

Beyond Interpersonal Abuse: Conceptualizing Organizational Gaslighting as a Strategic Communication Risk*

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Gaslighting, traditionally examined as a psychological phenomenon within intimate relationships, has recently gained interdisciplinary attention that extends into institutional and organizational contexts. In this paper, we define gaslighting as a risky strategic communication practice in which individuals or organizations deliberately obscure truth, discredit critics, manipulate narratives, and normalize doubt in order to maintain power and control. Normative ethical theory is used to explain the unethical nature of gaslighting as well as offer deontological (principled) ethical analysis tools and recommendations. This bibliometric study analyzed 235 academic publications indexed in the Web of Science to map the disciplinary distribution and thematic clusters of gaslighting research. Keyword co-occurrence mapping reveals a highly fragmented field—85% of journals (n = 195) published only a single article—yet concentrated scholarly activity exists in feminist philosophy, interpersonal violence, and education. Four thematic clusters emerged: (1) structural inequities and institutional contexts, (2) identity, power, and organizational life, (3) psychological traits, emotional harm, and interpersonal relations, and (4) abuse, control, and help-seeking. This study proposes Organizational Gaslighting as a Strategic Communication Risk (OGSCR) framework for understanding organizational gaslighting, encompassing four interrelated dimensions: power and hierarchy, narrative control, discrediting and delegitimization, normalization through internal culture, and stakeholder responses to issue or policy change. By reframing gaslighting as a risky communication practice, the study underscores how organizations may not only communicate about risks but also generate risks through their undercommunication strategies. This dual nature—communication of risk and risk of communication—highlights the ethical, strategic, and societal stakes of gaslighting, making it a critical phenomenon for advancing debates in risk and strategic communication. This framework serves as a foundation for theoretical development and encourages cross-disciplinary collaboration.

Keywords: Gaslighting, Organizational gaslighting; Strategic communication; Bibliometric analysis; VOSViewer.

* Article submitted on 22/09/2025. Article accepted on 15/12/2025.

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“You’re not going out of your mind, you’re slowly and systematically being driven out of your mind” – *Gaslight*, 1944 film by Metro-Goldwyn-Mayer starring Ingrid Bergman as an heiress gaslit for her fortune, starting the popular use of the term “gaslighting.”

Introduction

Gaslighting, once primarily associated with interpersonal relationships and psychological abuse, has in recent years gained attention as a broader sociocultural and organizational phenomenon (Sweet, 2019). Scholars have documented its manifestations in politics, healthcare, education, gender relations, and media, with a growing recognition that gaslighting can also occur at the institutional and corporate levels. In these contexts, gaslighting may involve the strategic distortion of facts, denial of lived experiences, or manipulation of narratives to protect organizational interests, often at the expense of stakeholders’ trust and well-being. This shift in scope—from a private, relational dynamics to a public, systemic issue—has opened new avenues for interdisciplinary inquiry.

Despite its expanding relevance, gaslighting scholarship remains conceptually fragmented and disciplinarily concentrated. Research is scattered across psychology, sociology, gender studies, medical ethics, and legal studies, with limited integration between fields (Erzikova et al., 2025). Moreover, the term “gaslighting” is often used without a consistent theoretical foundation, leading to varied definitions and conceptual ambiguities. While some studies focus on its rhetorical and communication dimensions, others examine its psychological impacts or sociopolitical implications. This lack of cohesion complicates the task of mapping the field’s development and identifying opportunities for theoretical and applied contributions.

For strategic communication—and particularly public relations—the study of gaslighting presents both a challenge and an imperative. Strategic communication is a discipline concerned with ethics, issues management, research and data-driven information management, stakeholder perception, relationships, media, and reputation management. The public relations function and its communication and message design activities occupy a central role in either perpetuating or resisting manipulative practices. Understanding how gaslighting is conceptualized and studied across disciplines can therefore inform the profession’s ethical boundaries, accountability mechanisms, and potential for societal responsibility and leadership.

For the purposes of this study, we define gaslighting as a strategic communication practice in which individuals or organizations abuse their power and position and violate ethical norms deliberately to obscure truth, discredit critics, manipulate narratives, and normalize doubt in order to maintain power and control. Such practices can set organizations on divergent paths: toward reform and ethical accountability, toward stakeholder disengagement and moral outrage, or toward a continued “dark” gaslighting strategy—an intentionally manipulative and high-risk approach that, while reinforcing short-term control,

ultimately heightens ethical and reputational risks and perpetuates cycles of institutional manipulation, creating myriad ethical concerns.

Ethical Theory and Concerns

Conceptualizing gaslighting as a communication practice involving some degree of specified yet veiled intent to deceive—often in ways that might be premeditated in advance by the communicator—also invites framing it as a form of high-risk communication that operates in direct contradiction to ethics and the public good. In this sense, gaslighting does not only distort reality for individuals or groups, but also generates reputational, relational, and ethical risks for organizations. By strategically manipulating uncertainty, organizations that engage in gaslighting create new hazards for public trust, stakeholder relationships, and long-term legitimacy. Rather than mitigating risks through transparent communication, gaslighting functions as a risk-amplifying strategy on multiple concurrent levels: it increases uncertainty through the purposeful obfuscation and/or confusion of facts; solidifies disinformational narratives; silences dissenting voices; and undermines the credibility of both institutions and their publics. This risk-laden dimension underscores why gaslighting must be studied as part of the broader field of risk and strategic communication.

Heath (2025) conceptualized strategic communication as the intent to minimize lies, mis/disinformation by distilling truth and seeking what he termed fact agency. He explained, “democracy requires shared issue contests of fact, value, policy, identity, identification, and place’ (p. 14). Ethical theory would add that we must have a shared understanding of the truth or an assumption of veracity. The principle of veracity, rather than being based in a single philosophy, is the foundation of most moral philosophy; it is based on rational engagement with fact (De George, 2010). Without an assumption of veracity, communication would break down and social organization would become impossible (Bowen, 2010; Kant, 1997). Veracity, conceived of as full disclosure, candor, honesty, and rationally examining the merit of multiple perspectives (Bowen, 2016). Obviously, gaslighting is antithetical to the principle of veracity.

The present study focuses on the normative moral philosophy of Kantian deontology as a theoretical basis for critiquing the practice of gaslighting and offering an analytical framework for examining its substance and recommending correction. A deontological framework, based on moral principle gained through reason holds absolute congruence with the principle of veracity (Scruton, 1982). Additionally, Kantian deontology (Kant, 1997/1799) is based on one’s duty to uphold the moral law, dignity and respect for all involved stakeholders, and acting from a basis of goodwill or good intent alone (as opposed to selfishness, bias, convention, or prejudice). These tenants of deontology, further explicated in the categorical imperative, are applied to gaslighting in the ethical implications section of this article.

Purpose of Bibliometric Study: Conceptualization

Our working definition draws from the Organizational Gaslighting as a Strategic Communication Risk (OGSCR) framework developed in this paper. We offer this brief definition at the outset to set the stage. The remainder of the paper elaborates this conceptualization in greater detail and situates it within broader scholarly debates and empirical findings.

