OKRs

THE ROLLOUT OWNER'S PLAYBOOK

The OKR rollout readiness check

You've been handed the rollout. Before you launch, find out where it's most likely to crack — most first attempts die within a month, and always in the same few places. Score yourself honestly across the five areas that decide it.

How to score: rate each statement 0 (not in place), 1 (partly), or 2 (solidly true). Add each area's three, then total all five out of 30. Your score points you straight at what to fix before you go live.

1 Sponsorship

An executive will write and grade their *own* OKRs in public, not just approve the idea.	/ 2
Leadership has said, out loud and to the company, that this matters.	/ 2
One person owns the rollout and has the time it needs — not a side-of-desk job.	/ 2
Area 1 subtotal	**/ 6**

2 Focus & scope

There are three to five company objectives for the quarter — not a dozen.	/ 2
You've decided the scope of cycle one: whole company, or one or two teams as a pilot.	/ 2
Every key result has a number in it, so progress can be measured rather than argued.	/ 2
Area 2 subtotal	**/ 6**

3 Ownership

Teams write their own OKRs rather than having them handed down.	/ 2
Every key result has one named owner — a person, not a team.	/ 2
Everyone who'll be measured is invited in, not just the leads.	/ 2
Area 3 subtotal	**/ 6**

4 Cadence

There's a weekly check-in where owners update their own numbers.	/ 2
A monthly review names what's on track, at risk, and what to drop.	/ 2
You've planned a quarter-end grade and a short retro before the next cycle.	/ 2
Area 4 subtotal	**/ 6**

5 Adoption

You have a plan to get teams who didn't ask for OKRs to actually use them.	/ 2
You can see at a glance who's checking in and who's gone quiet.	/ 2
Updates are prompted automatically, so keeping the board current isn't your job alone.	/ 2
Area 5 subtotal	**/ 6**

Your readiness score

/ 30

24–30	**Ready.** The foundations are in place. Launch, and put your attention on the weekly habit — that's what turns a good start into a graded cycle.
16–23	**Fragile.** You can launch, but fix the lowest-scoring area first. A rollout with no sponsor modeling it, or no adoption plan, tends to fade by the second month.
0–15	**At risk.** This is how first attempts die in three weeks. Shore up sponsorship, cadence and adoption before you go live — launching now spends credibility you'll want later.

Three of the five areas are things a tool carries for you.

OKRs Tool gives you the cascade, the weekly check-in that prompts each owner, and a live view of who's engaged — so cadence and adoption, the two areas that sink most rollouts, are handled by default. Set up in an afternoon, flat-priced so inviting everyone never changes the bill, and backed by a 60% adoption guarantee.

See how it works → okrstool.com

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