

■ DATA TILES · PRACTICAL ASSESSMENT WORKSHEET

# Find Your Data Catalyst.

A practical worksheet for identifying the people already inside your organization who can bridge business, data, AI, and trusted decision-making.

The Data Catalyst is not necessarily a new hire. In many organizations, this person already exists. They are the natural translator, connector, coach, guardian, and accelerator who helps business teams turn data into better decisions.

**Created by Data Tiles**

Based on the Data Catalyst role championed by  
Cameron Price, Founder and CEO, Data Tiles

■ SECTION 01

# Candidate Profile

Look beyond job titles. Strong Data Catalyst candidates may sit in business operations, analytics, governance, finance, marketing, product, customer success, transformation, or technology teams.

**Candidate name**

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**Current role**

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**Department / function**

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**Assessment completed by**

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**Date**

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**Why this person was selected for review**

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■ SECTION 02

# Translation Ability

Scoring scale: 1 = Rarely true 2 = Sometimes true 3 = Moderately true 4 = Often true 5 = Strongly true

Question	1	2	3	4	5
This person can turn a business question into a clear data requirement.					
This person can explain technical data constraints in language business teams understand.					
This person helps reduce confusion between what the business asks for and what the data team delivers.					
This person can identify the decision behind the data request.					
This person naturally clarifies definitions, metrics, and assumptions before work begins.					

**Evidence / examples observed**

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**Development areas**

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**Support required**

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■ SECTION 03

# Business Credibility

Scoring scale: 1 = Rarely true 2 = Sometimes true 3 = Moderately true 4 = Often true 5 = Strongly true

Question	1	2	3	4	5
Business stakeholders trust this person’s judgment.					
This person understands commercial priorities, not just reporting needs.					
This person can challenge unclear requests without creating friction.					
This person is seen as practical, helpful, and outcome-focused.					
This person understands how data connects to revenue, cost, risk, customer experience, or operational performance.					

**Evidence / examples observed**

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**Development areas**

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**Support required**

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■ SECTION 04

# Data Confidence

Scoring scale: 1 = Rarely true 2 = Sometimes true 3 = Moderately true 4 = Often true 5 = Strongly true

Question	1	2	3	4	5
This person understands core data concepts well enough to work with data teams.					
This person can recognize when data is not fit for purpose.					
This person understands the importance of data quality, lineage, and ownership.					
This person can help business users interpret data outputs responsibly.					
This person can work confidently with dashboards, analytics tools, or data products.					

**Evidence / examples observed**

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**Development areas**

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**Support required**

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■ SECTION 05

# Governance Mindset

Scoring scale: 1 = Rarely true 2 = Sometimes true 3 = Moderately true 4 = Often true 5 = Strongly true

Question	1	2	3	4	5
This person understands that self-service data needs guardrails.					
This person considers privacy, access, compliance, and responsible use.					
This person supports governance as an enabler, not just a blocker.					
This person helps teams use trusted sources rather than creating duplicate logic.					
This person would protect consistency in definitions, metrics, and business rules.					

**Evidence / examples observed**

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**Development areas**

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**Support required**

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■ SECTION 06

# Collaboration and Influence

Scoring scale: 1 = Rarely true 2 = Sometimes true 3 = Moderately true 4 = Often true 5 = Strongly true

Question	1	2	3	4	5
This person is comfortable working across business, data, technology, and governance teams.					
This person can facilitate conversations between people with different priorities.					
This person listens well and can surface the real issue behind a request.					
This person is respected across more than one team or function.					
This person can help resolve friction without taking sides.					

**Evidence / examples observed**

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**Development areas**

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**Support required**

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■ SECTION 07

# Decision Impact

Scoring scale: 1 = Rarely true 2 = Sometimes true 3 = Moderately true 4 = Often true 5 = Strongly true

Question	1	2	3	4	5
This person asks what decision the data is meant to support.					
This person focuses on business outcomes, not just dashboards or reports.					
This person can identify whether a data product will be reused or only serve a one-off request.					
This person understands that faster access is only valuable if it improves decisions.					
This person can connect data work to measurable value.					

**Evidence / examples observed**

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**Development areas**

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**Support required**

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■ SECTION 08

# Empowerment Readiness

Scoring scale: 1 = Rarely true 2 = Sometimes true 3 = Moderately true 4 = Often true 5 = Strongly true

Question	1	2	3	4	5
This person would have permission to challenge unclear business requirements.					
This person would be supported by leadership.					
This person would have access to the right data tools and platforms.					
This person would be connected to governance and data ownership processes.					
This person would have enough time and authority to play the role properly.					

**Evidence / examples observed**

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**Development areas**

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**Support required**

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## ■ SECTION 09

# Score Summary

	Score / 25	Average	Rating
Translation Ability			
Business Credibility			
Data Confidence			
Governance Mindset			
Collaboration and Influence			
Decision Impact			
Empowerment Readiness			
<b>Total Score</b>	<b>/ 175</b>		

**Rating guide:** Strong = 4.0 to 5.0   Developing = 3.0 to 3.9   Needs Support = below 3.0

## ■ SECTION 10

## Result Interpretation

Range	Band	Interpretation
140 – 175	<b>Strong Data Catalyst Candidate</b>	Already shows many traits required to operate as a Data Catalyst — trusted by business stakeholders, comfortable in data conversations, governance-aware, and able to connect data to business outcomes.
105 – 139	<b>Emerging Data Catalyst</b>	Strong potential but may need more support, authority, training, or exposure. Often already acting as an informal bridge between business and data.
70 – 104	<b>Potential Contributor</b>	May contribute to data-driven work but is not yet ready to operate as a Data Catalyst without significant support. Specific capability areas need development.
<b>Below 70</b>	<b>Not Yet Ready for the Data Catalyst Role</b>	Valuable in their current role, but the assessment suggests the organization may need to look for someone with stronger translation, credibility, data confidence, or cross-team influence.

■ SECTION 11

# How Will You Empower This Person?

What mandate would this person need?

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Which executive sponsor should support them?

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Which business domain should they start with?

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Which data or governance teams should they be connected to?

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What tools or platforms do they need?

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What first use case could they support?

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How will success be measured in 90 days?

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## 90-Day Action Plan

## ■ FROM POTENTIAL TO IMPACT

# Empower your Data Catalyst.

Finding your Data Catalyst is only the first step. The next step is empowering them with the right mandate, governance model, and technology environment.

Latttice helps Data Catalysts create, govern, share, and reuse trusted data products through an AI-powered, zero-code Data Product Workbench.

## Book a Data Catalyst Conversation with Data Tiles

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