

## Objective, Key Results (OKR)

### Why OKR?

- Focus on team goal / big picture
- Activate motivation from different levels

### How to implement OKR?

- OKR needs to be clarified from the top down: company-level, department-level, group-level, individual
- Follow SMART rules : Specific / Measurable / Attainable / Relevant / Time-based
- 54 rules: no more than 5 objects, no more than 4 key results
- A good OKR should have around 50% confidence rate, a little challenging
- The Objects should have priorities
- You might need to check frequently to make sure everyone focuses on the goal
- OKR needs to be reviewed periodically ( such as every 3 months )
  - If you made mistake, learn from it
- Clear the responsibility, celebrate when milestones are achieved, and repeat

Below is a template for OKR plans.

This week's tasks		OKR current status
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The next 4 weeks		Key Objects

### References:

[1]

📺【有声书】《OKR工作法》克里斯蒂娜·沃特克 (完整版) 风靡各大企业的全新工作模式, ...

[2] <https://juejin.cn/post/6844903763984007182>

[3] <https://zhuanlan.zhihu.com/p/35355995>