

## **Drivers of unprofessional behaviour between staff in acute care hospitals: a realist review.**

December 20, 2023

Aunger JA, Maben J, Abrams R, et al. Drivers of unprofessional behaviour between staff in acute care hospitals: a realist review. BMC Health Serv Res. 2023;23(1):1326. doi:10.1186/s12913-023-10291-3.

<https://psnet.ahrq.gov/issue/drivers-unprofessional-behaviour-between-staff-acute-care-hospitals-realist-review>

---

[Unprofessional](#) behavior, [bullying](#), and microaggressions result in diminished staff psychological safety and can threaten patient safety. This narrative review identified five categories of contributors to unprofessional behavior in acute care, including the [inability](#) to speak up and lack of manager awareness or urgency. Women, people with disabilities, and staff from minoritized groups were most at risk of being targets of unprofessional behavior. The authors present a program theory of contexts, mechanisms, and outcomes.