

OKR grading scale

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Traditional OKR scoring uses a scale from 0.0 to 1.0, with 1.0 being the highest. The scale is color-coded, so low is red, average is amber, and high is green. You can also label each color to represent statuses like at risk, off target, and on target.

Once you establish your key results, align them with your scale. If the key result is to “generate 10 leads per week”, to make that key result match up with the traditional OKR grading scale, 0.1 could represent one lead, 0.2 could represent two leads, and so on.

Then, track your key results and use the scale to score them.

To tally up each key result’s score for the month, calculate the average by adding up the number for each week and dividing it by 4 (the number of weeks). For instance, the first key result would be $(0.2 + 0.2 + 0.9 + 0.8) \div 4 = 0.5$.

To get the objective’s score for the month, add up the score for each key result and divide it by 3 (the number of key results). That would be $(0.5 + 0.5 + 0.5) \div 3 = 0.5$

	Week 1	Week 2	Week 3	Week 5	Total
[Objective] <i>e.g. 'Grow customer base'</i>	?	?	?	?	?
[Key result 1] <i>e.g. 'Generate 10 new leads / week'</i>	?	?	?	?	?
[Key result 2] <i>e.g. 'Improve conversion from 6% to 10%'</i>	?	?	?	?	?
[Key result 3] <i>e.g. 'Reduce attrition rate to 6%'</i>	?	?	?	?	?