



Reduce

quantity of answers and questions



Set the Right KPI

FOR CEO

- -Top line: revenue
- -Bottom line: net

income after all expenses

FOR CMO

- -Revenue: demand
- generation
- -Brand equity:

brand awareness/ shaping market

- -Customer equity:
- customer life-time management
- -Market share

FOR PM

- -DAU/MAU
- -ARPU
- -NPS: how likely you
- would recommend
- Zhihu Pro to others?
- -CSAT: customer
- satisfaction score