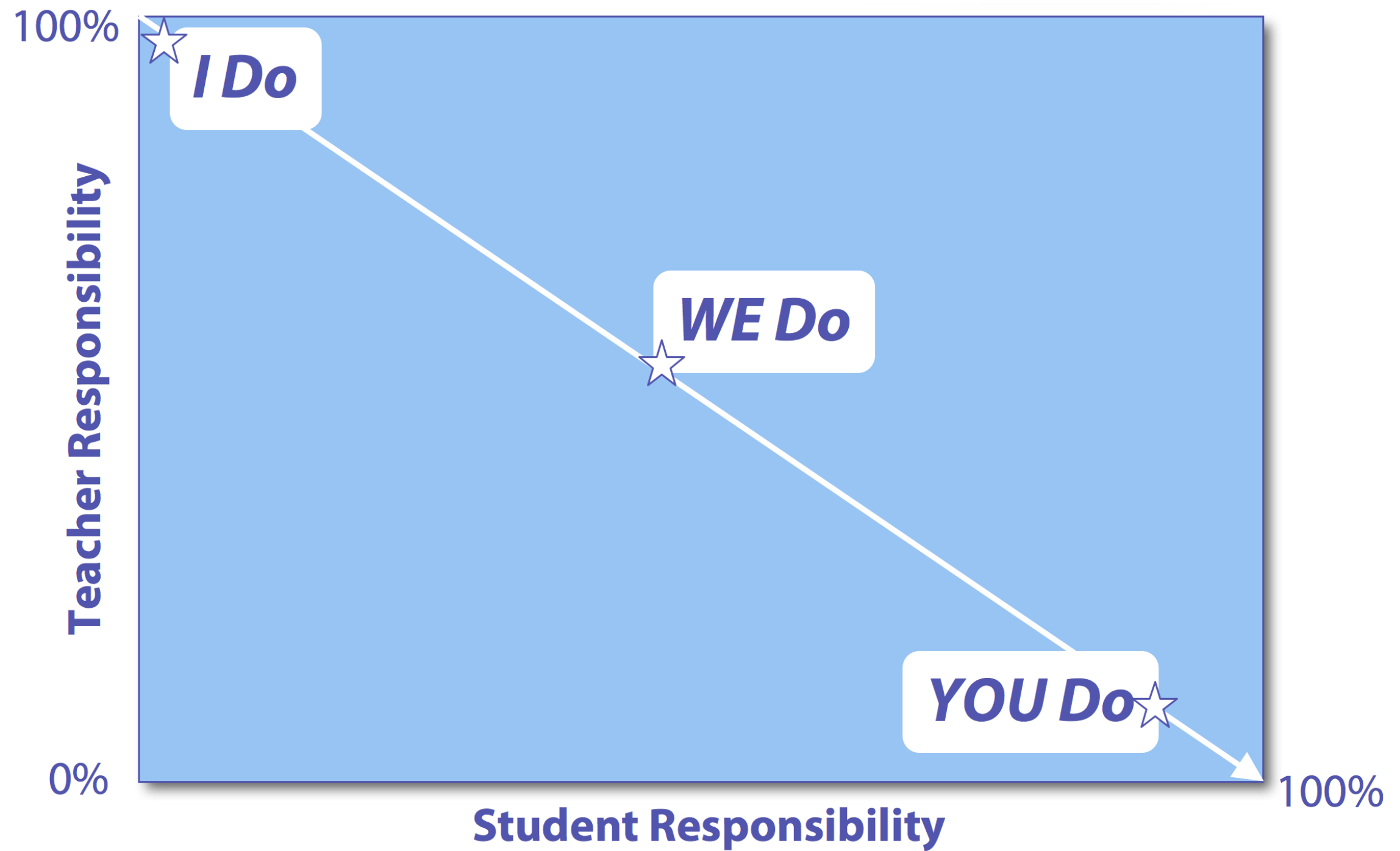


The Three-step Process



(Archer, Isaacson, & Peters, 1988; Pearson & Gallagher, 1983)