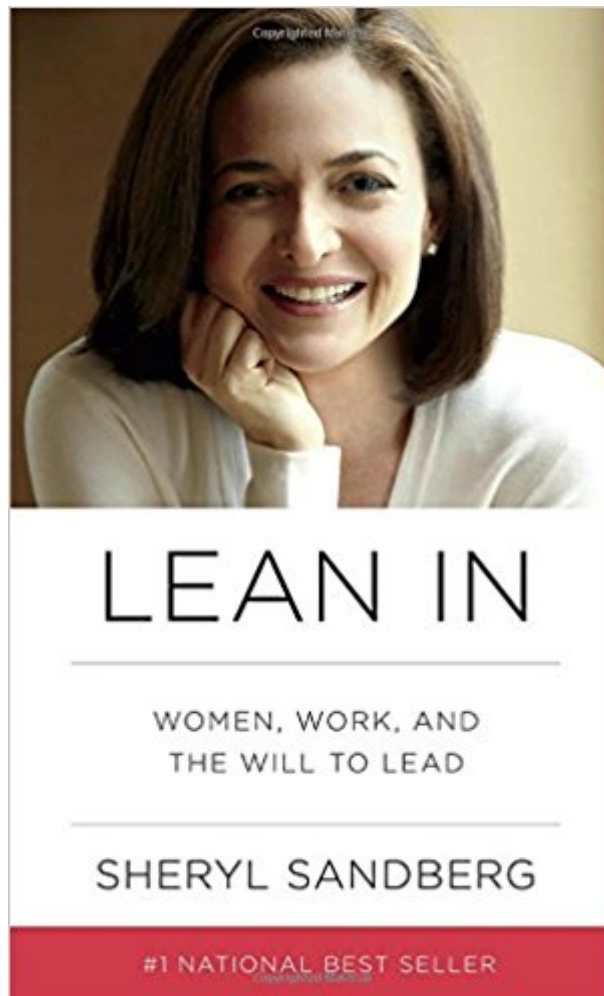




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# Lean In: Women, Work, And The Will To Lead



## Synopsis

The #1 international best seller *Lean In*, Sheryl Sandberg reignited the conversation around women in the workplace. Sandberg is chief operating officer of Facebook and coauthor of *Option B* with Adam Grant. In 2010, she gave an electrifying TED talk in which she described how women unintentionally hold themselves back in their careers. Her talk, which has been viewed more than six million times, encouraged women to “sit at the table,” seek challenges, take risks, and pursue their goals with gusto. *Lean In* continues that conversation, combining personal anecdotes, hard data, and compelling research to change the conversation from what women can’t do to what they can. Sandberg provides practical advice on negotiation techniques, mentorship, and building a satisfying career. She describes specific steps women can take to combine professional achievement with personal fulfillment, and demonstrates how men can benefit by supporting women both in the workplace and at home. Written with humor and wisdom, *Lean In* is a revelatory, inspiring call to action and a blueprint for individual growth that will empower women around the world to achieve their full potential.

## Book Information

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## Customer Reviews

An Best Book of the Month, March 2013: Anyone who’s watched Sheryl Sandberg’s popular TED Talk, “Why We Have Too Few Women Leaders,” is familiar with--and possibly haunted by--the idea of “having it all.” “Perhaps the greatest trap ever set for women was the coining of this phrase,” writes Sandberg in *Lean In*, which expands on her talk’s big idea: that increasing the number of women at the top of their fields will benefit everyone. Sandberg, the COO of Facebook, encourages

women to challenge the common workplace assumption that "men still run the world." She asks men to be real partners, sharing in the family work that typically leads to a woman's decision to stay home; she asks women who expect to start a family soon not to check out of work mentally. Sandberg's critics note that her advice may not resonate with the masses: The Harvard-educated exec can afford a veritable army to help raise her children. But Sandberg's point--which affects all of us--is that women who have what it takes to succeed at the highest professional level face many obstacles, both internal and external. Lean In is likely to spur the conversations that must happen for institutional changes to take place at work. --Alexandra Foster

**\*Starred Review\*** If Facebook COO (and first-time author) Sandberg succeeds, it will be because she's made us mad—and more than willing to act. With no small amount of self-deprecating humor, a massive quantity of facts and research, plus a liberal dose of very personal anecdotes, Sandberg forces each one of us—woman and man—to reexamine ourselves at work and in life, using a unique filter. Are we more concerned about being liked than succeeding? Do we think of our career as a series of upward ladders rather than a jungle gym? Do our authentic selves and honesty show up in business? In short, every single undoing of a woman's career is examined thoughtfully and with twenty-first-century gentleness and exposed with recommended remedies. Her colleagues act as advocates for her theme: lean in, or take a risk and drive change for us all. And though there are no solutions offered, except in the formation of communities around the country and (we hope!) around the world, there's tremendous reenergy in feeling that, thanks to Sandberg, the world just might be a different place. --Barbara Jacobs

