

## Abstract

**Background:** unfavorable leadership practices are a growing concern in the field of healthcare and nursing that have adverse consequences on nurses' career outcomes. One of the undesirable leadership styles is the toxic leadership style. Considering the importance of nursing managers' leadership style and its impact on nurses' performance including the turnover intention and the nurse-reported adverse events, and the scarcity of studies in this field, the present study was conducted to determine toxic leadership behaviors in nursing managers and their relationship with the turnover intention and the nurse-reported adverse events among nurses of Ardabil University of Medical Sciences.

**Methods:** The current study was a cross-sectional descriptive correlational study that was carried out in 2020. 551 nurses working in educational-medical centers in Ardabil who met the inclusion criteria were included in the study. The data of the study were collected by "the Toxic Leadership Behaviors of Nurse Managers Scale (ToxBH-NM)", "the turnover intention questionnaire" and "the Adverse Events Report Scale" and using descriptive statistics (mean and standard deviation for quantitative variables and percentage and frequency for qualitative variables) and analytical statistics (t-test, ANOVA test, Pearson correlation coefficient test and multiple linear regression analysis) were analyzed in SPSS version 22 software.

**Results:** The results of the study showed that there was a positive and significant relationship between toxic leadership behaviors of nursing managers and turnover intention and Toxic leadership behavior domains, Hospital, unit, Age, and Marital status

predict Turnover intention in nurses ( $P < 0.05$ ). Furthermore, the results of the study showed that there was a significant and negative relationship between toxic leadership behaviors of nursing managers and the reporting of adverse events and Toxic leadership behavior domains, Hospital and Year in the present unit in the current department as predictors of reporting of adverse events were identified by nurses ( $P < 0.05$ ).

**Conclusion:** a leader who directly and indirectly adopt toxic behavior towards their employees destructively affects both individuals and organizations. As a result, it is necessary for nursing managers to use appropriate educational strategies to reduce the intensity of toxic leadership styles and replace them with appropriate and supportive leadership styles in order to reduce their destructive effects.

**Keywords:** toxic leadership, turnover intention, adverse events report, nurse manager.