This study addresses multi-disciplinary gaps in the literature through a bibliometric and thematic analysis of scholarly literature on gaslighting. Bibliometric analysis is regarded as one of the major methods for conducting literature reviews (Donthu et al., 2021). By mapping conceptual clusters, identifying temporal trends, and assessing the disciplinary distribution of publications, it offers a comprehensive overview of how the gaslighting concept has evolved and where it is heading. Four research questions guide the inquiry:

RQ1: What are the key conceptual clusters structuring scholarly discourse on gaslighting across disciplines, and how do these clusters inform strategic communication theory and public relations practice?

RQ2: How is *gaslighting* positioned within the conceptual network, and what thematic connections does it reveal across different domains of scholarship?

RQ3: How do the frequency of occurrence, average publication year, and average citation count of key terms enhance our understanding of the development and influence of gaslighting scholarship?

RQ4: How is the academic discourse on gaslighting distributed across different journals, and what does the concentration of publications reveal about the disciplinary focus and fragmentation of the field?

By answering these questions, the study seeks to advance both scholarly understanding and practical awareness of gaslighting, positioning it as a critical area for future research in communication ethics and organizational practice.

Method

This study employed a mapping approach utilizing bibliometric analysis and co-occurrence network visualization to explore the scholarly discourse on gaslighting and its implications for strategic communication. This method facilitated a systematic, data-driven examination of how key concepts related to gaslighting have emerged, clustered, and influenced academic literature across various disciplines (Ivanitskaya & Erzikova, 2023).

Data Collection

Data were retrieved from the Web of Science (WoS) Core Collection database using the search term *gaslighting*. WoS databases are frequently used in VOSviewer-based studies

as WoS provides valuable analytical metrics (Cabeza et al., 2020). Using a query included in Appendix 1, we identified studies that mentioned gaslighting in their titles or abstracts or used it as a keyword. Covering the full timespan available in the database up to August 2025, the search included English-language publications across all fields, excluding Construction Building Technology, which contained technical (engineering) uses of the search term.

The final dataset comprised 235 publications, including keywords, citation counts, and publication years (see Appendixes 2 and 3). Keywords that appeared in at least three publications in the dataset were included in the network analysis to ensure both relevance and interpretive clarity, resulting in a final total of 116 keywords included in the map (Fig. 1).

Data Analysis

The bibliometric data were analyzed using VOSviewer, a widely used tool for visualizing scientific fields (van Eck & Waltman, 2022; Visser et al., 2021). A co-occurrence analysis of keywords (both author keywords and index terms) was conducted to identify conceptual linkages within the dataset. Each node (circle) represented a keyword found in academic literature, with the size of the node indicating the keyword's frequency (how often it appears), and the lines between nodes showing co-occurrence relationships (how often the keywords appear together in documents). The colors represented clusters—groups of keywords that are thematically related.

Additionally, VOSviewer provided quantitative indicators for each keyword, including occurrences (the number of studies indexed with a keyword), average publication year (the mean year of publication for documents containing the keyword), and average citations (the average number of citations received by documents associated with each keyword).

Results

The results are presented in accordance with the study's research questions.

RQ1: What are the key conceptual clusters structuring scholarly discourse on gaslighting across disciplines, and how do these clusters inform strategic communication theory public relations practice?

The keyword co-occurrence analysis revealed four distinct thematic clusters, each representing a different but interrelated dimension of gaslighting scholarship. The four Clusters are revealed separately below. While the boundaries between clusters are porous,

each presents a coherent set of concepts, contexts, and methodological orientations (see Fig.1).

Cluster 1 (Red): Structural Inequities and Institutional Contexts

Cluster 1, the largest node with 69 keywords, centers on gaslighting as a phenomenon embedded in structural and institutional inequities. Keywords such as *access*, *barriers*, *disparities*, *structural racism*, *discrimination*, and *equity* seem to point to systemic conditions that shape individual experiences. Health-related terms (*health*, *health-care*, *long covid*, *pain*, *patient*, *diagnosis*, *medical gaslighting*, *mental-health*) suggest a strong emphasis on the medical domain, where marginalized groups encounter dismissive or delegitimizing treatment.

The presence of *critical race theory*, *intersectionality*, *racial gaslighting*, and *testimonial injustice* underscores scholarly interest in epistemic harm and the racialized dimensions of disbelief (Zembylas, 2024). Demographic identifiers (*adolescents*, *adults*, *children*, *youth*, *lgbtq plus*, *transgender*, *gay*, *women*) indicate the wide range of populations studied, while *social media* and *tiktok* suggest contemporary communication channels through which both gaslighting and counter-narratives emerged.

Overall, this cluster frames gaslighting as a sociostructural problem linked to systemic injustice, with particular attention to healthcare, institutional betrayal, and the compounding effects of intersecting identities.

Cluster 2 (Green): Identity, Power, and Organizational Life

Cluster 2, consisting of 20 keywords, focuses on the interplay between identity construction, power dynamics, and workplace or organizational environments. Terms such as *authentic leadership*, *management*, *autonomy*, *agency*, and *work* point toward organizational behavior and leadership studies. Identity-related keywords (*gender*, *men*, *self*, *authenticity*, *social epistemology*, *epistemic injustice*) might reflect management literature on the ways in which gaslighting undermines personal and professional credibility.

Workplace-specific harms are captured in *workplace gaslighting*, *harassment*, *sexual harassment*, *bullying*, and *sexism*, possibly illustrating sociological research on how the phenomenon manifests in professional hierarchies. The inclusion of *betrayal* and *construction* suggests an emphasis on relational breakdown and the social construction of meaning in organizational contexts. Scholarly approaches such as *autoethnography* highlight the role of lived experience and reflexivity in studying these dynamics. Collectively, this cluster seems to conceptualize gaslighting as a form of identity-based harm situated within organizational cultures and leadership practices.

Cluster 3 (Blue): Psychological Traits, Emotional Harm, and Interpersonal Relations

Cluster 3, with 17 keywords, captures the psychological and affective dimensions of gaslighting, linking it to harmful personality traits and emotional outcomes. The presence of *dark triad*, *narcissism*, *machiavellianism*, and *psychopathy* connects gaslighting to manipulative interpersonal strategies and personality disorders. Emotional and mental health terms (*anger*, *anxiety*, *depression*, *trauma*, *emotion*, *emotions*) indicate the profound affective consequences for targets. *Adolescent mental health* and *community* suggest that these impacts are studied not only at the individual level but also within broader social environments.

Concepts such as *feminism* and *politics* seem to highlight the ideological and advocacy contexts in which emotional harm is contested and addressed. Interpersonal relationships (*relationships*, *aggression*, *abuse*) remain a central focus, positioning gaslighting as both a personal and social pathology.

