

Supplemental Figure 1. Correlations among interview variables. We report r values for significant pairwise correlations ($P < 0.05$).

	K	K	K	K	K	K	L	L	P	P	P	P	P	P
	Ecological complexity	Weed-soil interactions	Recognizing opportunities	Systems thinking	Long-term strategy	Managing weed seedbank	From other sources	From own experience	Risks of weeds	Benefits of weeds	Benefits of CWF management	Benefits of SB management	Risks of CWF management	Risks of SB management
K Ecological complexity								0.532						0.422
K Weed-soil interactions														
K Recognizing opportunities								0.447			0.553	0.425		
K Systems thinking														
K Long-term strategy														
K Managing weed seedbank									0.550		0.474			
L From other sources														
L From own experience	0.532		0.447						0.655		0.661	0.462		
P Risks of weeds						0.550		0.655			0.638		0.483	
P Benefits of weeds														
P Benefits of CWF management			0.553					0.661	0.638				0.559	
P Benefits of SB management			0.425					0.462						0.602
P Risks of CWF management									0.483		0.559			
P Risks of SB management	0.422											0.602		