**Coding scheme**

Possibility of change, normativity, switched context, and difficulty of intervention will be coded as integers starting from 1.

Acceptability (1-6):

"Very, very bad: 1", "Pretty bad: 2", "A little bad: 3", "A little good: 4", "Pretty good: 5", "Very, very good: 6"

Group differences (1-5):

"Very similar: 1", "Somewhat similar: 2", "Equally similar and different: 3", "Somewhat different: 4", "Very different: 5"

Switched context (1-4):

"For sure aquafruit farmer: 1", "Likely aquafruit farmer: 2", " Likely different job: 3", "For sure different job: 4"

Explanation ratings (1-5):

"Not at all satisfying: 1", "Slightly satisfying: 2", "Somewhat satisfying: 3", "Very satisfying: 4", “Extremely satisfying: 5”

Difficulty of intervention:

"Very easy: 1", "A little easy: 2", "A little hard: 3", "Very hard: 4"

Interventions will be coded using the following coding scheme by 2 coders blind to the condition of the participant.

Responses will be coded based on the first, very initial thing they target. For example, change the job’s wages initially targets the job, perhaps with the subsequent aim of making Zarpies value the job more, but would be coded as “change job’s wages or value” based on the first thing it targets.

"provide job training to group" - interventions that provide job training or equipment to the group. eg educating the group so they can be a distribution manager, providing the group with equipment to help them adapt to a land-based job or to the distribution manager job

"change group beliefs/culture" - interventions that target a shared belief, value, or practice among the group. eg convincing the group to take the other job, having the group take a tour of the distribution manager job

"create more jobs or access to jobs" - interventions that expand job opportunities for the group, by removing policies that block economic opportunity for the group, expanding the number of jobs available, incentivizing distribution company to hire that group, implementing affirmative action policies to hire that group

"change job wages or value" - interventions that target the job itself, such as increasing wages or increasing the value of the job

"ambiguous" - interventions that could be interpreted as one or more of the above categories

"other" - interventions that could not be coded as any of the above, including idiosyncratic or irrelevant responses

"don't know" - non-answers, non-responses