This book CHANGED MY LIFE. I had been working in the same position at the same company for the last 12 years wondering why I wasn't being promoted or approached by competitors. Along with gaining experience over the years and building my own self confidence, I needed this book to push me to take the next steps. I know this sounds silly and self absorbed, but when I was reading it, it was like Sandberg was talking directly to me. She gave me insight into some of the things that were happening around me, and some tips on what I could do to change the course of my career. Within a week of finishing it, I stood up to a male coworker who was minimizing and deflating everything I said in a meeting in front of my manager and colleagues. Pre book I probably would have just let it go and been deferential even though I knew I was right. I didn't back down on my position, but I remained calm and logical, and was still friendly. He on the other hand became angry and raised his

voice. I asked him why he was becoming so emotional about the topic, and that question disarmed him completely. He said "you're right, I'm sorry." Later he came to my office and apologized again. I know he didn't like it, and I don't think his apology was sincere, but I know I at least gleaned some respect from him and my colleagues. I later noticed in another meeting in which a female coworker and I were presenting, several male audience members kept interrupting us despite the fact that we were supposed to be teaching them the material. I finally stepped in and said "gentlemen, thanks for your insights but we're going to hold questions and comments until the end." They shut up. I have finally recently been selected to attend a conference across the country with a select few other employees. I attribute this selection to my newfound confidence in my abilities and contributions to the organization, and I attribute that confidence to this book! I think every working woman should read this (especially working mothers), and possibly more importantly, every manager, male or female, should read this book.

I had heard some of the buzz about this book before I picked it up. Usually I don't do reviews, but I like reading what other people say about books. I'm writing this because I think some of the reviewers are missing what is significant (at least) to me about the book. Of course, Sheryl Sandberg is privileged. No one in my family would even dream of going to Harvard. There are no doctors in my family. I don't make millions a year. I'm single with no children. Basically I could disregard half of the book. HOWEVER, the other half really struck a cord with me. I've also been criticized for being too direct -- something that is not considered negative for a man. It made me think about how I approach meetings. Do I speak up? Do I wait for someone else to ask a question so I won't have to? Do I sit at the table? Do I have a voice that says I'm not qualified? Am I an imposter? Thinking about these questions made me realize that I can be passive about my career choices. There's a young man in my department who is new to the industry and training for his new position. Every meeting he speaks up. Even though some of his questions and comments are borderline embarrassing, I guarantee upper management knows who he is. It doesn't bother him at all to ask those questions. It's an interesting contrast to all the women just sitting there. The best message to take from this book is to be aware of what is going on in the workplace. Take the opportunity to change the inequality. Don't wait for someone to "fix" things for you. When opportunities present themselves jump on them if it's what you want. Take control.

This book offers some really interesting insights, many of them directed at women who hold themselves back by not taking opportunities and promotions when offered (for various reasons),

and Sheryl tells many stories that are very relatable. However, I think a lot of women in the workplace are already doing exactly what Sheryl suggests in her book (such as leaning in, taking on more responsibility, working long hours, etc.), but they are passed over for promotion. Similarly, a lot of women work through their pregnancy and give their life to their jobs, only to be either laid off or fired when they return. Sheryl's book is silent with respect to those women. What should women do when passed over for promotion, even when they are more qualified than their male peers? Should they find another job? I believe that a great many women are likely to agonize over how to deal with unfair treatment at work and how to GET that promotion (as opposed to whether to accept or reject a promotion). I wish that Sheryl had addressed that issue. Nonetheless, I think it is an overall good book to read.

full of amazing insights into the state of the feminine today. We have been marginalized and degraded so much, we don't even see it. Sandberg's stories and teachings are a great wakeup call. Time to take a seat at the table, ladies, and this book will encourage you to take your place. Not every woman may want to be a CEO, but we should no longer hold back on pursuing any dream we have. Highly recommended.

I had initially heard some great things about this book when it first came out, but I did not expect to enjoy it as much as I did. I believe that this book should be required reading for everyone in the workforce or considering entering the workforce, male or female. The pay difference, discrimination, and the diminishing number of women in high ranking position are all addressed in this book. In the workforce we have so many obligation as men and women to make the gap between the sexes diminish in order to promote equality. This book gives us a way to do that and insight to see what is needed to make those changes for the better. Would definitely recommend this book. As a HR student I realized some of the suggestions in this book would help us deal with so many of the lawsuits and make the marvel of women in powerful positions less of an oddity. Read as soon as possible! I could not put it down.

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