Cluster 4 (Yellow): Abuse, Control, and Help-Seeking

Cluster 4, the smallest with 10 keywords, is characterized by the language of abuse and coercion, positioning gaslighting within a broader continuum of interpersonal violence. Keywords such as *abuse*, *psychological abuse*, *sexual violence*, *domestic violence*, *coercive control*, and *intimate partner violence* firmly anchor this cluster in gender-based violence research largely associated with psychology. The presence of *help-seeking* indicates an applied orientation toward support systems and intervention strategies, while *epistemology* and *qualitative* point to theoretical and methodological engagement with how knowledge and meaning about harm are produced and validated. Terms like *transphobia* highlight the intersection of violence with marginalized identities. This cluster seems to present gaslighting as both a tactic of domination and a barrier to recognition and escape from abusive situations, with qualitative research approaches often employed to capture survivor perspectives.

Overall, these clusters indicate that gaslighting is not conceptualized as a singular or isolated behavior but as a complex, multidimensional phenomenon operating simultaneously at structural, organizational, interpersonal, and psychological levels. Cluster 1 (red), representing 58% of all keywords in the dataset, situates gaslighting within systemic inequities and institutional contexts, particularly in healthcare and social justice domains. Cluster 2 (green) extends the analysis into organizational life, where leadership, identity, and credibility are contested. Cluster 3 (blue) highlights the psychological and emotional dimensions, linking gaslighting to harmful personality traits and the affective harm experienced by targets. Cluster 4 (yellow) frames gaslighting within broader patterns of abuse and coercive control, drawing attention to barriers to help-seeking and epistemic struggles. The thematic interconnections across clusters suggest that effective interventions

and theoretical frameworks must integrate structural analysis, identity-based perspectives, psychological insights, and survivor-centered approaches.

The network visualization illustrates the interconnectedness among the four thematic clusters. Key terms such as *women* (65 links), *gender* (54), *health* (41), *intimate partner violence* (33), *intersectionality* (25), *racism* (24), *politics* (23), and *coercive control* (21), among others, serve as crucial links that unify all clusters. This interconnectedness highlights the complexity of gaslighting as a multifaceted topic by emphasizing the interplay among diverse perspectives and the potential for collaborative discourse among various disciplines, methodological perspectives, and stakeholders.

Importantly, terms directly related to strategic communication, public relations, or media discourse are absent across all clusters, indicating that gaslighting has yet to be systematically theorized as a deliberate communication or reputational strategy employed by organizations. The disciplinary emphasis remains strongly rooted in psychology, sociology, and feminist theory, with relatively limited engagement from organizational communication or communication ethics. This absence poses a risk for understanding the deceptive practice of gaslighting and the dire ethical implications of its use in the communication field.

From a strategic communication perspective, these findings highlight an important opportunity for the field to examine how communication strategies may perpetuate, legitimize, or disrupt gaslighting across contexts. Recognizing gaslighting as both discourse and power (as both a strategy and a tactic) broadens the ethical responsibilities of practitioners, requiring careful discernment of narrative control and truth-telling, as well as a balance between organizational reputation management and stakeholder well-being. The cross-cluster connections point to the desperate need for ethical communication strategies that actively counter epistemic injustice, strengthen credibility for marginalized voices, and foster honest, responsible communication and accountable dialogue within and beyond organizational boundaries. In conclusion, RQ1 finds that numerous fields discuss gaslighting in four clustered conceptual ways, yet the communication fields (strategic, organizational, and public) have little academic perspective on the topic, despite the overwhelming risk of unethical and propagandistic uses of gaslighting.

gaslighting's psychological and relational harm. Simultaneously, associations with *racism*, *racial gaslighting*, *politics*, and *equity* reveal that researchers are examining it as a systemic and sociopolitical phenomenon.

Only a few terms strongly associated with strategic communication ethics appeared in the gaslighting – *epistemic injustice* (green) cluster. Those terms were *autonomy*, *agency*, *authenticity*, and *authentic leadership*. As these terms are well conceptualized within the communication literature, those studies would offer a fruitful ground for conceptualizing gaslighting studies in our own field.

RQ3: How do the frequency of occurrence, average publication year, and average citation count of key terms enhance our understanding of the development and influence of gaslighting scholarship?

The results reveal key temporal and citation-based patterns that improve our understanding of the development and influence of gaslighting-related scholarship. By examining frequency of occurrence, average publication year, and citation metrics (both raw and normalized), we can trace how the conceptualization of the term has evolved, identify mature versus emerging areas of inquiry, and assess the scholarly impact of specific conceptual domains.

Frequency Signals Conceptual Centrality

The most frequently occurring term is *gaslighting* itself, with 93 mentions, affirming its centrality in the literature. High-frequency terms also include *women* (28), *gender* (21), and *epistemic injustice* (17), indicating that gender-based, philosophical, and identity-related perspectives have become dominant frames in recent discourse (see Appendix 2).

Additionally, *intimate partner violence* (17), *medical gaslighting* (12), *racism* (13), and *coercive control* (10) rank highly in frequency, suggesting a growing body of work that links gaslighting to systemic abuse and health disparities. These clusters bridge personal experience with institutional critique—highlighting the concept's expansion from interpersonal abuse to structural injustice.

Recent Publication Dates Reflect a Rapidly Emerging Field

The average publication by year across keywords increased between 2022–2024, signaling a field that is both new and rapidly expanding. For example, high-frequency and high-impact concepts such as *epistemic injustice* (avg. year: 2022.6), *intimate partner violence* (2023.3), and *medical gaslighting* (2023.7) have all gained momentum very recently.

Moreover, newer terms like *workplace gaslighting* (2025), *nurses* (2025), and *adults* (2024.8) point to future directions in professional contexts and adult health systems, underscoring how the research is diffusing into applied and occupational domains. In contrast, some foundational or critical terms such as *autoethnography* (2021), *corruption* (2020.7) and *transphobia* (2020.3) date earlier, suggesting that they may have catalyzed early academic interest in structural gaslighting and intersectional analyses.

Citation Metrics Highlight Both High-Impact and Emerging Areas

Citation averages and normalized citation counts reveal the scholarly influence of specific subtopics. For example, *help-seeking* (avg. citations: 113.7; normalized: 2.11) and *autonomy* (avg. citations: 65.3; normalized: 2.04) have exceptionally high citation averages, suggesting that foundational literature on personal or moral agency and resistance in abusive contexts has significantly influenced subsequent research. In addition, *domestic violence* (avg. citations: 51.3; normalized: 2.11) and *coercive control* (36.4; normalized: 1.61) reflect strong, ongoing interest in gaslighting's role within abusive relationships.

Furthermore, emerging terms with high normalized citation scores—such as *nurses* (normalized: 4.52), *betrayal* (4.85), *workplace gaslighting* (3.10), and *dark triad* (3.24) [narcissism, selfishness, and psychopathy]—signal new but already impactful directions in applied research, particularly at the intersection of personality psychology, labor environments, and professional ethics. Finally, terms with low average citation counts but recent publication dates, such as *social media* (0.31), *performance* (0.13), and *leadership* (0.11), may represent nascent areas of study that require time to accrue impact.

