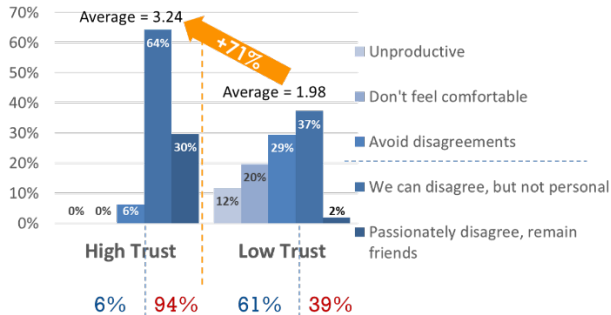# TRUST and Project Management Infographic

Team members are 10 times less likely to engage in disagreement if the level of trust in the team is low.
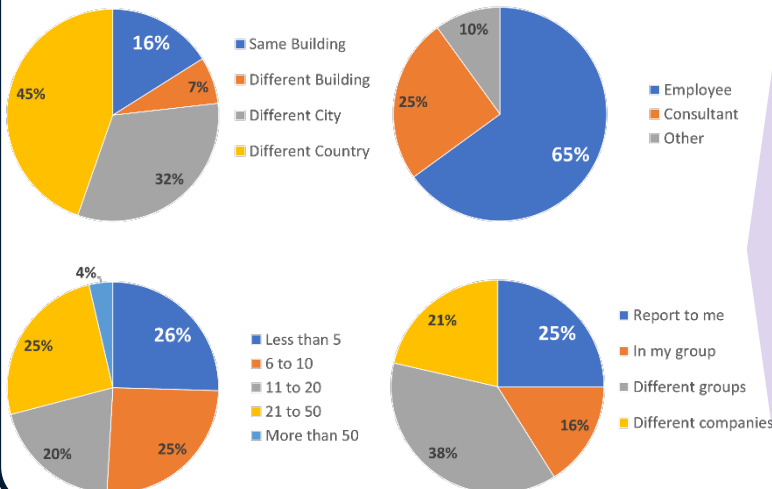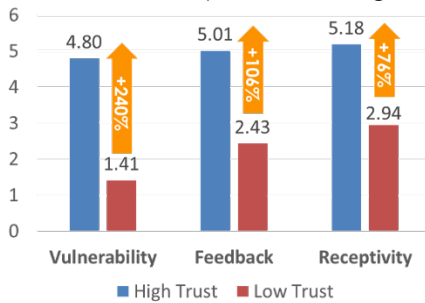
Team members are 71% more likely to be willing to participate in constructive disagreement in high-trust teams.

From my 2021 Survey of Project Managers:

The statement ranked with the highest agreement: "**Building trust in the project team is part of the project manager's role.**" Ranking lowest: "**I have the right tools to build trust in the project team**."

Team members are 240% more willing to be vulnerable with one another, 106% more willing to give direct feedback, and 76% more receptive to such feedback in the presence of high trust.
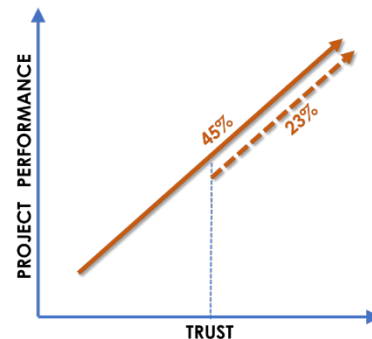

From my 2021 Survey of Project Managers:

The most stressful aspect of being a project manager: "**Dependence on members of the project team performing their job.**" (38% more stressful than "**the risk of losing your job if the project failed**")
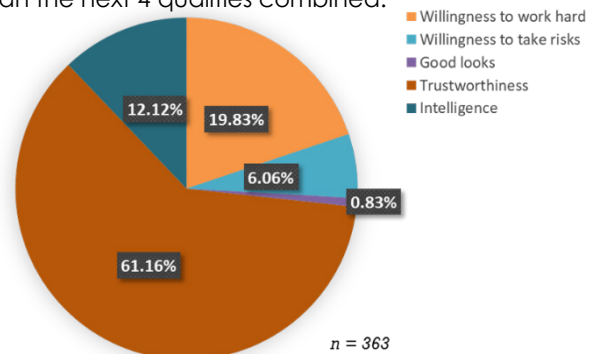
Project performance is 45% higher in high-risk projects in teams with **high trust**.

Source: Ofer Zwikael and John Smyrk (2015). Project governance: Balancing control and trust in dealing with risk. International Journal of Project Management 33(2015) 852-862.

Number of times the word **RISK** appears in the Project Management Body of Knowledge (copyright of the Project Management Institute): **2,079**. The number of times the word **TRUST** appears there: **45**.

From my 2018 Survey: The most important quality for me in other people: **trustworthiness** (61.2%). More than the next 4 qualities combined.

From my 2021 Project Manager Survey:

- 65% of project managers work within the project company.
- 51% of project teams have 10 or fewer members. 71% have 20 or less. 29% have more than 20 members.
- 45% of teams are spread across multiple countries, 32% in different cities. Only 16% of project teams are co-located in the same building.
- Only 25% of the project teams report to the project manager organizationally. 75% don't. 21% are not even in the same company.

Reference

MODULE

THE WORKBOOK OF TRUST – AT WORK