Questions for OKR reviews

Questions about OKRs set and the process

- How did the team generally perform? What did we achieve?
- How was the quality of the OKRs set? Did they help the team to make some improvements?
- Did we prioritize the OKRs enough? Were people working on them?
- Were people aware of the roles and responsibilities they had? Did they feel that they know what to do?
- How often did we discuss the progress? Did we have enough regularity and consistency?
- How can we be better with setting OKRs next quarter? What do we have to keep in mind?

Questions about success

- Why were we successful with achieving the Objectives?
- Was it intentional or it just happened?
- What kind of actions brought the highest results?
- Are there things that we can improve even more?
- Can we use what helped us succeed in some other areas as well?
What are the key takeaways from our success that we can share with others?

Questions about failures and challenges

- If we failed then why? What did we try and why do we think it didn’t work?
- Most probably something failed for sure, if it wasn’t a Key Result, it was some kind of action that didn’t bring results. So, what doesn’t work for our Team/Company?
- What were the major challenges?
- Why did those major challenges appear? Can we prevent them in the future? How?
- What kind of knowledge or experience might we be missing? How can we gain it or did we already?

Questions about future

- What are the key things we learned and have to keep in mind while making decisions in the future?
- What kind of new opportunities have we noticed?
- What we as a Company or a Team should start doing? Or what should we continue doing?
- What should we stop doing?