The OKR Spreadsheet Stress Test

Powered by OKRs Tool

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Most teams don't switch from spreadsheets because they dislike them. They switch because coordination starts costing more than clarity.

This short diagnostic helps you assess whether your current OKR system is still working — or quietly slowing you down.

How It Works

- 15 questions

- Score each from 0–5

- Total possible score: 75

- Multiply final score by **1.33** to convert to a 100-point scale

1: Update Discipline

1. How consistently are OKRs updated weekly without reminders?
0 = Almost never
5 = Always, without nudging

2. Do you ever start meetings by asking if the sheet is up to date?
0 = Almost every meeting
5 = Never

3. Can you see when a key result was last updated?
0 = No visibility
5 = Clearly visible and timestamped

2: Ownership Clarity

4. Does every key result have one clearly accountable owner?
0 = Shared or unclear ownership
5 = Single owner, always

5. When progress stalls, is it obvious who needs to act?
0 = Requires discussion
5 = Immediately clear

6. Do ownership changes get reflected immediately in the system?
0 = Often outdated
5 = Always current

3: Version Control & Visibility

7. Are multiple versions of your OKR sheet circulating?
 0 = Frequently
 5 = Never

8. Do leaders and teams always see the same numbers?
 0 = Often misaligned
 5 = Always aligned

9. Can anyone in the company easily view progress across teams?
 0 = Requires manual sharing
 5 = Instantly visible

4: Early Drift Detection

10. Can you quickly spot stalled or untouched key results?
 0 = Only during reviews
 5 = Immediately visible

11. Do you catch slipping OKRs early enough to adjust mid-cycle?
 0 = Rarely
 5 = Consistently

12. Does your system highlight inactivity automatically?
 0 = No
 5 = Yes

5: Alignment & Structure

13. Can team members clearly see how their OKRs connect to company goals?
 0 = Requires explanation
 5 = Immediately visible

14. Is scoring consistent across teams?
 0 = Varies by team
 5 = Fully standardized

15. Does your OKR system reduce coordination effort quarter over quarter?
 0 = Coordination effort is increasing
 5 = Coordination is becoming easier

Scoring Model

Add your total score (out of 75).
Multiply by **1.33** to convert to a score out of 100.

Interpretation Guide

0–30 → Spreadsheet Is Working

Your coordination complexity is still manageable.
 Spreadsheets are supporting your rhythm effectively.

Focus on:

- Maintaining discipline

- Keeping objectives limited

- Reviewing ownership each cycle

No immediate need to switch systems.

30–60 → Friction Is Emerging

Your spreadsheet still functions, but coordination effort is rising.
You are likely spending increasing time chasing updates, clarifying ownership, or reconciling versions.

What to watch:

- Meeting time spent verifying data

- Repeated alignment questions

- Delayed visibility into stalled work

This is the phase where teams begin feeling drag.

60+ → You've Outgrown It

At this level, the issue is structural.

You are likely experiencing:

- Manual enforcement of updates

- Ownership ambiguity

- Version confusion

- Late detection of stalled work

- Alignment gaps across teams

The spreadsheet is no longer scaling with your coordination needs.

Recommended Next Steps by Score

If You Scored 0–30

Keep your current system.
 Add lightweight discipline:

- Weekly check-in cadence

- Single-owner enforcement

- Clear scoring rules

If You Scored 30–60

Begin preparing for transition:

- Audit ownership clarity

- Standardize scoring

- Reduce duplicate versions

- Document current OKR structure before migration

If You Scored 60+

You need structural visibility and enforced ownership.

Prioritize:

- Single source of truth

- Automated update tracking

- Cross-team alignment visibility

- Clear ownership at the key result level

Delaying transition will increase coordination overhead each quarter.

Put Your Stress Test Results Into Action

If your score showed friction emerging — or confirmed you've outgrown spreadsheets — the next step isn't more discipline. It's better structure.

OKRs Tool is built for growth-stage teams that need clarity without enterprise overhead.

It gives you:

- Clear ownership at the key result level

- Live visibility across teams — no duplicate versions

- Automatic update tracking, so stalled work is visible early

- A simple weekly check-in rhythm that actually sticks

- Flat team pricing — no per-user penalties as you grow

If you're ready to make OKRs simple, visible, and actually usable, **start your free plan today**.