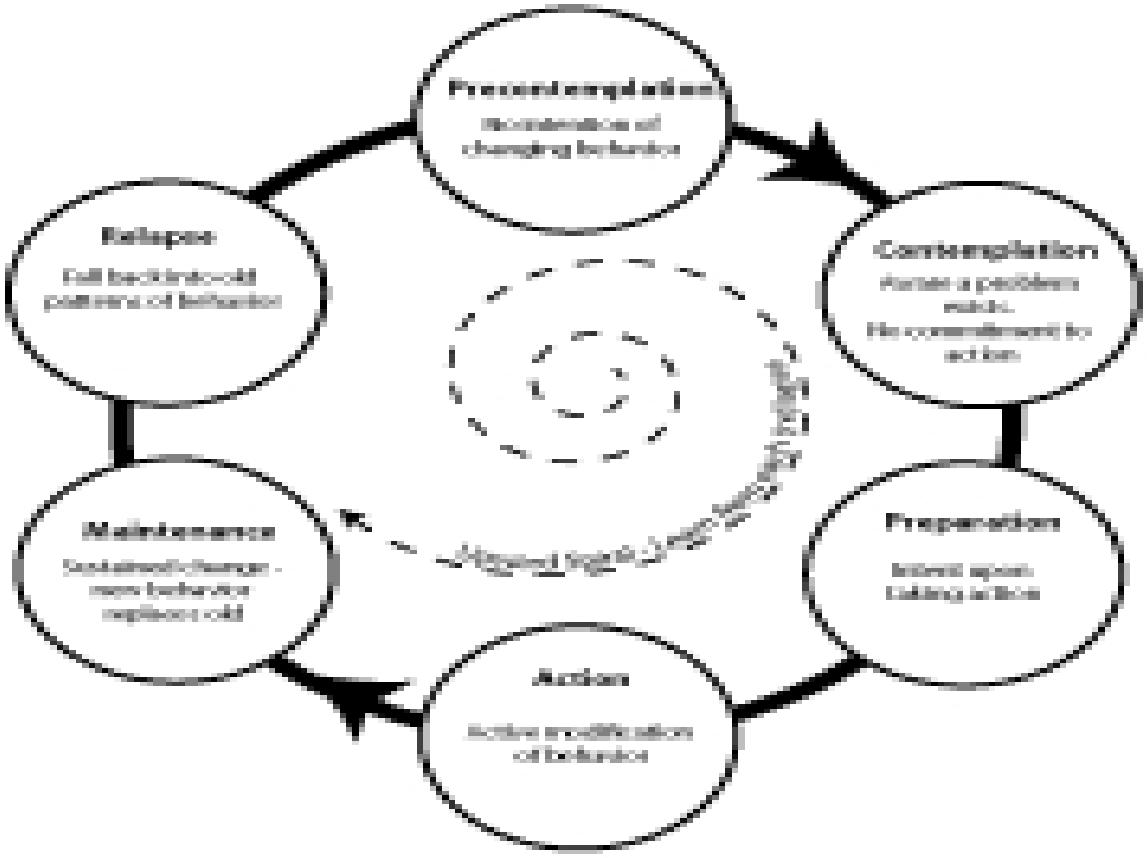Stages Of Change