



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?