Normalized Citation Counts Help Identify Punch-Above-Weight Topics

Normalized citations adjust for recency bias and spotlight concepts that are disproportionately influential relative to their age. For instance, *knowledge* (normalized: 2.69), *care* (2.60), *trauma* (2.42), and *psychological abuse* (2.41) all carry high normalized scores, indicating that despite being recent, these terms are conceptually rich and highly cited relative to peers. Additionally, terms like *machiavellianism* (3.98) and *psychopathy* (3.24) reflect growing interest in linking gaslighting to dark personality traits, further broadening the field's interdisciplinary relevance to psychology and leadership studies.

By examining frequency, recency, and citation impact, this analysis suggests that gaslighting scholarship is experiencing an expansion phase, both theoretically and empirically. High-frequency and high-citation terms reveal the field's conceptual anchors, particularly within the contexts of gender, health, and harm. Meanwhile, newer and increasingly cited terms—such as *workplace gaslighting*, *autonomy*, *epistemic injustice*, and *betrayal*—suggest that gaslighting has become a strategic concept, instrumental for

understanding contemporary power, identity, and resistance in both interpersonal and institutional communication.

RQ4: How is the academic discourse on gaslighting distributed across different journals, and what does the concentration of publications reveal about the disciplinary focus and fragmentation of the field?

The analysis encompassed 195 distinct journals that published scholarly articles with *gaslighting* as a keyword (see Appendix 4). Among these, a substantial majority—166 journals, or 85%—contributed only a single article, indicating a wide but shallow distribution of gaslighting-related research across academic outlets. A small subset of journals demonstrated higher publication activity on this topic. For instance, *Hypatia: A Journal of Feminist Philosophy* and the *Journal of Interpersonal Violence* each published five articles, representing the highest counts at approximately 2.1% of the total corpus. Other journals with notable contributions included the *International Journal of Qualitative Studies in Education* with four articles, and several others such as *Journal of Family Violence*, *Leadership*, and *SSM Qualitative Research in Health* with three articles each.

This pattern suggests that while gaslighting is a topic of interest in diverse fields, it has particular traction in feminist philosophy, interpersonal violence, education, and leadership research. Beyond these few journals with multiple contributions, the majority of publications are dispersed singly across a broad spectrum of journals spanning disciplines such as philosophy, psychology, health communication, sociology, gender studies, and political science, among others. This dispersion reflects an interdisciplinary engagement with gaslighting but also signals that the field remains relatively fragmented, without a primary disciplinary home. The term is notably absent as a keyword for articles in journals representing public relations, strategic communication, business ethics, public diplomacy, propaganda, journalism, and media ethics.

Discussion

The bibliometric mapping shows that gaslighting occupies a central and integrative position in contemporary scholarship, bridging psychological, organizational, medical, and sociopolitical domains. Its strongest links—with terms such as *women*, *gender*, *workplace*, *medical gaslighting*, *intimate partner violence*, and *racism*—reflect both the breadth of its application and the persistence of foundational themes. While research retains the concept's roots in interpersonal abuse, it now extends into systemic contexts where power, control, and credibility are contested.

The prominence of *women* and *gender* underscores the gendered nature of gaslighting, often framed as an abuse tactic embedded in patriarchal structures to undermine agency,

silence dissent, and delegitimize lived experiences. This framing aligns with early psychological studies and feminist theoretical contributions that situate gaslighting within larger systems of oppression. It should also be noted that the public relations field – both domestically in the United States and internationally – is female-dominated in lower and mid-level position by some 60-70%, while senior and executive ranks of the industry skew male (Grunig, L., Grunig, J., & Dozier, 2002). How gender-driven factors influence organizational gaslighting occurrence, particularly in various sectors of the industry, is due for in-depth study and analysis, given the field's gender skew.

Workplace-related associations—such as *harassment*, *bullying*, and *leadership*—signal growing recognition of gaslighting in professional contexts. Here, it may function as a managerial or peer-to-peer strategy to control narratives, obscure accountability, or discredit employee perspectives. This adaptation of the concept beyond intimate relationships suggests fertile ground for research in organizational communication and leadership ethics.

Connections to *medical gaslighting* highlight a significant shift toward examining the phenomenon as an epistemic injustice in healthcare. Patients' accounts are dismissed, reframed, or pathologized—often resulting in delayed diagnoses, inadequate care, or further marginalization, particularly for women, racial minorities, and those with contested or chronic illnesses.

The clustering of terms such as *racism*, *racial gaslighting*, *politics*, and *equity* further positions gaslighting as a systemic and sociopolitical tool. Racial gaslighting, for example, can deny racism's existence, invalidate discrimination claims, or manipulate public discourse to maintain dominant narratives. Despite these expansions, psychological terms such as *intimate partner violence*, *psychological abuse*, *narcissism*, *trauma*, *anxiety*, and *depression* remain closely linked, underscoring the concept's enduring resonance in mental health research.

However, gaslighting research remains fragmented across journals, often appearing as single-article contributions. While outlets like *Hypatia* and *Journal of Interpersonal Violence* anchor the concept in feminist theory and abuse studies, its interdisciplinary spread lacks a cohesive scholarly community. This dispersion mirrors gaslighting's multifaceted nature but also hampers theoretical integration. Greater cross-disciplinary dialogue could strengthen conceptual clarity, advance methodological approaches, and establish firmer disciplinary foundations.

Building on these findings, we advance a framework that reframes organizational gaslighting not simply as a set of communication tactics but as a series of risk dynamics within strategic communication. This risk-oriented model highlights how gaslighting practices actively generate ethical, relational, and legitimacy hazards for organizations and their stakeholders.

From Interpersonal Pathology to Institutional Strategy

While institutional contexts appear in the network—e.g., *leadership, bullying, trust*—there is a gap in literature on how organizations themselves enact gaslighting to preserve legitimacy, deflect criticism, and suppress dissent. The lack of exploration limits our understanding of the communication strategies institutions use to shape perception and maintain authority—a phenomenon with direct implications for strategic communication ethics.

To address this gap, we propose the Organizational Gaslighting as a Strategic Communication Risk (OGSCR) framework, which synthesizes insights from organizational communication, moral philosophy, public relations ethics, psychology, and critical management studies. Traditionally understood in psychological contexts as interpersonal manipulation that causes individuals to doubt their perceptions, memory, or sanity, gaslighting can also be systemic—embedded in errant or absent policies, leadership behaviors of misconduct, ethically compromised strategic messaging, and low-accountability with high-dysfunction organizational cultures. In this organizational form, it involves the deliberate use of communication to obscure truths, shift blame, manipulate policy, and protect reputational power or position.

