**Supplemental A. Northwest Grizzly Bear Team Evaluative Questionnaire**

This short evaluation form is intended to be completed by the members of the Northwest Grizzly Bear Team (NGBT), in Bear Management Area 1. The intent is to better understand the benefits, challenges, outcomes, and future of the NGBT and the collaborative governance approach used. Please try to answer the questions as fully as you can. Feel free to use as much space as needed. There is no word limit. If you have any additional comments, ideas or thoughts that are not captured here, please consider including them for evaluative purposes in question 10. Results of this evaluation will be used to better understand and improve our collaborative governance approaches as well as in peer-reviewed journal submissions. All responses will be made anonymous and data will be stored securely.

1. Who are you (official title, representative group) and why did you join the NGBT?
2. Upon the initial meetings, what were your expectations of the team? What outcomes did you want to see or achieve?
3. Did you have any hesitations (or not) in joining this team? Please explain.
4. Did you feel like you were respected and had a voice that was heard while participating on this team? Did you have sufficient opportunity to safely share your views and opinions, ask questions, and get answers? Please explain.
5. Were or are you satisfied with the outcome(s) of this team? Was the investment of your time, effort, and money in this team worth it? Please explain.
6. How much time per month do you estimate you spent on the activities of this team? Please choose one response:
   1. 5-10 hours
   2. 10-15 hours
   3. 15+ hours
   4. Other:
7. Were or are there any positive or negative unintended consequences or unforeseen circumstances that came out of this team? Please explain.
8. In your personal opinion, what was the best outcome from participating in this team, what made it the best, and what would you change if anything?
9. In your personal opinion, what was the worst outcome from participating in this team, what made it challenging, and what would you change if anything?
10. What did you learn (or not learn) from participating in this team? For example, about government processes, scientific research methods, grizzly bear science, collaboration, etc.? Please explain.
11. What changes, if any, would you make to the operation, decision-making, or other features of a team like the NBGT? Please explain.
12. Any other comments, ideas or concerns you’d like to share?