



OKR

COMMON PITFALLS



TABLE OF CONTENTS

OKR PITFALLS?	3
---------------	---

OKR PITFALLS?

There are several aspects of OKR Planning and Implementation that could lead you into a trap. When you are embroiled in the OKR cycle, often times one can lose focus on the larger picture – we call this forest for the trees.

It is critical that you have a checklist of ‘What to avoid’ whilst you are planning and implementing OKRs. Here are 20 mistakes you could be watchful of.

1. Making OKRs a part of your Reward Strategy.
2. Not connecting your OKR to the organisational purpose or strategy.
3. Not making Key Results measurable.
4. Making Key Results activity-based.
5. Going gung-ho and setting OKRs for the entire organisation at a go.
6. Having too many objectives and key results within a single cycle.
7. Blindly copy-pasting an OKR simply because it worked for someone else.
8. Using OKRs because Google did it.
9. Not making your OKRs transparent.
10. Not using the right software at the right time.
11. Accepting OKRs even though it does not contribute to a larger team/organisational OKR.
12. Implementing OKRs in a mechanistic (top -down) rather than agile (multi-directional) way.
13. Trying to force fit OKRs when your organisational culture does not support it.
14. Not investing in developing agile leadership to support OKR.
15. Not being disciplined in your cadence review process.
16. Not spending enough time between reviews to provide regular coaching and feedback.
17. Sandbagging OKRs.
18. Not encouraging people to experiment, fail-fast and share learnings openly with the team and organisation.
19. Implementing OKRs without understanding the change management process.
20. OKRs are not an HR Initiative. Absence of CEO/CXO level buy-in is the starting point of failure.