

Performance Management Software Buyer's Checklist

Score each criterion: 0 = No · 1 = Partial · 2 = Yes · Max score: 30

1. OKR and Goal Integration

- Are Key Result completion rates visible in reviews without manual export?
- Is goal tracking structural — not a bolted-on add-on?
- Does a cascade view (company → team → individual) exist in one screen?

2. Review Cycle Infrastructure

- Does the platform support 360 feedback from peers, managers, and self?
- Are review templates customizable to your competency framework?
- Can managers calibrate ratings across the team without a spreadsheet?

3. Continuous Feedback

- Can feedback be given at any point — not just at review time?
- Are structured 1:1s with OKR progress built into the workflow?
- Does skipping a check-in surface visibly in the dashboard?

4. Setup and Self-Serve Access

- Can the first review cycle be launched without IT or a consultant?
- Is self-serve access available to evaluate before any sales conversation?
- Is there a free tier or genuine trial — not just a gated demo?

5. Pricing at Scale

- What is the total monthly cost at your current headcount?
- Does per-user pricing compound faster than your team grows?
- Is there a flat pricing model that doesn't penalize headcount growth?

SCORING TABLE — compare up to 3 platforms

Section	Tool 1	Tool 2	Tool 3
OKR and Goal Integration			
Review Cycle Infrastructure			
Continuous Feedback			
Setup and Self-Serve Access			
Pricing at Scale			
TOTAL (max 30)			

OKRs Tool scores 2/2 on OKR integration, self-serve access, and flat pricing — okrstool.com