The OGSCR Framework: Organizational Gaslighting as Communication Risk

To address the communication and ethical hazards revealed in our analysis, we propose the Organizational Gaslighting as a Strategic Communication Risk (OGSCR) framework, which reconceptualizes gaslighting as a set of interrelated risk dynamics rather than a legitimate strategic tool. The OGSCR Framework identifies several interrelated dimensions through which organizational gaslighting may manifest, offering a lens to analyze both internal and external communication practices (Fig. 2). Importantly, we recognize that labeling gaslighting as “strategic communication” may appear to frame a harmful and unethical practice in terms that are often associated with purposeful, legitimate, or even positive organizational action. Instead, our intention is to critically locate it within the scholarly field of strategic communication, where planned communication choices—ethical or unethical—shape organizational relationships, legitimacy, and risk. Therefore, we deliberately frame this model a strategic communication risk to avoid implying that gaslighting is a legitimate or constructive form of strategy.

Power and Hierarchy: Gaslighting often originates from individuals or groups in positions of authority who exploit hierarchical structures to suppress opposition, limit alternative viewpoints, and maintain institutional control. For example, a senior executive may override committee recommendations without explanation, signaling that dissent is unwelcome.

Narrative Control: Organizations strategically reshape or obscure narratives through selective disclosure, reframing, or omission, protecting institutional legitimacy at the expense of honesty. Annual reports, press releases, or public statements may highlight successes while minimizing or omitting failures, shaping stakeholder perceptions.

Discrediting and Delegitimization: Those who challenge the status quo may be portrayed as emotional, irrational, or incompetent, diminishing their credibility and discouraging further opposition. Whistleblowers, for instance, may be labeled as troublemakers, overly sensitive, or even as participants in misconduct themselves under false accusations, undermining their influence within the organization (Greenwood, 2025).

Normalization through Internal Culture: Gaslighting behaviors become routine and culturally embedded when repeated, justified, or ignored. Over time, employees and stakeholders may internalize doubt, self-censor, or rationalize unethical practices, creating a self-reinforcing cycle that – over time – manifests a deeply engrained culture of complicity, resignation, and worst of all, normalized corruption.

Issue/Policy Change/Ethical Analyses: When issues, policies, or ethical dilemmas arise, they enter a stage where stakeholders engage in interpretation, redefinition, questioning, experience moral objection, or make decisions about acceptance or exit. This phase functions as a critical juncture, determining whether the organization pursues corrective action, experiences stakeholder withdrawal, or escalates into further manipulation.

Reform, Regulatory, or Ethical Sanctions/Leadership: One possible outcome is corrective intervention. Organizations may adopt reforms, face regulatory oversight, or undergo leadership changes to address shortcomings and restore legitimacy. This path emphasizes accountability and the potential for ethical renewal.

Potential Exit from Relationship (Moral Outrage): Another outcome involves stakeholders disengaging from the organization due to moral or ethical concerns. Such exits may be driven by outrage, disillusionment, or loss of trust, resulting in reputational damage and weakened relational ties.

Gaslighting Strategy (Dark): A third trajectory is the deliberate pursuit of a high-risk, manipulative strategy. This *Gaslighting Strategy (Dark)* seeks to reinforce short-term control but carries profound ethical and reputational risks. The model highlights that this path feeds back—represented by a dotted line—into *Power and Hierarchy*, perpetuating cycles of institutional control and manipulation.

The OGSCR framework serves both scholarly and practical purposes. Researchers can use it to identify and categorize instances of organizational gaslighting, while practitioners may apply it as an audit tool to detect harmful communication patterns, guide ethics training programs, and promote accountability. The framework draws on organizational

communication, social psychology, and ethics literature to conceptualize how systemic gaslighting functions as a mechanism of control within and beyond organizations.

Organizational Gaslighting in Strategic Communication Risk (OGSCR) Framework

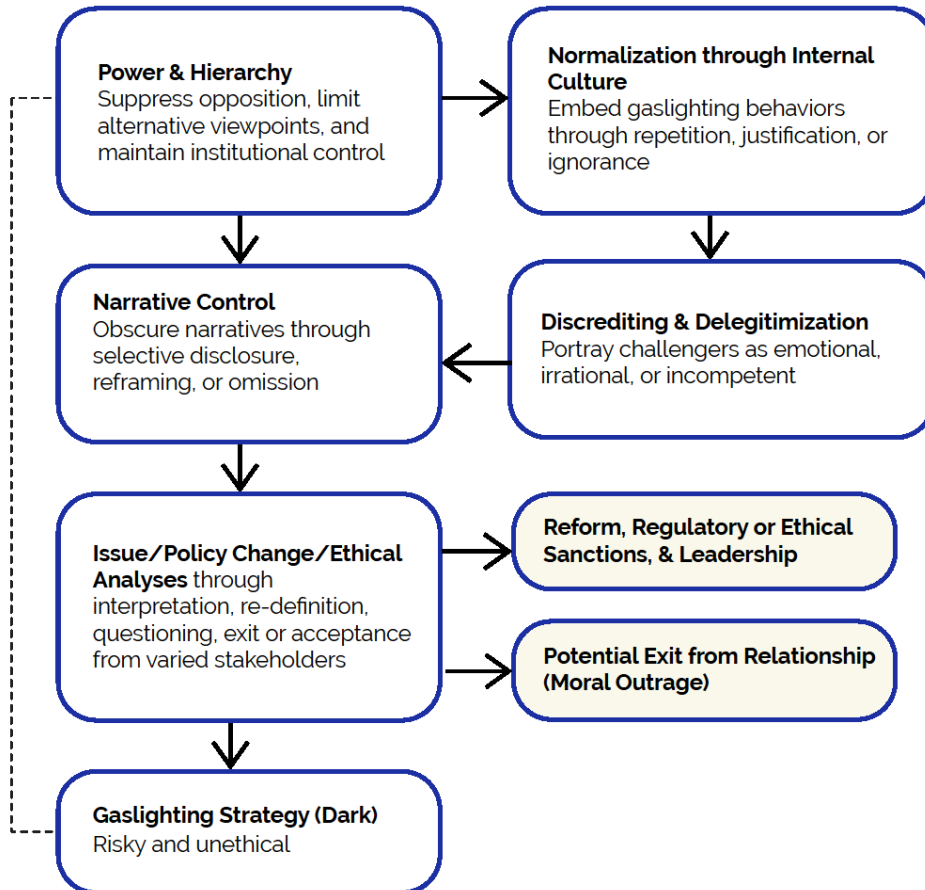


Figure 2 - The Organizational Gaslighting as a Strategic Communication Risk (OGSCR) Framework.

Ethical Implications for Strategic Communication

Recognizing gaslighting as an institutional strategy reframes ethical debates in strategic communication, public relations management, and organizational communication. For example, narrative control, while central to crisis management, crosses ethical boundaries when it intentionally and with premeditation denies responsibility, distorts stakeholder experiences, or conceals systemic harm. Suppression of dissent can be disguised as miscommunication, while performative CSR or DEI messaging may function as gaslighting when progressive rhetoric is used to deflect criticism or marginalize whistleblowers.

AI-assisted communication compounds these risks, as persuasive automation can blur the line between perception and deception (Bowen, 2024; Bowen & Erzikova, 2025; Bowen & Pashentsev, 2025). These practices threaten moral responsibility, accountability, and mutual understanding—core values of ethical strategic communication.

