

OKR Examples for Engineering Team

Sample objectives and key results for engineering roles, from the CTO to the security engineer

What OKRs are and why engineers use them

OKR stands for Objectives and Key Results. Companies such as Google and Intel use it to set goals. KRAs and KPIs usually track long-term performance, while OKRs suit shorter goals that are specific, achievable and easy to measure.

The method works for any team, and engineering is a natural fit, since it started at Intel, an engineering-led company. The examples below are written for engineering roles, and you can swap in your own numbers.

Sample OKRs

Chief Technical Officer

1	Add AI to our existing product architecture
KR1	Hold a planning meeting with every relevant lead within 2 days of a new initiative being proposed
KR2	Name an owner for each workstream and get 4 engineers committed to the work
KR3	Complete 3 to 4 full test rounds before anything reaches customers

Vice President of Engineering

2	Improve product quality
KR1	Cut the number of open bugs by 50% by the end of the quarter
KR2	Reduce software crashes by 30%

Software Engineer

3	Make the product faster and more stable
KR1	Bring the bugs assigned to me down by 20%
KR2	Cut the product's loading time by 10%
KR3	Halve the production incidents caused by the services I own

4	Answer more customer queries
KR1	Respond to 5% more customer queries than last quarter
KR2	Raise the share of queries fully solved to 40%

Quality Assurance

5	Finish 3 test rounds across 5 different product requirements
KR1	Pair testers in groups of 2 on every task
KR2	Increase test coverage by 50%
KR3	Make sure every team keeps its test case records up to date

Product Manager

6	Ship the release without critical errors
KR1	Release on or before the planned date
KR2	Keep uptime at 99.5% or higher in the first month after launch

Network Engineer

7	Keep every office device running well
KR1	Run 25% more stability checks on devices than last quarter
KR2	Cut slow-device complaints by 50%

8	Keep the whole office connected
KR1	Test login authentication on every computer each month
KR2	Confirm DHCP is handing out addresses correctly on every ethernet and wifi network

9	Make company data safer
KR1	Back up essential data to the cloud every day and verify 100% of the backups
KR2	Scan every company device for viruses and malware once a week
KR3	Keep data loss incidents at zero

OKRs are short-term by design, so progress shows up quickly. Keep the targets ambitious but reachable. A goal that pushes people past what is realistic stops motivating anyone.