OKRs

THE OKR SPREADSHEET KIT

5 signs your OKR spreadsheet has outgrown itself

A spreadsheet is where almost every OKR program starts, and for the first cycle or two it does the job. These are the five signs it has stopped keeping up — and what each one is really costing you.

1 You chase everyone for updates

The sheet only stays current because you keep emailing people for their numbers. The day you stop chasing is the day it goes stale, which makes you the single point of failure for the whole program.

2 Versions fork and formulas break

Someone copies the tab to work on their bit, a column gets dragged out of place, and now there are three versions with no one sure which is live. The structure holding your goals together sits one fat-fingered cell away from breaking.

3 Objectives, projects and KPIs blur together

In a single grid, everything looks like a row. Objectives, the projects meant to move them, and the metrics you already track slide into one list, and the framework collapses into a to-do list with numbers beside it.

4 You can't see whether goals ladder up

There's no view that shows a team's goals connecting to the company's, so alignment becomes something you assert in a meeting rather than something anyone can see. Work drifts out of line without anyone noticing until the quarter is over.

5 Everything's green, and nothing's moving

This is the expensive one. Because fixing a goal in a sheet is a chore, getting one *in* becomes the win, ahead of writing a key result you can measure — so key results slide into KPIs, no one writes a second draft, and the board fills up green while the goals underneath stall. One customer put it plainly about his old setup: ***"they are not OKRs, they are KPIs."***

If three or more of these feel familiar, the spreadsheet has done its job.

OKRs Tool gives every team one place to set goals and keep them updated — flat-priced so the whole company is in, no training to sit through, and set up in an afternoon. If your team isn't at 60% adoption in 30 days, you get a full refund.

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