To further guide the implementation of ethical correction when the OGSCR Framework detects gaslighting, the Kantian ethical consideration triangle (Bowen, 2004) can be used to guide issues management and symmetrical problem resolution, with both internal and external stakeholders. In this ethical consideration triangle, the categorical imperative's three forms designed by philosopher Immanuel Kant (1785/1964) offer tests that can be considered with each of the publics and stakeholders with whom an organization bears responsibility. The triangle asks decision makers to consider:

1. Duty to moral principle – what is the primary principle to be upheld by rationality?
2. Dignity and respect – what option would maintain these for all involved publics and stakeholders, in a reversible and non-exploitative manner?
3. Intention or good will – is the action taken from these motivations alone, as incorruptible? (Kant, 1785/1964 as adapted from Bowen, 2004).

These moral guidelines, or categorical requirements for ethical behavior, can then be used to create decision options for symmetrical discussion with internal and external stakeholders, creating an ethical approach (Bowen, 2004). Over time, the use of this ethical consideration triangle can help to ingrain ethics in the organizational culture and to enact its use by all levels of employees (Bowen, 2025). Practically, the OGSCR framework can again be used to assess the organizational culture to see the change resulting from ethical analyses and to determine if further training and enculturation is needed to keep gaslighting from re-emerging. One would expect stakeholders with suspicion or moral objections to exit the relationship, or perhaps engage in hearings or regulatory actions, more risks of the unethical gaslighting strategy. Governmental action, regulation, media attention, activist communications, and other negative repercussions may spur a change in leadership or for more ethical accountability. Yet, when negative repercussions of gaslighting are absent, it can become a repeated and unethical dark strategy used in applied settings due to its effectiveness. This use of gaslighting as a strategy is not normative and remains unethical.

Expanding the Strategic Communication Research Agenda

Integrating organizational gaslighting into strategic communication research enables more thorough analysis of communication power, particularly regarding epistemic injustice, organizational silence, and manipulative discourse. This perspective challenges the assumption that strategic communication is inherently constructive, positioning it instead as a contested terrain where strategy and messages can both foster trust and distort reality. A more ethically attuned scholarship must acknowledge that communication strategies can be

enabling or oppressive—and that unexamined practices risk reinforcing the very power asymmetries they claim to address.

In this context, leadership becomes pivotal, as Erzikova and Martinelli (2024) argued: leaders who act as moral entrepreneurs can set ethical precedents, champion transparency, and resist manipulative organizational norms. Key moral entrepreneurship traits—such as moral courage to challenge unethical practices, a visionary commitment to societal well-being, and the ability to mobilize others around shared ethical values—are essential for counteracting gaslighting dynamics. By openly naming harmful communication patterns, reframing organizational narratives toward honesty, and developing cultures of accountability, such leaders ensure that strategic communication serves the public good rather than entrenched power. Using a deontological ethical approach invests leaders with humility and the ability to listen to others (Place & Bowen, 2025).

Limitations and Future Research Directions

This study presents a new conceptual framework for organizational gaslighting in strategic communication but has several limitations. It is based on bibliometric analysis, which may overlook emerging or marginalized perspectives, particularly those outside mainstream academic databases. Furthermore, reliance on English-language sources narrows the cultural perspective, potentially missing variations across geopolitical or linguistic contexts. The framework remains conceptual and has not been empirically tested in real organizational contexts, limiting its direct practical application. While keyword co-occurrence analysis provides a broad overview of scholarship, it does not capture the lived experiences of individuals subjected to gaslighting or the complex, evolving nature of institutional rhetoric.

To advance research on organizational gaslighting, future studies should conduct in-depth case studies examining how gaslighting manifests in specific contexts such as crisis communication, workplace culture, or brand management, and how it affects stakeholder relationships over time. Comparative research across sectors—including corporate, nonprofit, and governmental organizations—could clarify how institutional logics or accountability structures influence gaslighting behaviors. Methodologically, integrating critical discourse analysis and media framing analysis will help uncover organizational rhetorical strategies that distort reality and maintain control. Research should also explore intersections with social identities—race, gender, ability—to understand how gaslighting contributes to structural inequities within communication systems. Finally, investigating long-term reputational risks such as erosion of public trust, diminished employee morale, and threats to brand legitimacy will offer important insights for ethical strategic communication practice. In other words, future research should build on this foundation by explicitly examining gaslighting as a risk communication problem.

Conclusion

Taken together, the bibliometric mapping and the OGSCR framework reveal that while gaslighting scholarship is highly fragmented, its most significant theoretical advance lies in recognizing gaslighting as a risky communication practice. The bibliometric analysis demonstrates how existing research emphasizes psychological and interpersonal harm but largely omits the communication risks posed by organizational gaslighting. The OGSCR framework addresses this omission by theorizing gaslighting as a communication practice that generates ethical, relational, and reputational risks for organizations and their stakeholders. This integration provides a clearer throughline from empirical patterns to conceptual development, aligning the study with ongoing debates in risk and strategic communication.

The scholarly discourse on gaslighting highlights its harmful effects across intimate relationships, health care, and racial injustice. However, this keyword co-occurrence analysis reveals that gaslighting remains predominantly framed as a psychological or interpersonal issue, with little attention to strategic communication, organizational behavior, or institutional narrative control—exposing a critical theoretical and practical gap.

This study addresses that gap by proposing a new conceptual framework: Organizational Gaslighting as a Strategic Communication Risk. Grounded in interdisciplinary theory, the framework redefines gaslighting as a deliberate organizational practice to obscure truth, discredit critics, and uphold reputational power. It outlines four dimensions—Power and Hierarchy, Narrative Control, Discrediting and Delegitimization, and Cultural Normalization—that apply to both internal dynamics (e.g., employee relations) and external messaging (e.g., crisis communication). Corrective action can be taken to institutionalize ethics using a Kantian framework with the ethical consideration triangle applying normative ethics of duty, dignity and respect, and good intention to stakeholder relationships, both internally and externally, and engaging in symmetrical dialogue.

By expanding the scope of gaslighting scholarship, this framework opens new avenues for research in communication, public relations, ethics, and media studies. Future research can use this framework to analyze organizational gaslighting across various sectors and media, enhancing our understanding of how manipulation operates in institutional contexts, including both internal dynamics and external interactions.

Biographical Notes

Elina Erzikova, Ph.D., is a Professor of Public Relations at Central Michigan University. She received her Ph.D. from the University of Alabama and is a Fellow of the Plank Center for Leadership in Public Relations at the same institution. Her primary areas of research interest include the relationships between media and power, as well as public relations ethics and leadership. She has published in journals such as *Political Communication*, *Mass Communication and Society*, *Journalism Studies*, *Journalism Practice*, *Public Relations Review*, *Journal of Strategic Communication*, and *International Communication Gazette*. In 2020, she co-authored the book *Russian Regional Journalism: Struggle and Survival in the Heartland*, published by Peter Lang Publishing. Additionally, Erzikova co-edited the *Handbook of Innovations in Strategic Communication: AI, Futurism and Directions* with Shannon A. Bowen, which brings together leading international scholars to explore how technological advances are transforming communication, ethics, and society.

