

**Appendix 1.** Interview questions asked to participants before and after the workshops. All questions were open-ended, allowing for a range of responses from participants.

### **Pre- workshop interview questions**

1. Do you use climate change science in the work you do? How?
2. Other than personal use, is **your organization** currently using science about climate change impacts? How?
3. Tell me what you think about the usefulness of climate change science in the work you do. What makes it useful or impedes its usefulness?
  - a. Are there organizational barriers that impede usefulness?
4. Are you aware of forest management actions that could reduce climate change impacts? (e.g., *Specific on-the-ground actions*)
5. Are any of these actions being done now? Why or why not?
6. How confident do you feel in the ability of **your organization/agency** to take actions to reduce the potential impacts of climate change? Will they do it?
7. Do have anything else you would like to add about what we have discussed today?

### **Post-workshop interview questions**

1. How useful is the climate change science and tools we presented at the workshop for the work you do? What makes it useful or impedes its usefulness?
2. Based on the information presented at the workshops, how confident do you feel in the ability of your organization/agency to take actions to reduce the potential impacts of climate change? Will they do it?