

## OKR Master/Champion Certified Professional

### Sample Exam V072022

1. Based on the following definition, choose the best answer:

“It is a collaborative goal-setting framework used by teams and individuals to set challenging, ambitious goals, with measurable results.”

- a) OKR
  - b) MBO
  - c) Smart Goals
  - d) KPIs
2. How many Objectives and Key Results should you have?
    - a) For each Objective, you should have a set of 3 to 5 Key Results
    - b) Typically, it's recommended setting a maximum of 8 OKRs per team per quarter
    - c) In general, you should have 5 Objectives that have 6 Key Results each
    - d) A golden rule for OKRs is to not have more than 2 Objectives and not more than 4 Key Results per Objective
  3. What are the characteristics of good Key Results?
    - a) Objective oriented
    - b) High impact
    - c) Measurable
    - d) All of the above
  4. Are OKRs meant only for companies of a specific size, large or small?
    - a) OKRs are only for small companies (startups)
    - b) OKRs are only for large companies
    - c) OKRs are considered only for companies with at least 10 employees
    - d) None of the above

5. What is a typical cadence when using MBO goal setting model?
- a) Weekly
  - b) Monthly
  - c) Quaternary
  - d) Annually
6. What is the difference between KPI and Key Results?
- a) KPIs are only based on past results while Key results are future goals
  - b) KPIs are based on past results or future goals while Key results are mission-based, aspirational, and directional
  - c) KPIs and KR are the same business metric
  - d) None of the above
7. Based on the following definition, choose the best answer.
- “Is a strategy execution framework that ensures focus on a limited number of goals, as well as alignment and transparency across all levels.”
- a) OKRs framework
  - b) MBO
  - c) Hoshin Kanri
  - d) Balanced Score card (BSC)
8. You are working with the team to achieve a higher quality in the definition of OKRs. Right now, they are focused on the objectives.
- Some criteria that you could evaluate are:
- a) Focus on the result
  - b) Understandable
  - c) Inspirational
  - d) All of the above
9. Why implement OKR in an organization?
- a) Pillar for sustained growth
  - b) Alignment with business strategy
  - c) Employee Engagement
  - d) All the above

10. What are the superpowers of OKR that give organizations a strong advantage to achieve success?
- a) Focus, Align, and Commit
  - b) Track
  - c) Stretch
  - d) All of the above
11. What are the benefits of implementing OKRs?  
Select all that apply.
- a) Culture change
  - b) Continuous learning
  - c) Agility
  - d) Visionary thinking
  - e) All of the above
12. What are the characteristics of the Roofshot OKRs?  
(Select all that apply)
- a) Success means reaching 100%
  - b) Realistic
  - c) Achievable
  - d) Committed goals
  - e) All of the above
13. Additional benefits of OKRs can be:  
(Select all that apply)
- a) Disciplines Thinking
  - b) Communicate accurately
  - c) Focus on the effort
  - d) All of the above

14. What are some additional benefits of implementing OKR?  
(Select all that apply)
- a) Culture Shift
  - b) Agility
  - c) Focus
  - d) All of the above
15. According to John Doerr, "people achieve remarkable results when they're engaged with a purpose." What Superpower is he referring to?
- a) Commitment
  - b) Focus
  - c) Accountability
  - d) Agility
16. How do OKRs help encourage employee engagement?
- a) Allow participation in the creation of OKRs
  - b) Link OKRs to compensation
  - c) Provide momentary incentives if an objective is met above 70%
  - d) Allow employees to assign the CEO a KR under his/her responsibility
17. What are the challenges found in organizations when implementing OKRs?  
(Choose all that apply)
- a) Organizational culture
  - b) Top management support
  - c) Implementation cost
  - d) None of the above
18. When we set OKRs, we must declare the objective. What are the characteristics of those objectives?
- a) High impact
  - b) Measurable
  - c) Aligned
  - d) All of the above

19. When we set OKRs, we need to define Key Results. What are the characteristics of those Key Results?
- a) Aligned
  - b) High Impact
  - c) Time-specific
  - d) All of the above
20. Which of the following options does not meet the characteristics of a Key Result?  
Objective: Generate more Marketing Qualified Leads (MQLs)
- a) KR: Generate 150 MQL from email marketing
  - b) KR: Search and choose keywords for Ads
  - c) KR: Generate 100 AdWords MQLs
  - d) KR: Generate 50 MQL from organic search
21. Which of the following statements is true according to the most used approach for implementing OKRs in an organization?
- a) The top management of the organization sets 3-5 annual final objectives and divides them into quarters
  - b) Objectives are cascaded down, with each team setting their own 3-5 goals that are aligned with top management's ultimate goals
  - c) Team members and managers identify 3-5 objectives and key results that should align with the team and company objectives
  - d) None of the above
22. Where OKRs could be developed?
- a) Company Level
  - b) Business Unit
  - c) Individual Level
  - d) All of the above
23. What is OKR alignment?
- a) Refers to the notion that all an organization's OKRs support the achievement of the same overarching goal
  - b) Refers to the fact that all OKRs must be aligned with the company's mission
  - c) Refers to the notion that every OKR must have at least 3 key results
  - d) It means that each OKR must be aligned in the OKR cycle (Set, Align, Achieve)

