



The OKR Reset Scorecard

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A Practical Diagnostic for Deciding Whether to Reset an OKR Mid-Quarter

Mid-quarter OKR reviews often create tension. A key result is clearly off track, the team is under pressure, and someone suggests resetting the target. In some cases that is the right call. In many cases it weakens accountability and hides an execution problem.

This scorecard helps teams pause and diagnose the situation objectively before changing the target.

The goal is not to protect the original number at all costs. The goal is to distinguish between **execution gaps**, **assumption failures**, and **true priority shifts**.

1. Diagnose the Situation

Score each question from **0 to 2** based on the current situation.

Question	0	1	2	Score
Was the risk visible when the OKR was set?	Clearly foreseeable	Some signals existed	Completely unexpected	___
Has the team attempted a serious recovery push?	No recovery effort yet	Partial attempt	Full recovery plan executed	___
Did a major external dependency fail?	No external issue	Partial impact	Critical dependency failed	___
Is the original target still mathematically reachable?	Clearly reachable	Difficult but possible	Impossible given remaining time	___

Add the four scores together.

Total Score: _____ / 8

2. Interpret Your Score

Use the total score to determine the most appropriate response.

Total Score	What It Means	Recommended Action
0–3	The situation is likely an execution issue rather than a structural change.	Focus on recovery actions and push harder.
4–6	Some assumptions may have changed, but the situation requires deeper analysis.	Investigate whether a reset is justified.
7–8	External changes or broken assumptions likely make the original target unrealistic.	Consider resetting the key result or replacing the OKR.

This scoring model prevents emotional decision-making during mid-quarter pressure. Instead of debating opinions, teams evaluate the facts behind the situation.

3. If the Score Suggests Recovery

When the score falls between **0–3**, the problem is usually execution. The best response is a structured recovery plan.

Discuss the following questions:

- What blockers need escalation immediately?
- What work should be deprioritized to free capacity?
- What additional effort or resources are required?
- What changes to approach could accelerate progress?

Document the recovery plan and schedule a follow-up review within two weeks.

4. If the Score Suggests a Reset

If the score falls between **4–6**, the team should evaluate whether the original assumptions behind the OKR are still valid.

Before resetting the target, confirm the following:

- The blocking factor was genuinely unforeseeable when the OKR was written
- The original target is no longer realistically achievable
- A revised target would still represent meaningful stretch

A reset should never simply lower the bar to a comfortable number.

5. If the Score Suggests Replacing the OKR

If the score reaches **7–8**, the business context has likely shifted enough that the original objective is no longer the right focus.

In these situations:

- Document the original objective
- Record the reason for the change
- Define the replacement objective
- Identify the executive responsible for the decision

Priority shifts should always be visible and deliberate rather than informal adjustments.

Final Reflection

Before making any change to an OKR, ask one final question:

Will this decision help the team set better OKRs next quarter — or simply make this quarter easier to explain?

The purpose of OKRs is not perfect forecasting. It is disciplined execution. A reset should reinforce that discipline, not weaken it.