowest risk and Class IV having the highest. A medical device that is used as an In-vitro Diagnostic Device (IVDD), like an on-site urine drug test, must have a Class III license.

Forensic-Use Only (FUO): Devices intended for use only in drugs of abuse testing for law enforcement purposes. FUO devices are not designed, tested, developed, or labeled for use in other settings, such as clinical diagnostic or workplace settings.

Employment-Use Only (EUO): Devices intended for the detection of drugs of abuse and/or metabolites in human urine for the workplace and insurance screening purposes only, excluding tests intended for Federal drug testing programs (SAMHSA, DOT, US Military).

Regulatory (what do they represent?)

FDA (Food and Drug Administration): A federal agency of the United States Department of Health and Human Services. The FDA is responsible for protecting and promoting public health through the control and supervision of food safety, tobacco products, caffeine products, dietary supplements, prescription and over-the-counter pharmaceutical drugs (medications), vaccines, biopharmaceuticals, blood transfusions, medical devices, electromagnetic radiation emitting devices (ERED), cosmetics, animal foods & feed and veterinary products.

The FDA's primary focus is enforcement of the Federal Food, Drug, and Cosmetic Act (FD&C), but the agency also enforces other laws, notably Section 361 of the Public Health Service Act, as well as associated regulations.

Health Canada: A department of the Government of Canada responsible for national health policy. The department itself is also responsible for numerous federal health-related agencies, including the Canadian Food Inspection Agency (CFIA) and the Public Health Agency of Canada (PHAC), among others. These organizations help to ensure compliance with federal law in a variety of healthcare, agricultural, and pharmaceutical activities. This responsibility also involves extensive collaboration with various other federal- and provincial-level organizations in order to ensure the safety of food, health, and pharmaceutical products—including the regulation of health research and pharmaceutical manufacturing/testing facilities..

cGMP (Current Good Manufacturing Practice): Ensures the quality of products by carefully monitoring manufacturers' compliance with its Current Good Manufacturing Practice (cGMP) regulations. The cGMP regulations contain minimum requirements for the methods, facilities, and controls used in manufacturing, processing, and packing of regulated products. The regulations make sure that a product is safe for use.

ISO (International Standards Organization): A international nongovernmental organization made up of national standards bodies; it develops and publishes a wide range of proprietary, industrial, and commercial standards and is comprised of representatives from various national standards organizations.



Thank you!

"ACCOUNTABILITY FEELS LIKE AN ATTACK WHEN YOU'RE NOT READY TO ACKNOWLEDGE HOW YOUR BEHAVIOR HARMS OTHERS."



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