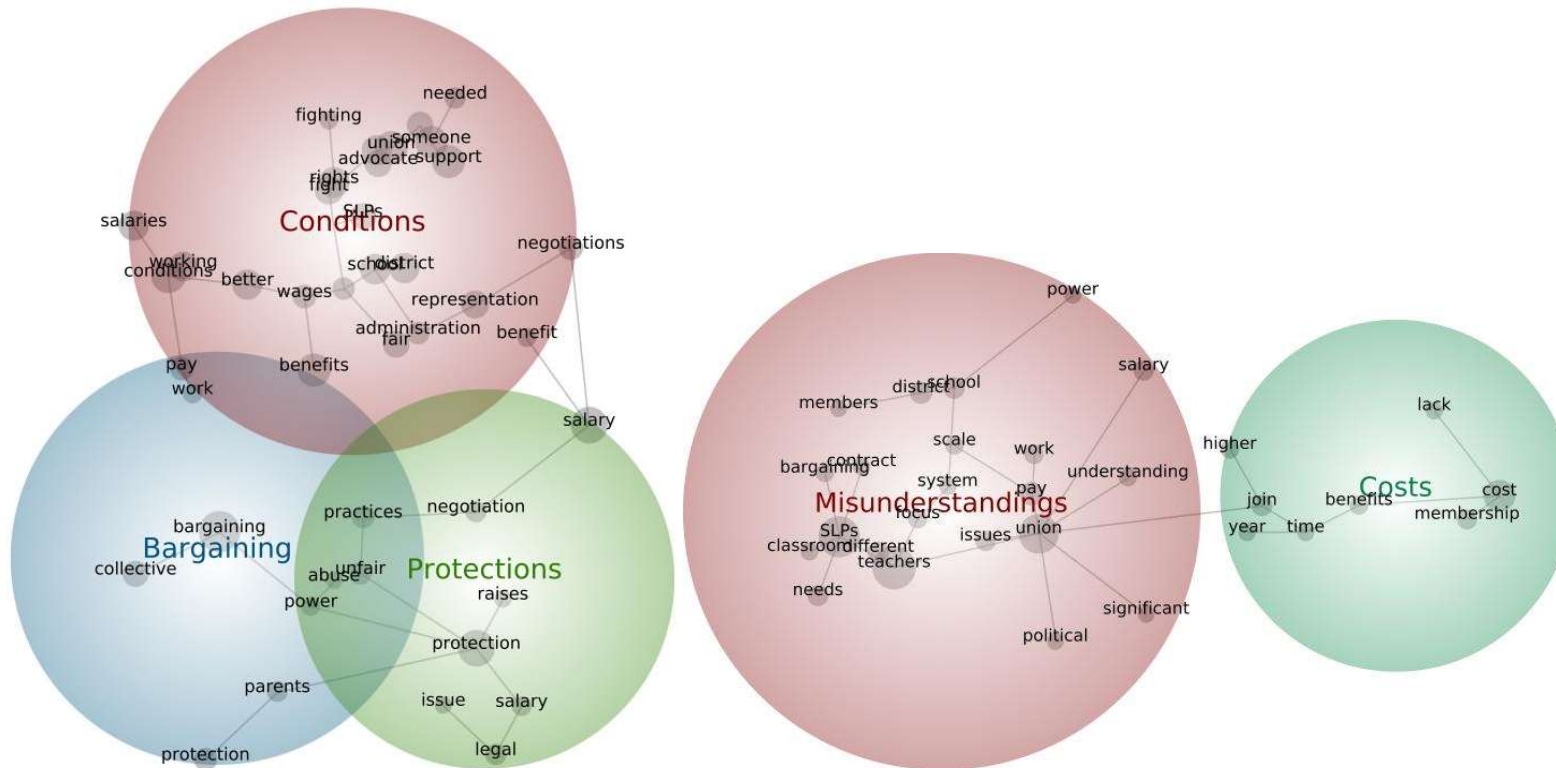


Supplemental Material S3. The Leximancer (2020) concept map and thematic analysis of free-text responses related to the significant benefits and barriers of teachers' union membership nominated by participants.



Note. The circles depict themes in responses related to benefits (left) and barriers (right) of teachers' union membership. Each word, depicted alongside a shaded circle, indicates a word that frequently occurred in free-text responses. The size of the circle reflects the frequency of occurrence with larger circles indicating more frequently occurring words or concepts than smaller circles.