

# Cycle-over-cycle health metrics

Track these metrics every cycle. The goal isn't perfect scores in Cycle 1 — it's a consistent upward trend. Flat metrics between cycles mean a system problem, not a motivation problem.

Health metric	What it measures	C1 target	C2 target	C3+ target	C1 actual	C2 actual	C3 actual
<b>KR completion rate</b>	Average score across all KR's (0–1.0). 0.7 = success. Below 0.5 means something systemic is broken.	0.55– 0.65	0.65– 0.75	0.65–0.75 (stretch)	---	---	---
<b>KRs with weekly updates</b>	% of KR's receiving an update each week during the active cycle period	60%	80%	90%+	---%	---%	---%
<b>OKRs passing quality gate</b>	% of OKR's approved first time at quality review. Below 70% means training or facilitation needs improving.	70%	85%	95%+	---%	---%	---%
<b>Teams running check-ins</b>	% of teams completing all scheduled check-ins during the cycle	50%	75%	90%+	---%	---%	---%
<b>Leadership OKR references</b>	Frequency with which senior leaders cite OKR's in existing forums (estimated)	Monthly	Weekly	Consistent	---	---	---
<b>Champion-led sessions</b>	% of DRA and review sessions led by internal Champions rather than external support	20%	60%	90%+	---%	---%	---%
<b>Retrospectives completed</b>	% of teams completing a full end-of-cycle retrospective (not just a score update)	70%	90%	100%	---%	---%	---%

governance first: who has authority to intervene, and are they using it?

references. If leaders aren't citing OKRs in existing meetings, no other metric will improve sustainably.

## Cycle notes

### CYCLE 1

Dates: \_\_\_\_\_ to \_\_\_\_\_

Teams: \_\_\_ OKRs: \_\_\_ KRs: \_\_\_

Biggest improvement:

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Biggest challenge:

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Change for C2:

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### CYCLE 2

Dates: \_\_\_\_\_ to \_\_\_\_\_

Teams: \_\_\_ OKRs: \_\_\_ KRs: \_\_\_

Biggest improvement:

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Biggest challenge:

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Change for C3:

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### CYCLE 3+

Dates: \_\_\_\_\_ to \_\_\_\_\_

Teams: \_\_\_ OKRs: \_\_\_ KRs: \_\_\_

Biggest improvement:

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Biggest challenge:

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Change for next:

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**When to stop tracking externally:** When your Champion-led sessions reach 90%+ and your retrospectives complete at 100%, you have a self-sustaining system. That's the goal. External support should reduce — not grow — as these numbers improve.