

Human Resource Development Review
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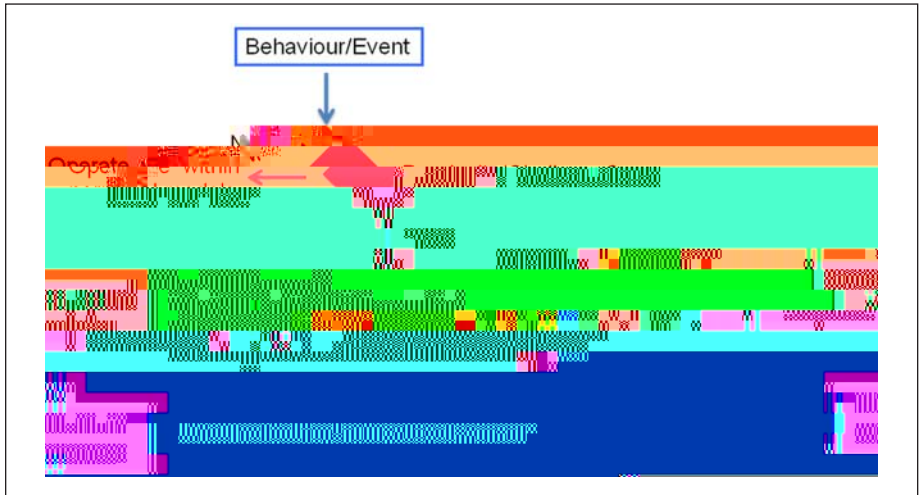
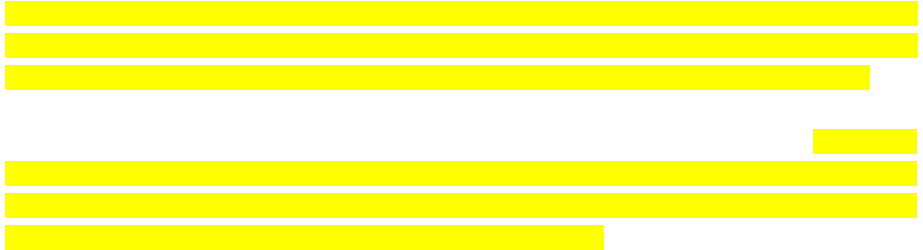


Figure 2. Reflective process

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Bio

Paul L. Nesbit is an associate professor of psychology at the University of North Carolina at Charlotte. He has published numerous articles on self-regulation and learning. He is also the author of the book *Self-Regulation and Learning: A Theory-Based Approach* (2000).