



The Startup OKR Self-Assessment

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Before you roll out OKRs, take 10 minutes to find out whether your team is *actually ready*.

This workbook helps you evaluate your current alignment habits, uncover gaps, and decide what to do next — whether that’s starting light or going all in.

Because OKRs don’t fix chaos — they **amplify what’s already working**.

If you don’t have a rhythm yet, this guide will show you where to begin.

The Quick Test: Where Are You Right Now?

Answer each question honestly.

For every “**Yes**”, give yourself **1 point**.

Question	Yes / No
Our team has clear company-wide priorities for this quarter.	☐ / ☐
Every major project ties to one of those priorities.	☐ / ☐
We review progress at least weekly.	☐ / ☐
Every goal has a clear owner.	☐ / ☐
We track outcomes, not just activity.	☐ / ☐
We know what “success” looks like in measurable terms.	☐ / ☐
Everyone can see the same source of truth for goals.	☐ / ☐

We reflect and adjust at the end of each cycle.

□ / □

Total Score: _____ / 8

What Your Score Means

Score	Readiness Level	What To Do Next
0–3	Not yet ready	Don't rush OKRs. Start with simple team goals and a weekly check-in rhythm.
4–6	Ready to start light	Test OKRs with 1–2 teams. Focus on clarity and consistency, not scale.
7–8	Ready to scale OKRs	You already have the habits. A tool like OKRs Tool will make alignment automatic.

The 3 Habits to Build Before OKRs

Even if you're not ready yet, these three habits will prepare your team faster than any training course.



Weekly Check-Ins

A 10-minute async update: “What’s going well? What’s blocked? What’s next?”
It builds rhythm and visibility before OKRs ever enter the picture.



Clear Ownership

Every major goal should have one person accountable for progress — not “the team,” not “engineering.”
Clarity creates focus.



Measurable Outcomes

Start measuring results in numbers (activation rate, retention, MRR).
If it can't be measured, it can't be managed — or improved.

If You're Ready to Start

Start light.

You don't need a 30-slide OKR rollout or consultants.

All you need is one clear company objective and 2–3 measurable results.

 **Use this template:**

[Verb] + [what you want to achieve] + [by when]

Example:

"Improve onboarding completion from 45% → 70% by end of Q1."

 Write one draft objective below:

Objective: _____

Key Result 1: _____

Key Result 2: _____

Key Result 3: _____

Common Mistakes to Avoid

✗ Setting too many OKRs

You don't need ten objectives. Start with one or two that actually move the business forward.

✗ Focusing on activity, not outcomes

"Ship feature X" is an action. "Increase adoption of feature X by 30%" is a result.

✗ Skipping ownership

If no one owns it, it won't happen. Assign one clear DRI per key result.

✗ Waiting for the perfect moment

There isn't one. You get better by doing a lightweight first cycle — not by debating it endlessly.

Reflect and Commit

Take a few minutes to write what stood out:

- What's your biggest alignment gap?

→ _____

- What's one habit you'll start this week?

→ _____

- Who will help make it happen?

→ _____

Your OKR Readiness Checklist

- ☐ Clear quarterly priorities
- ☐ Measurable outcomes for key goals
- ☐ Weekly check-ins (async or live)
- ☐ Named owners for each key result
- ☐ A single place for visibility
- ☐ Willingness to review and improve

If you can check five or more, you're ready.

The rest is just structure — and that's where OKRs Tool helps.

Ready to Turn Readiness Into Action

If this workbook helped you spot gaps or confirm that you're ready — don't let the momentum fade. You've already done the hardest part: identifying where your team stands.

Now it's time to take the next step and put structure behind your clarity.

OKRs Tool helps you:

- Write goals that connect strategy to execution
- Assign ownership and track progress automatically
- Keep OKRs visible and alive across the team — without adding meetings

Start your first OKR cycle in minutes.

No setup. No per-seat billing. Just clarity, rhythm, and results.

[Start Your Free Plan Today.](#)