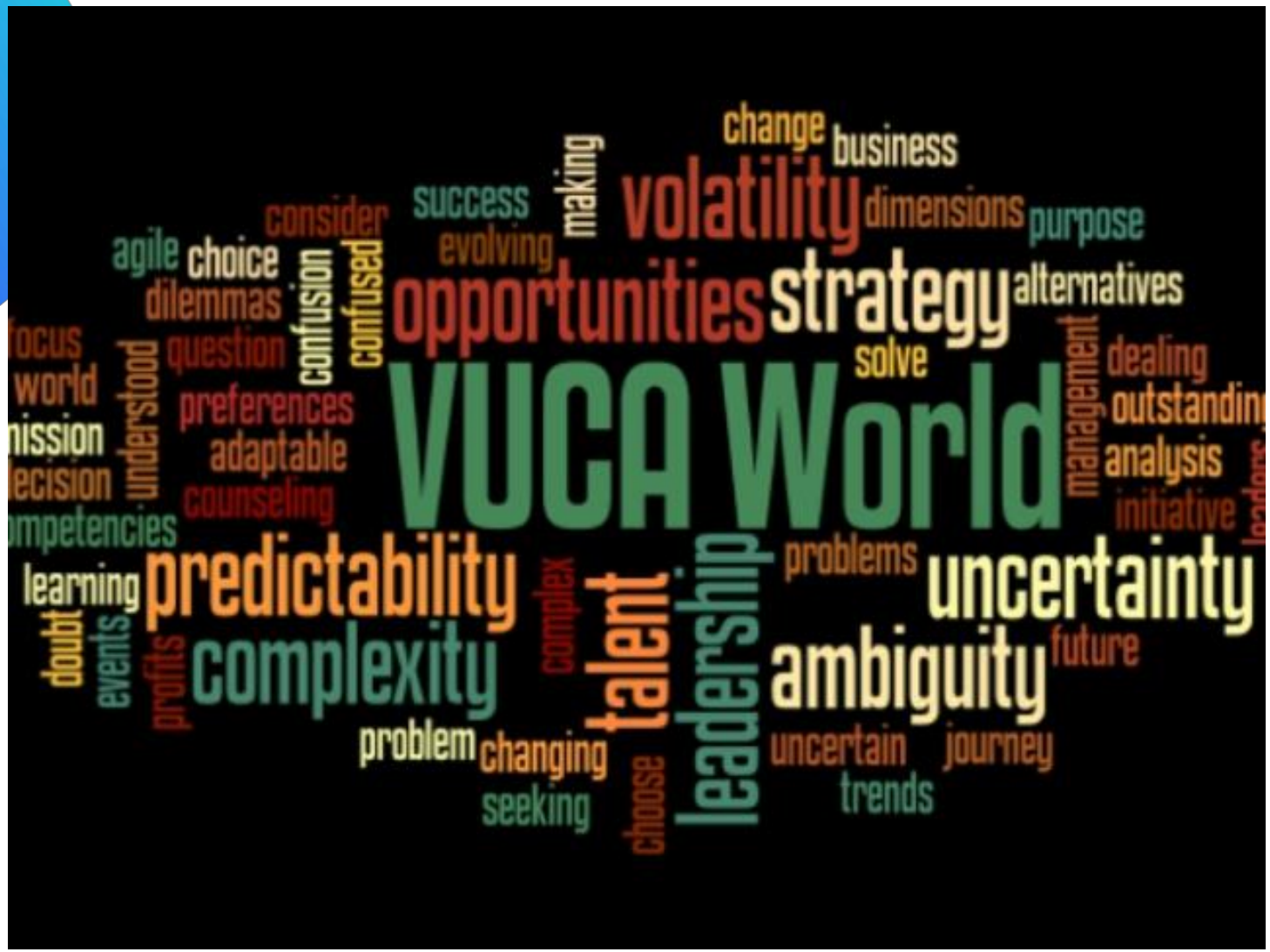
Volatil
Unsicher
Komplex
Mehrdeutig



HAUFE.
AKADEMIE