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## Lean In: Women, Work, and the Will to Lead

*Sheryl Sandberg*

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# LEAN IN

WOMEN, WORK, AND  
THE WILL TO LEAD

SHERYL SANDBERG

#1 NATIONAL BEST SELLER

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**Sheryl Sandberg : Lean In: Women, Work, and the Will to Lead** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Lean In: Women, Work, and the Will to Lead:

131 of 135 people found the following review helpful. Life (and career) changingBy LVang15This 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. 1376 of 1455 people found the following review helpful. Something to think about By Susan HI 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. 0 of 0 people found the following review helpful. Never thought I'd need to read this, but I did! By Cassie Garner Much like Sheryl, I always figured I had it as good as it was going to get. I figured feminism had already run its course, and being a feminist in my generation (I'm 29) would be like kicking a dead horse; it would also be something unflattering. Being a feminist would only hurt me and make the men above me like me less, so I've been quiet! After seeing the TED talks, recently attending a women's lunch event, and reading this book, it's clear that I have not been very honest with myself about the behaviors that I have been, not ignoring but "letting slide," in others as well as myself! Sure, I knew things weren't "equal," that men had it easier and were more respected in the workforce, but admitting that you have a part in perpetuating those behaviors is very difficult. Much more so will be working to implement the necessary changes (keyword "necessary") in our culture. It's time that sticking up for ourselves is not considered whining, but simply having a voice that deserves to be heard, as well as any man's!

The #1 international best seller In, 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.

.com 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 From Booklist\*Starred \* 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 Praise for Lean In (#1 National Bestseller) "Honest and brave . . . The new manifesto for women in the workplace." "Lean In is an inauguration more than a last word, and an occasion for celebration . . . Many, many women, young and old, elite and otherwise, will find it prescriptive, refreshing, and perhaps even revolutionary." "A landmark manifesto . . . Fifty years after The Feminine Mystique . . . Sandberg addresses 21st-century issues that never entered Betty Friedan's wildest dreams . . . Lean In will be an influential book. It will open the eyes of women who grew up thinking that feminism was ancient history, who recoil at the word but walk heedlessly through the doors it opened. And it will encourage those women to persevere in their professional lives." "Lean In poses a set of ambitious challenges to women: to create the lives we want, to be leaders in our work, to be partners in our homes, and to be champions of other women. Sheryl provides pragmatic advice on how women in the twenty-first century can meet these challenges. I hope women and men of my generation will read this book to help us build the lives we want to lead and the world we want to live in." "I approached it wearing two hats--one as CEO [and] the other as the parent of a nine-year-old daughter. In both capacities, I feel that Lean In is a must read." "Inspirational . . . Sandberg offers concrete suggestions on how to make our work and home life more satisfying and successful." "What Sandberg offers is a view that shows 20-somethings that choices and tradeoffs surely exist, but that the old normal of blunting ambition so that you can fit in one category or another does not have to be the way it is. And that each of us has a say in what comes next. And that includes men." "Sheryl Sandberg has done a tremendous service with this work. It offers a vital and sharp message, for women and men. We need great leaders in key seats spread throughout all sectors of society, and we simply cannot afford to lose 50 percent of the smartest, most capable people from competing for those seats. Provocative, practical, and inspired!" "Sandberg recounts her own experiences and dilemmas with great honesty, making it easy for women across cultures and geographies to identify with her. She spells out much that is well known about the problems working women face, but rarely articulated . . . In every word she writes, Sandberg's authenticity shines through." "Lively, entertaining, urgent, and yes, even courageous . . . Lean In is both a radical read and incredibly accessible . . . While it's obvious that women have much to gain from reading Sandberg's book, so do men--perhaps even more so . . . Lean In is the beginning of an important and long-overdue conversation in the United States--but it will only be a national conversation, and one that endures, if men do their part and lean in, too." "Grade: A . . . a rallying cry to working women . . . Lean In is the most cogent piece of writing I've encountered that speaks to the internal and institutional forces that can trip up an ambitious woman, whether she has a baby on board or not . . . The wisdom she shares here is a gift that all women (and all partners who support

them, in the workplace or at home) should give themselves.

—Meeta Agrawal, Entertainment Weekly: "If you loved Sheryl Sandberg's incredible TEDTalk on why we have too few women leaders, or simply believe as I do that we need equality in the boardroom, then this book is for you. As Facebook's COO, Sheryl Sandberg has firsthand experience of why having more women in leadership roles is good for business as well as society. *Lean In* is essential reading for anyone interested in righting the injustice of this inequality."

