

Fear of conflict: management and ethical costs: wanting to avoid conflict is natural but should not inhibit appropriate behavior

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Healthcare Executive

2012; 27(1):58, 60

ARTICLE IDENTIFIERS

DOI: unavailable

PMID: 22313010

PMCID: not available

JOURNAL IDENTIFIERS

LCCN: not available

pISSN: 0883-5381

eISSN: not available

OCLC ID: not available

CONS ID: not available

US National Library of Medicine ID: not available

This article was identified from a query of the SafetyLit database.