Shannon A. Bowen, Ph.D., (University of Maryland) is a Professor at the University of South Carolina where she founded, along with Dr. Erzikova, the Global Strategic Communication Consortium to study ethics and futurism in the strategic communication, resulting in the *Handbook of Innovations in Strategic Communication: AI, Futurism and Directions* (2025). Bowen won numerous awards and top papers, and served as principle investigator on grants from the National Science Foundation, the International Association of Business Communicators, Arthur W. Page Center, and others. Her research areas are applied ethics, artificial intelligence (AI), internal communication, and issues management. She has several books and more than one hundred publications, many catalogued under ORCID: 0000-0001-7675-5002

Dr. Lana Ivanitskaya is an Industrial and Organizational Psychologist at Central Michigan University who applies rigor and methods of psychology to the scientific study of the workplace, specializing in healthcare organizations and systems. As a methodologist, she studies applications of custom network visualizations to bibliometric and social media analyses. In addition, her research involves healthcare workforce, health planning, and health system study from the patient perspective. She has published in journals such as *Journal of Occupational and Organizational Psychology*, *Journal of Organizational Behavior*, *Informatics*, *Gerontologist*, *Health Information Management Journal*, and *Journal of Health Care for the Poor and Underserved*.

Kerk F. Kee, Ph.D., (University of Texas at Austin), is the Virginia & Choc Hutcheson Professor in Mass Communication at Texas Tech University. His work centers on the diffusion of innovation and the dissemination of information in organizational, science, health, and environmental contexts. He has published in journals such as *Communication Research*, *Journal of Computer-Mediated Communication*, *New Media & Society*, *International Journal of Information Management*, and *International Journal of Communication*, to name a few. His research has been funded by the US National Science Foundation, Academy of Sciences, Bill & Melinda Gates Foundation, and the Robert Wood Johnson Foundation.

Mary Beth West is an independent researcher with 30 years of PR experience. She is the founder of the #PRethics Community on LinkedIn. The London, U.K.-based Public Relations and Communications Association (PRCA) named Mary Beth as a Fellow (FPRCA) in summer 2022, following her prior appointment as a founding member and co-chair of the PRCA's Global Ethics Council and as a member of the PRCA's Global Advisory Council. Mary Beth's commentary has been included in the *Wall Street Journal*, *Harvard Business Review*, the *USA Today Network*, *Business Insider*, *PRweek*, *PR News*, *Strategic*, and other business publications. She has spoken at international conferences and forums on public relations ethics and other timely topics in cities around the world, including in Belgrade, Davos, Dubai, Paris, Vienna and Warsaw.

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Appendix 1. Search query

Gaslighting (Topic) and Construction Building Technology (Exclude – Web of Science Categories) and Letter or Art Exhibit Review or News Item or Review Article or Meeting Abstract or Book Review or Editorial Material (Exclude – Document Types) and English (Languages)

Appendix 2. Gaslighting articles by year

<i>Year</i>	<i>Number of Articles</i>	<i>Percentage</i>
1981	1	0.4
1988	1	0.4
2003	1	0.4
2007	1	0.4
2014	2	0.9
2017	2	0.9
2018	6	2.6
2019	5	2.1
2020	13	5.5
2021	17	7.2
2022	31	13.2
2023	39	16.6
2024	56	23.8
2025	60	25.5
Total	235	100.0

Appendix 3. Descriptive statistics for top keywords (n=116) in research publications indexed in Web of Science

<i>Label</i>	<i>Cluster</i>	<i>Occurrences</i>	<i>Avg. pub. year</i>	<i>Avg. citations</i>	<i>Avg. norm. citations</i>
1 access	1	4	2023	5.25	0.9278
2 adolescents	1	5	2023.2	13.2	1.7107
3 adults	1	4	2024.75	0.25	0.0791
4 barriers	1	4	2023.25	4	0.5964
5 belief	1	4	2023	4.75	0.723
6 care	1	5	2023.2	13.4	2.5964
7 children	1	3	2024.3333	6.6667	2.1092
8 consequences	1	6	2022.5	9.6667	0.6691
9 corruption	1	3	2020.6667	22	1.5479
10 critical race theory	1	6	2022.1667	13.3333	0.8301

11	diagnosis	1	3	2024.3333	4	1.2655
12	disability	1	3	2024.6667	0.6667	0.2109
13	discourse	1	3	2023.6667	8	0.929
14	discrimination	1	7	2022.8571	16.7143	1.9648
15	disparities	1	3	2024	10.6667	0.9612
16	distress	1	3	2023	2	0.2575
17	education	1	5	2023.2	5	0.6626
18	endometriosis	1	3	2024.3333	5.3333	1.6874
19	equity	1	4	2024.5	1.25	0.3955
20	experiences	1	8	2024.625	2.75	1.6161
21	family	1	3	2022.3333	15.6667	0.8474
22	gay	1	4	2024.25	4.5	1.0804
23	health	1	14	2023.3571	11.3571	1.228
24	health-care	1	6	2023.6667	9.5	1.4962
25	impact	1	7	2023.2857	1.8571	0.3298
26	institutional betrayal	1	5	2021	14.8	1.1828
27	intersectionality	1	9	2022.4444	39.1111	0.9894
28	knowledge	1	3	2021.6667	34.3333	2.6894
29	law	1	3	2023	3	0.147
30	leadership	1	3	2024.3333	0.3333	0.1055
31	lgbtq plus	1	3	2024.6667	0.6667	0.3436
32	long covid	1	6	2023.8333	24.8333	3.2665
33	manipulation	1	6	2022.8333	2.1667	0.375
34	medical gaslighting	1	12	2023.6667	11.5833	1.568
35	mental-health	1	8	2023.125	17.25	1.0859
36	microaggressions	1	6	2023.5	13.8333	0.7428
37	misinformation	1	3	2023.3333	0	0
38	model	1	7	2023.4286	8	0.762
39	nurses	1	3	2025	6.3333	4.5238
40	outcomes	1	3	2024	4.6667	0.886
41	pain	1	3	2023.6667	6.6667	1.9402
42	participation	1	3	2023.6667	4	0.9638
43	patient	1	3	2024	6	1.1603
44	performance	1	4	2024.25	0.75	0.1266
45	perspectives	1	3	2024.3333	3.6667	1.1601
46	power	1	5	2022.6	19.6	1.4863
47	prevalence	1	4	2024.25	3.25	0.6961
48	qualitative research	1	4	2024.25	0.75	0.2373
49	race	1	6	2023	19.3333	1.3516
50	racial gaslighting racial	1	7	2023.1429	20.4286	0.7282
51	microaggressions	1	4	2021.75	11.75	0.9314

