

APPENDIX 2

Tables

Table S1. Factor loadings for each susceptibility indicator on PCA axes. Factor loadings greater than 0.4 (bold) on any given principal component are generally considered to contribute substantially to that component.

Susceptibility indicator	PC1	PC2
Access	-0.556	-1.503
Motivation to change	0.516	0.257
Norms	0.111	0.139
Occupational identity	-0.407	0.738
Perceptions of environment	0.726	0.189
Perceptions of management	0.136	-0.879
Personal attachment	-0.104	0.196
Personal identity	-0.374	0.158
Stewardship	0.648	0.061
Values	0.642	0.101
Well-being	-1.337	0.543

Table S2. Absolute factor loadings, weights, and normalized weights of each susceptibility indicator on PCA axes.

Susceptibility indicator	PC1	PC2	Weight	Normalized weight
Eigenvalues	0.571	0.378		
Access	0.556	1.503	0.886	0.178
Motivation to change	0.516	0.257	0.391	0.079
Norms	0.111	0.139	0.116	0.023
Occupational identity	0.407	0.738	0.511	0.103
Perceptions of environment	0.726	0.189	0.486	0.098
Perceptions of management	0.136	0.879	0.410	0.082
Personal attachment	0.104	0.196	0.134	0.027
Personal identity	0.374	0.158	0.274	0.055
Stewardship	0.648	0.061	0.393	0.079
Values	0.642	0.101	0.405	0.081
Well-being	1.337	0.543	0.969	0.195

Table S3. Factor loadings for each adaptive capacity indicator on PCA axes. Factor loadings greater than 0.4 (bold) on any given principal component are generally considered to contribute substantially to that component.

Adaptive capacity indicator	PC1	PC2
Buffers	-0.688	0.043
Interest in adapting	0.941	0.749
Planning	-1.048	0.291
Risk perception	0.363	-1.419
Trust	0.432	0.337

Table S4. Absolute factor loadings, weights, and normalized weights of each adaptive capacity indicator on PCA axes.

Adaptive capacity indicator	PC1	PC2	Weight	Normalized weight
Eigenvalues	1.077	0.596		
Buffers	0.688	0.043	0.766	0.141
Interest in adapting	0.941	0.749	1.459	0.269
Planning	1.048	0.291	1.301	0.240
Risk perception	0.363	1.419	1.237	0.228
Trust	0.432	0.337	0.665	0.123

Figures

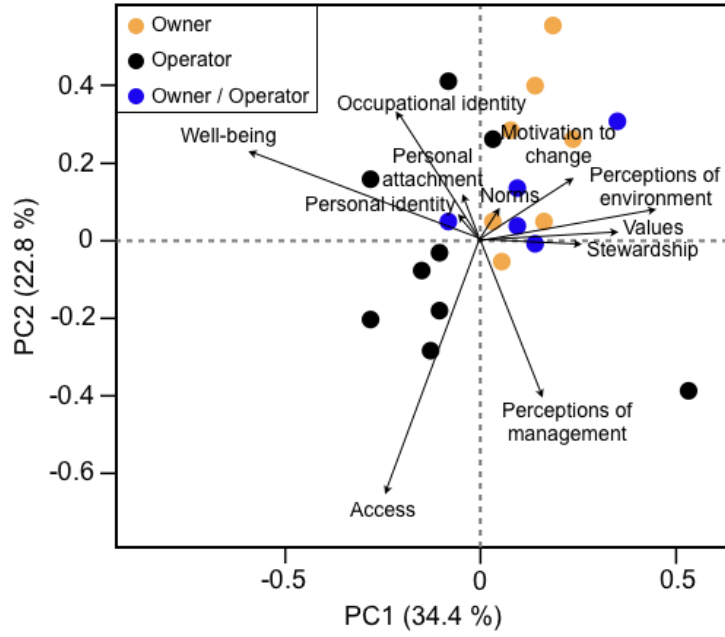


Figure S1. PCA of the 11 susceptibility indicators at the individual level.

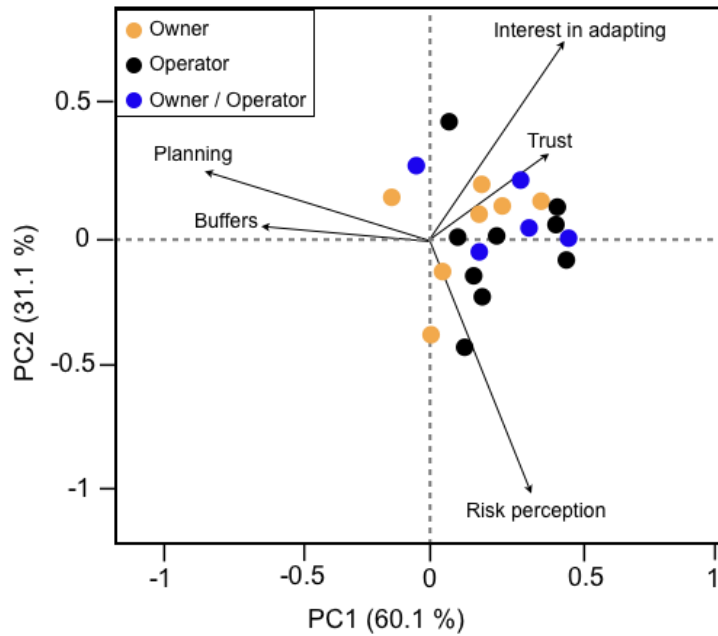


Figure S2. PCA of the 5 adaptive capacity indicators at the individual level.