—Sir Richard Branson, chairman, the Virgin Group: "Sandberg's message matters deeply: it has a shot at bringing about a cultural change that would improve the lives of all women."

—Judith Warner, *TIME*: "A muscular manifesto on the gender inequities of the professional world . . . Sandberg is making a disruptive, crucial observation that puts her very much in line with Friedan: All is not just in the gendered world, and we should be talking urgently about how to make it better."

—Rebecca Traister, *Los Angeles Times*: "No one who reads this book will ever doubt that Sandberg herself has the will to lead, not to mention the requisite commitment, intelligence, and ferocious work ethic . . . Sandberg is not just tough, however. She also comes across as compassionate, funny, honest, and likable . . . Most important, she is willing to draw the curtain aside on her own insecurities . . . *Lean In* is full of gems, slogans that ambitious women would do well to pin up on their wall . . . I nodded in recognition at so much of what Sandberg recounts, page after page."

—Anne-Marie Slaughter, *The New York Times Book* (cover review): "Pivotal . . . It's probably not an overstatement to say Sandberg is embarking on the most ambitious mission to reboot feminism and reframe discussions of gender since the launch of *Ms.* magazine in 1971. The thing is, she's in a pretty good position to pull it off."

—Belinda Luscombe, *TIME*: "Important . . . This is a great moment for all of us—women and men—to acknowledge that the current male-dominated model of success isn't working for women, and it's not working for men, either . . . The world needs women to redefine success beyond money and power. We need a third metric, based on our well-being, our health, our ability to unplug and recharge and renew ourselves, and to find joy in both our job and the rest of our life."

—Arianna Huffington, *Forbes*: "I bet most [women] will be thrilled by *Lean In*. I suspect at least a few men will read this book and think, Oh no, they're starting to catch on."

—Michael Lewis, *Vanity Fair*: "A lucidly written, well-argued, and unabashedly feminist take on women and work, replete with examples from the author's life."

—Julia Klein, *USA Today*: "Having read *Lean In* by Sheryl Sandberg, I can testify that it addresses internalized oppression, opposes the external barriers that create it, and urges women to support each other to fight both. It argues not only for women's equality in the workplace, but men's equality in home-care and child-rearing. Even its critics are making a deep if inadvertent point: Only in women is success viewed as a barrier to giving advice."

—Gloria Steinem: "*Lean In* has plenty for feminists and all women to applaud—and learn from . . . I'm glad Sandberg is speaking out. I'm glad she's using her platform to help give women the tools to succeed, and to encourage all of us to go out and get what we want. The real strength of *Lean In* is in its Rosie the Riveter 2.0 message: 'You can do it! Here's how.' . . . A crucial call to action."

—Jill Filipovic, *The Guardian*: "A call to live fearlessly . . . *Lean In* is a memoir, a self-help book, a career management guide, and a feminist manifesto . . . Let's hope this is a book that is read as much as talked about."

—Marion Winik, *Newsday*: "Equality is a project everybody must work on together. For too long, achieving equality has been seen as women's burden . . . By knowing this story, men will become more sophisticated thinkers and actors when it comes to gender . . . *Lean In* contains a whole lot for men to think seriously about . . . Men just need to read it."

—Patrick Thibodeau, *CIO Magazine*: "Unapologetic . . . Sandberg is using her power and influence to try and improve the world . . . Sandberg's most powerful rhetorical device in the book is a saturation of stats that are sometimes shocking and sometimes reverberating—but always the kind that make you reevaluate what's going on around us."

—Nicholas Carlson, *Business Insider*: "Sandberg's voice is modest, humorous, warm, and enthusiastic . . . You don't have to be climbing the corporate ladder—or, as Sandberg would call it, the jungle gym—to find her message useful. Don't marry a man who isn't egalitarian? Good plan! Be more confident? Excellent advice . . . I'm buying a copy of *Lean In* for my daughter and one for my stepdaughter,

too.” —Katha Pollitt, *The Nation*; “Nuanced, persuasive, and brave . . . All of us—women and men alike—who care about creating a more equitable America ought to take her message to heart.”

—Jane Eisner, *The Forward*; “After reading *Lean In* and listening to Sheryl, I realize that, while I believe I am relatively enlightened, I have not consistently walked the talk . . . I believe we—need to drive a fundamental culture change and it is up to us as leaders to make this change happen. What we have been doing hasn’t worked, and it is time to adjust . . . We have an opportunity to make a tremendous difference, and in so doing benefit our people, our culture, our company, and, just maybe, the world.”

