

Beyond skills and knowledge: the role of self-efficacy and peer networks in building capacity for species conservation planning

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SUPPLEMENTARY MATERIAL 1 All items included in a survey of participants in a Conservation Planning Specialist Group (CPSG) training course for wildlife conservation.

- What is your first/last name?
- What is your email address?
- In which year did you complete your most recent training with us?
- Think back to your trainings, and list up to three training topics that have been most important to your work (open ended)
- On a scale of 1 (none) to 5 (a lot), please rate each of the following CPSG training topics in terms of how much you remember.
 - Explaining the role of a facilitator to colleagues
 - Conducting a stakeholder analysis
 - Facilitating an open discussion
 - Facilitating a meeting or workshop
 - Facilitating a visioning process with multiple stakeholders
 - Facilitating a species threat assessment analysis
 - Processes of identification, evaluation and selection of conservation actions
 - Conflict management
 - Interpersonal skills (such as effective listening)
 - Development stages of teams / workgroups
 - The One Plan Approach
 - Population modeling
- On a scale of 1 (none) to 5 (a lot), please rate each of the following CPSG training topics in terms of how much you have applied it in your work.
 - Explaining the role of a facilitator to colleagues
 - Conducting a stakeholder analysis
 - Facilitating an open discussion
 - Facilitating a meeting or workshop
 - Facilitating a visioning process with multiple stakeholders
 - Facilitating a species threat assessment analysis
 - Processes of identification, evaluation and selection of conservation actions
 - Conflict management
 - Interpersonal skills (such as effective listening)
 - Development stages of teams / workgroups
 - The One Plan Approach
 - Population modeling
- Yes or No: The CPSG training broadened your professional network in ways that have helped you since the training.
- Yes or No: Did the participants from your training create a network for communicating with each other, such as a WhatsApp group, Facebook group, or similar strategy for convening?
- On a scale of 1 (strongly disagree) to 5 (strongly agree), please rate the degree to which you agree or disagree with the following statements about your CPSG peer network

- My CPSG network contributes to my continued learning about conservation.
- My CPSG network would provide support if I needed it.
- I would go to my CPSG network for help with solving a problem.
- My CPSG network helps me understand issues or challenges differently.
- On a scale of 1 (strongly disagree) to 5 (strongly agree) please respond to the following statements.
 - When facing difficult tasks with species conservation planning, I am certain I can accomplish them.
 - I can perform successfully on many different tasks related to species conservation planning.
 - I have the skills to support others in working toward the species conservation planning goals.
 - I have the skills to engage stakeholders for developing and implementing species conservation plans.
 - The CPSG training has had a positive effect on how I feel about my ability to plan for species conservation.
 - I am willing to take on challenging tasks related to species conservation planning.
- On a scale of 1 (strongly disagree) to 5 (strongly agree) please respond to the following statements.
 - On most days, I am determined to give my best effort at work.
 - Planning for species conservation is really important to me.
 - Regardless of what is going on around me, my commitment to species conservation generally never changes.
 - The CPSG training motivated me to use participatory planning to conserve species.
- Yes or No: Since your training, have you participated in the development of one or more species conservation plans that you are/were also involved in implementing?
 - (If yes) For each species conservation plan you were involved with developing and/or implementing, please provide 1) the year(s) the plan was drafted, 2) the species
 - (If yes) If any conservation plans you were involved in developing or implementing are available online, please provide the website
- Yes or No: Have you designed and/or facilitated a species conservation planning process for someone else or another organization?
 - (If yes) For each species conservation plan you facilitated for someone else, please provide 1) the year(s) the plan was drafted, 2) the species which the plan targeted
 - (If yes) If any plans are available online from the processes you facilitated, please provide the website.
- Tick the conservation actions that have been implemented since completing the CPSG course.
 - (Options): site/habitat protection, site/habitat restoration, invasive species management, species-focused conservation in the wild, species-focused conservation in captivity, changes in laws or policies by relevant governments or institutions, outreach / education to raise awareness by relevant individuals or groups, supporting livelihoods which are compatible with conservation, improved enforcement of relevant wildlife laws and policies, improved monitoring and evaluation of wildlife conservation efforts, participation in species conservation planning
- Briefly elaborate about anything additional that you believe has led to positive conservation outcomes as a result of your species conservation planning involvement.
- If CPSG training has led to other benefits not addressed in the previous questions, briefly describe those benefits here.
- What is your gender?

- Approximately how many years have you been working in conservation (not including volunteer work or academic studies)?
- Would you be willing to participate in any follow up, as we gather stories about how CPSG training has made an impact on individuals and conservation?
- Would you like to receive a summary of findings from this survey?