OKR Outcomes Review Format

> Close the OKR Cycle with evidence, learning and next-cycle recommendations. Use it before resetting or creating the next cycle.

Review format

#	Question	Notes / response
1	What happened this cycle? (brief factual summary)	
2	What changed? (which outcomes improved)	
3	What did not change? (which outcomes did not move as expected)	
4	What did the evidence show? (for each Key Result — score and note)	
5	What did we learn? (about strategy, execution, evidence, team)	
6	What should continue, stop or change?	
7	What should inform the next cycle?	

Scoring guide

Score	What it means	Typical conversation
0.0 - 0.3	Not started or minimal progress	What stopped us? What needs to change for next cycle?
0.4 - 0.6	Partial progress	What worked? What did not? Was the target ambitious?
0.7 - 0.9	Strong progress	What enabled this? How do we sustain it?
1.0	Fully achieved	Was it ambitious enough? What did we learn?

This is not a performance review. It is a learning review. The purpose is to understand what happened and to improve the next cycle, not to assign blame or reward.

Before the next cycle starts, confirm

- [ ] OKR Outcomes Review is complete
- [ ] Learning is documented in the Artefact Hub
- [ ] Key insights inform the next Diagnose or Design session
- [ ] Maturity assessment has been updated where relevant