

Mid-Cycle Team OKR Retrospective: Inside the Circle

Refocus your OKR based on what your team truly controls

This retrospective helps the team step back and identify whether they are pursuing Key Results that depend on others — or that are **truly within their sphere of control**. By mapping what's inside (and outside) the team's influence, you can adjust efforts and OKRs to increase clarity, confidence, and ownership.

Step 1 – Revisit Your Team OKR

Start by reading the **Objective and Key Results** aloud. Then ask:

- Are we clear on what each KR is trying to achieve?
- Are there doubts about feasibility due to external blockers?
- Are we trying to control what's not actually in our hands?

The goal is not to blame — but to surface **hidden dependencies**.

Step 2 – List What You're Doing

As a group, list all initiatives, actions, metrics, and dependencies currently in progress or planned to reach your OKR.

 Think broadly: internal actions, external requests, collaborations, tech work, approvals, etc.

Step 3 – Draw the Circle

Draw a large circle (digital or physical). For each item on your list:

- Place **inside the circle** anything the team **fully controls**

- Place **outside the circle** anything that **depends on others** or is outside your scope

You'll now see where your energy is going — and what's truly in your hands.

Step 4 – Adjust Your Focus

- What can we **double down on** that's inside the circle?
- What's **outside** that's distracting or frustrating us?
- Do we need to **adjust** or **rewrite** our OKR so we stay focused on what we can actually deliver?

 You don't need to change the entire OKR — but you might want to revise or clarify a Key Result that is outside your control.

 More about the Team OKR book at:

<https://caroli.org/en/livro/team-okr/>