—John Chambers, CEO, Cisco; “Tremendously relevant . . . necessary . . . *Lean In* is more about being bold than it is about being female . . . Sandberg can reach beyond boundaries of age, success level, and gender to include all of those who have the privilege of playing on the jungle gym of corporations, academia, and government.”

—Sharon Poczter, *Forbes*; “A rallying cry for both genders to continue the hard work of previous generations toward a more equitable division of voice, power, and leadership . . . Told with candor and filled with a mix of anecdote and annotated fact, *Lean In* inspires women to find their passion, pursue it with gusto, and lean in to leadership roles in the workplace and the world.”

—Linda Stankard, *BookPage*; “I plan to buy *Lean In* for our three grown daughters and daughter-in-law . . . In our family, and in families across the country, may the conversations begin.”

—Connie Schultz, *Washington Post*; “I’m guessing that the average boardroom doesn’t have much better gender equality than a team of cave hunters attacking a woolly mammoth 30,000 years ago. So what gives? A provocative answer comes from Sheryl Sandberg, who has written a smart book that attributes the gender gap, in part, to chauvinism and corporate obstacles—but also, in part, to women who don’t aggressively pursue opportunities . . . there is something real and important in what she says.”

—Nicholas Kristof, *The New York Times*; “Giving women the tools and skills they need to take themselves and society to the next level.”

—Leslie L. Kossoff, *Technorati.com*; “Compelling . . . Sandberg writes with sophistication and thoughtful reflection . . . a book that has a powerful message but that is also full of personal vulnerability and first-hand anecdotes, packed with statistics and footnoted studies that back her points.”

—Susan Adams, *Forbes*; “Her ideas are reasonable, thoughtful—and necessary.”

—Michelle Goldberg, *The Daily Beast*; “When was the last time anybody talked this much about a woman’s place in the world, period? Sandberg’s *Lean In* is opening up the dialogue—and, in true Silicon Valley fashion, she’s made it scalable . . . I’ve put words to what we’ve long felt but couldn’t quite articulate; the insecurities, the self-doubt, the fear that causes us to keep our hands down. Because, whether we recognized it or not, each of us . . . had been grappling with precisely what Sandberg aims to conquer . . . She’s also managed to bridge a gap that has mystified many an activist before her: reaching women who both self-identify as feminists, and those who don’t.”

—Jessica Bennett, *NYMag.com*; “This is a book every young woman needs . . . I see her as an inspiration.”

—Colleen Leahey, *Fortune*; “A lucidly written, well-argued and unabashedly feminist take on women and work, replete with examples from the author’s life. It draws on the ideas of no less an icon than Gloria Steinem, a Sandberg friend, and on recent research highlighting the double binds women face as they negotiate the corridors of power.”

—Julia M. Klein, *USA Today*; “To get a sense of how I reacted to Facebook COO Sheryl Sandberg’s new book, look no further than the stars and exclamation points that fill the margins of my review copy . . . Among its merits is the way Sandberg doesn’t shy away from describing her own struggles to take risks at work, to ask for what she wants, to negotiate, to find an equal partner.”

—Alexandra Chang, *Wired*; “Sheryl provides practical suggestions for managing and overcoming the challenges that arise on the ‘jungle gym’ of career advancement. I nodded my head in agreement and laughed out loud as I read these pages. *Lean In* is a superb, witty, candid, and meaningful read for women (and men) of all generations.”

—Condoleezza Rice, former U.S. secretary of state; “To tackle society’s most pressing problems we need to unleash the leadership of both women and men. *Lean In* shows us the path and is an absolutely invaluable resource for the next generation of

leaders and those who support them.” —Wendy Kopp, founder and CEO, Teach for America

“For the past five years, I’ve sat at a desk next to Sheryl and I’ve learned something from her almost every day. She has a remarkable intelligence that can cut through complex processes and find solutions to the hardest problems. Lean In combines Sheryl’s ability to synthesize information with her understanding of how to get the best out of people. The book is smart and honest and funny. Her words will help all readers—especially men—to become better and more effective leaders.” —Mark Zuckerberg, founder and CEO, Facebook

“Sheryl is a unique business leader because of her versatility and breadth. She has the two traits that are common in every successful leader I have known: curiosity and determination. Sheryl brings all of her insight to Lean In, an important new book that companies can use to get the most out of their talent. With her ideas and actions, Sheryl will help to define leadership in the years to come.” —Jeff Immelt, CEO, General Electric

“The key to opening some of life’s most difficult doors is already in our hands. Sheryl’s book reminds us that we can reach within ourselves to achieve greatness.” —Alicia Keys