Generative Conditions 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.

BEFORE DESIGNING THE INTERVENTION • What must become true?

Am I clear about what people and teams must become able and inclined to do differently, and what technologies must enable?

Can I identify the one to three conditions most important to change: recombination, information toward judgment, authority toward discovery, intelligent uncertainty, experience into learning, unfinished knowledge traveling, or rewards for capability creation?

Have I checked whether those conditions reinforce one another—for example, whether authority would move without the information or judgment needed to use it?

Can I describe the needed conditions without prematurely prescribing a platform, program, meeting, or other solution?

Do I know which current results, safeguards, and accountabilities must be protected—and where technology might help or introduce a bottleneck?

Readiness check

Judgment: Sufficiently grounded to act / One important uncertainty to check / Use the full tool

Optional note (only if useful): _____

Full instrument: Generative Conditions Audit

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