24. The following are some possible alignments. Select those that apply:

- a) Explicit
- b) Implicit
- c) Top-down approach
- d) OKRs must be independent and non-aligned

25. The following are some features of OKRs explicit alignment. Select those that apply:

- a) Inherit goals
- b) OKRs Structured Alignment
- c) Empower teams
- d) Flexible approach

26. Which matrix can be used to prioritize OKRs?

- a) Dwight Eisenhower Priority Matrix
- b) SWOT Matrix
- c) RACI Matrix
- d) BSC Matrix

27. What are the SMART goals?

- a) SMART goals are specific, measurable, achievable, realistic, and anchored within a time frame
- b) SMART goals always have OKRs and KPIs defined
- c) SMART goals are always defined from the top-down
- d) SMART goals are simple, measurable, aligned, and Timely

28. Who created OKR?

- a) The OKR framework was created by Andy Grove at Intel and taught to John Doerr by him
- b) The OKR framework was created by John Doerr
- c) The OKR framework was created by Larry Page at Google
- d) The idea of OKRs was by Peter Drucker and then was developed by Andy Grove

29. Which statement is correct according to the most well-known approach about OKRs?

- A. OKRs should be private
- B. OKRs should be public
- C. It is appropriate to have only 1-2 OKRs
- D. OKRs should be reviewed weekly to avoid discovering that you have no results at the end of the quarter

Choose the best answer:

- a) A and B are correct
- b) A, C and D are correct
- c) Only D is correct
- d) B, C, and D are correct

30. Which of the following statements is correct?

- A. OKRs are typically used to set quarterly goals
- B. Top-down OKRs is useful when an organization is in a crisis
- C. OKRs help to solve the challenge of implementing and executing strategy in a way that's clear to all employees
- D. Roofshot OKRs (also known as committed OKRs) include achievable goals

Choose the best answer:

- a) A and B are correct
- b) A, C and D are correct
- c) A, B, and C are correct
- d) A, B, C, and D are correct

31. Which of the following statements is correct about OKRs benefits?

- A. Increase productivity through focus on goals
- B. Increase transparency, communicating the objectives in all the company levels
- C. Align and connect the employees with corporate goals
- D. Continuous Learning

Choose the best answer:

- a) A and B are correct
- b) A, C and D are correct
- c) A, B, and C are correct
- d) A, B, C and D are correct

32. What is the purpose of implementing OKRs (Objectives and Key Results) in the organization?

- A. Set a compensation system
- B. Set a bonification system
- C. Makes measurable goals visible
- D. Promote visionary thinking

Choose the best answer:

- a) A and C are correct
- b) Only C are correct
- c) B, y C are correct
- d) C and D are correct

33. What are the benefits of performing periodic Check-ins?

- A. Set priorities to be check in the next check-in
- B. Keep learning based on results
- C. Assign ownership
- D. Refocus

Choose the best answer:

- a) A and B are correct
- b) A, C and D are correct
- c) A, B, and C are correct
- d) A, B, C, and D are correct

34. What does a 0.7 in the score of a KRs mean?

- a) KR was defined wrong
- b) 0.7 means achievement
- c) 0.7 means failure in the KR
- d) 0.7 means 100% of the progress

35. Based on Google Grades, we got the following scores.

KR1: Final Score 0.0

KR2: Final Score 0.3

KR3: Final Score 0.7

Based on that, we can say:

- A. KR1 displayed zero progress
- B. KR2 indicates some progress
- C. KR3 reflect the target level of achievement

Choose the best answer:

- a) Only A is correct
- b) A and C are correct
- c) Only B is correct
- d) A, B and C are correct.

36. Which of the following is a responsibility of a OKR Master?

- a) Understand the status of OKRs on all teams
- b) Contribute to the training of new members
- c) Help track OKRs within different teams weekly
- d) All of the above

37. Which of the following is a responsibility of a OKR Owner?

- a) Work with team to develop OKRs
- b) Updates OKR Master/Champion at weekly check-in meetings
- c) Leads team to present OKR results at the end of cycle
- d) All of the above

38. Which of the following is a characteristic of feedback?

- a) Bidirectional
- b) Concrete/specific
- c) Timely
- d) All of the above

39. Conversations are a verbal exchange between manager and employee that drives performance, covering employee development, engagement, behaviors, and competencies. Some critical areas of conversations are:
- a) Goal setting and reflection
  - b) Ongoing process updates
  - c) Career growth
  - d) All of the above

## Answers

- |          |             |
|----------|-------------|
| 1. a     | 20. b       |
| 2. a     | 21. d       |
| 3. d     | 22. d       |
| 4. d     | 23. a       |
| 5. d     | 24. a, b, c |
| 6. b     | 25. a, b    |
| 7. c     | 26. a       |
| 8. d     | 27. a       |
| 9. d     | 28. a       |
| 10. d    | 29. d       |
| 11. e    | 30. d       |
| 12. e    | 31. d       |
| 13. d    | 32. d       |
| 14. d    | 33. d       |
| 15. a    | 34. b       |
| 16. a    | 35. d       |
| 17. a, b | 36. d       |
| 18. d    | 37. d       |
| 19. d    | 38. d       |
|          | 39. d       |