52	racism	1	13	2022.8462	21.9231	1.2042
53	resilience	1	4	2024	3.25	1.0282
54	risk	1	4	2021	18.25	0.9283
55	social media	1	5	2024.4	1	0.3074
56	social support	1	6	2023.6667	5.1667	0.6096
57	sociology	1	8	2023.625	18.75	1.6897
58	stigma	1	4	2023	4.75	0.7786
59	stress	1	3	2023	11.6667	1.0507
60	structural racism	1	3	2023	1	0.0889
61	testimonial injustice	1	4	2022.5	11	1.4019
62	tiktok	1	3	2024.3333	1	0.3164
63	transgender	1	5	2022.8	7.4	1.719
64	united-states	1	3	2024.3333	4.6667	1.4765
65	violence	1	9	2022.3333	20.2222	1.2068
66	women	1	28	2023.6429	8.1429	1.4387
67	workplace	1	7	2022.8571	6.4286	0.9536
68	workplace gaslighting	1	3	2025	4.3333	3.0952
69	youth	1	4	2022.75	12	0.7146
70	agency	2	4	2024.25	0	0
71	authentic leadership	2	3	2022	9.6667	0.8711
72	authenticity	2	3	2022	9.6667	0.8711
73	autoethnography	2	3	2021	15.3333	1.6389
74	autonomy	2	3	2020.6667	65.3333	2.0377
75	betrayal	2	3	2024.3333	9.3333	4.8483
76	bullying	2	3	2022.6667	6.3333	0.6668
77	construction	2	3	2024	6.3333	2.0038
78	epistemic injustice	2	17	2022.6471	17.7059	1.6943
79	gaslighting	2	93	2022.5484	11.6774	1.2667
80	gender	2	21	2023	17.2381	1.126
81	harassment	2	4	2022.25	10.5	0.6711
82	identity	2	7	2024.1429	2	0.4219
83	management	2	3	2023	11.6667	2.6651
84	men	2	4	2023.5	7	0.3853
85	self	2	5	2024.2	3	0.4061
86	sexism	2	4	2023.5	4.5	1.7514
87	sexual harassment	2	4	2023.75	4.25	1.1735
88	social epistemology	2	3	2022.3333	5.6667	0.4283
89	stereotype	2	3	2024	4.3333	2.2845
90	work	2	4	2024	2.75	0.8701
91	adolescent mental health	3	3	2024.6667	0.6667	0.2109
92	aggression	3	6	2023	5.8333	2.3314

93	anger	3	3	2023.6667	4	1.1179
94	anxiety	3	3	2024.6667	3	0.9492
95	community	3	3	2022.6667	6	1.1478
96	dark triad	3	4	2023.75	6.25	3.2369
97	depression	3	5	2024.4	1.2	0.3797
98	emotion	3	3	2024.3333	3	0.9492
99	emotions	3	3	2023	3	0.2703
100	feminism	3	6	2022.5	3.3333	0.6952
101	machiavellianism	3	3	2024	6.3333	3.9783
102	narcissism	3	4	2024	5.75	3.1894
103	politics	3	8	2023.375	3.875	0.7466
104	psychopathy	3	4	2023.75	6.25	3.2369
105	relationships	3	3	2023.3333	8.6667	1.4627
106	trauma	3	6	2022.8333	6.5	2.4211
107	abuse	4	4	2024.75	2	0.9312
108	coercive control	4	10	2023	36.4	1.6056
109	domestic violence	4	7	2022.5714	51.2857	2.1092
110	epistemology	4	3	2022	10	0.9012
111	help-seeking intimate partner	4	3	2021	113.6667	2.114
112	violence	4	17	2023.2941	25.7647	2.0934
113	psychological abuse	4	6	2023.1667	19.8333	2.4126
114	qualitative	4	3	2024.6667	1	0.3164
115	sexual violence	4	5	2024	4.8	0.6932
116	transphobia	4	3	2020.3333	29	1.4609

Appendix 4. List of journals (n=195) included into analysis.

	<i>Publication Title</i>	<i>Record Count</i>	<i>% of 235</i>
1	HYPATIA A JOURNAL OF FEMINIST PHILOSOPHY	5	2.119
2	JOURNAL OF INTERPERSONAL VIOLENCE	5	2.119
3	INTERNATIONAL JOURNAL OF QUALITATIVE STUDIES IN EDUCATION	4	1.695
4	JOURNAL OF FAMILY VIOLENCE	3	1.271
5	LEADERSHIP	3	1.271
6	SSM QUALITATIVE RESEARCH IN HEALTH	3	1.271
7	TOPOI AN INTERNATIONAL REVIEW OF PHILOSOPHY	3	1.271
8	CRITICAL PERSPECTIVES ON ACCOUNTING	2	0.847
9	ENVIRONMENT AND PLANNING E NATURE AND SPACE	2	0.847
10	EPISTEME A JOURNAL OF INDIVIDUAL AND SOCIAL EPISTEMOLOGY	2	0.847
11	FRONTIERS IN PSYCHOLOGY	2	0.847
12	FRONTIERS IN SOCIOLOGY	2	0.847
13	GENDER WORK AND ORGANIZATION	2	0.847

14	HEALTH COMMUNICATION	2	0.847
15	HEALTHCARE	2	0.847
16	HUMAN RELATIONS	2	0.847
17	HUMANITIES BASEL	2	0.847
18	INFORMATION	2	0.847
19	JOURNAL OF SOCIAL AND PERSONAL RELATIONSHIPS	2	0.847
20	NURSING ETHICS	2	0.847
21	PATIENT EDUCATION AND COUNSELING	2	0.847
22	PHILOSOPHICAL QUARTERLY	2	0.847
23	PHILOSOPHICAL STUDIES	2	0.847
24	PROFESSIONAL CASE MANAGEMENT	2	0.847
25	PSYCHOANALYTIC QUARTERLY	2	0.847
26	RAE REVISTA DE ADMINISTRACAO DE EMPRESAS	2	0.847
27	SOCIAL EPISTEMOLOGY	2	0.847
28	SOCIAL SCIENCE MEDICINE	2	0.847
29	WOMEN A CULTURAL REVIEW	2	0.847
30	AFRICAN STUDIES	1	0.424
31	AGENDA EMPOWERING WOMEN FOR GENDER EQUITY	1	0.424
32	AMERICAN JOURNAL OF POLITICAL SCIENCE	1	0.424
33	AMERICAN SOCIOLOGICAL REVIEW	1	0.424
34	ANGLIA ZEITSCHRIFT FUR ENGLISCHE PHILOLOGIE	1	0.424
35	ANTIPODE	1	0.424
36	APPLIED ACOUSTICS	1	0.424
37	ASIAN WOMEN	1	0.424
38	AUSTRALASIAN JOURNAL OF PHILOSOPHY	1	0.424
39	AUSTRALIAN JOURNAL OF POLITICAL SCIENCE	1	0.424
40	AUSTRALIAN JOURNAL OF POLITICS AND HISTORY	1	0.424
41	BIBLICAL INTERPRETATION A JOURNAL OF CONTEMPORARY APPROACHES	1	0.424
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