

OKRS

Original Design Iceberg companion. Define the situation and keep evidence separate from assumptions. Add a sheet when the scope needs more space.

01 / OBJECTIVE

Meaningful change, scope, owner and period.

02 / KEY RESULT 1

Outcome, baseline, target and deadline.

03 / KEY RESULT 2

Outcome, baseline, target and deadline.

04 / MEASUREMENT

Population, source, counting rules and limitations.

05 / INITIATIVES

Work believed to contribute to the outcomes.

06 / GUARDRAILS

Consequences that must not deteriorate.

REVIEW & DECISION

Original Design Iceberg companion. Interpret the work, record its limits and agree a next action with an owner and a review point.

01 / PROGRESS

Actual evidence for each result, kept separate.

02 / EXPECTATION

Committed, aspirational or learning purpose.

03 / COUNTEREXAMPLE

Could the score rise without delivering the objective?

04 / TRADEOFF

Who or what may bear the cost of improvement?

05 / DECISION

Continue, replace, stop or investigate an initiative.

06 / NEXT REVIEW

Owner, date and changes to the measurement contract.