Catalyst Spotter & Builder Pulse

Companion to Catalyst Leadership | *John Coné*

HOW TO USE A PULSE • For each question, ask: Am I confident, based on sufficient evidence, that I know the answer—and could explain my reasoning if challenged? You need not write out answers or complete a form. If your understanding is adequate for the stakes, act or carry the learning forward. If an important answer rests on assumption, is contradicted by evidence, or remains uncertain, investigate or use the full tool. For high-stakes decisions, briefly recording key assumptions may be useful.

Generative return is worth seeking where valuable and responsible, but not every action should be optimized for it. Protect immediate outcomes, safety, and legitimate accountability.

AFTER WORK WITH AN UNCERTAIN ANSWER • Who created movement and how can I develop them?

Have I noticed who helped others make progress when the answer was uncertain, regardless of title or visibility?

Can I describe the catalytic behavior I actually observed—reframing, connecting, mobilizing, opening discovery, turning experience into learning, or helping it spread?

Can I point to evidence of what changed for others or the system because of that behavior?

Do I recognize a consequential next opportunity that could develop this person, with appropriate boundaries and support?

Learning / follow-through check

Follow-through: Important insight recognized / One gap to investigate / Use the full tool

Optional note (only if useful): _____

Full instrument: Catalyst Spotter & Builder

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