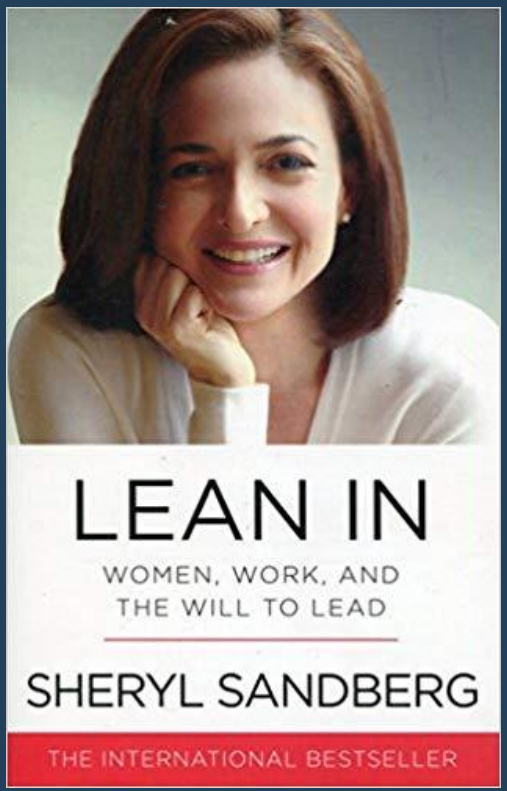

Lean In

Year of publication: 2015
Author: Sheryl Sandberg
Link for purchase: https://amzn.to/30QnxXv

Sheryl Sandberg's book "Lean In", released in 2013 presents challenges anecdotes that the author has faced in order to gain prominent positions in the work market, as well as to raise the discussion of the gender issue based on academic research and personal observations.
The author proposes reflections in order to encourage women to believe in their dreams so that they can also gain prominent positions.
All the income received by these 284 pages will be donated to the Lean In group, an organization that encourages women to strive for their goals. Besides, it will also be donated to other women's support organizations.

Score

8

9 Aplicability
9 Inspiration
8 Innovation
8 Impact on results
8 Structure

Main ideias of the book

- Internal obstacles are one of the reasons that prevent women from gaining prominent positions in the labor market;
- Increasing numbers of women in leadership positions are the key to ensure a more egalitarian world;
- The issue of the "myth of doing everything" titled to women creates barriers when it comes to reconciling personal and professional lives.

For whom is this book suitable?

This book is suitable for those who struggle against gender inequality in the labor market and at home, and would like to know how it could be reinforced.
More than that, it is also suitable for all those who are interested in deepening their knowledge about the challenges women face in achieving leadership positions.

Overview of the book

Subconscious Barriers

Women are barred from the labor market by prejudice, lack of opportunity and often by creating their own barriers, as Sheryl Sandberg relates.
As a result of a socio-cultural structure, the incentive to enter the labor market to the women was denied, keeping them immersed in the home environment and only aiming at caring for the family.
For those who break this scenario and enter the job market, some feelings are still latent, such as lack of self-confidence, fear, feelings of inadequacy and inferiority towards men.
These factors that permeate their daily lives cause them to withdraw in relation to the exploration of new opportunities in the workplace, besides becoming a hindrance so that they trust in themselves to leverage their careers.
The author illustrates this with personal examples as on her first day working on Facebook.

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When she was driving her way to work, there was the feeling of not being sure she could do that.
She also tells the countless times she did not believe in herself and failed in doing something about it, and the times she noticed the similar behavior in other women.

Tripping Barriers

Sheryl talks about the importance and necessity for men to be recognized at home, just as women must have this recognition in the labor market.
She gives examples of how often women themselves create barriers when men begin to do their part in caring for their child. In analyzing and judging the behavior of the father towards the child, they end up inhibiting them and causing them to stay out.
Therefore, she emphasizes the importance of always encouraging them, treating them equally, dividing the responsibilities of the chores and the care of the child.

Empower Yourself

As a result of what was reported in the previous topic, Sheryl Sandberg gives tips on how to get around those feelings when they come.
One of them is to "pretend until you feel it". According to the study, when someone is subjected to a power status, the hormones of dominance (testosterone) increase and, therefore, the person feels more capable to perform such thing.
In addition, the work needs to be continuous. According to the author, we must accept the risks we are facing, choose to continue growing, challenge ourself and ask for promotions to leverage our career.
Lastly, she emphasizes the importance of women pursuing this struggle in a mutual way to achieve satisfactory results.

What other authors say about it?

John C. Maxwell, author of "Leadership Gold" says that the best leaders are those who know how to listen, by being paying attention they know what is happening. They learn better than others because they get information from everywhere.

In the book "Emotional Intelligence," author Daniel Goleman clarifies that IQ contributes only 20% to its success in life. The rest is a result of emotional intelligence, which includes factors such as motivation, persistence, impulse control, mood regulation, empathy, and hope.

Lastly, another book that addresses leadership is "The Leadership Pipeline," by authors Ram C. Stephen D. and James N. They explain what are the 7 phases of leadership and the 6 transitions between them that a leader must pass to reach an optimal level of management.

Okay, but how can I apply this in my life?

As the name of the book suggests: "Lean In": You must be the agent of this transformation in the struggle against gender inequality.

You can do this by taking the initiative to talk about it in your group of friends, family and even in the work environment.

Proposing reflections about gender issues in the labor market, the obstacles and challenges for women to enter these spaces and the search for solutions to minimize these work opportunities' discrepancy arising from a cultural logic are valid attitudes to allow women to have their space and conquer their results, in addition to being happy with your choices, being professionals or housewives.

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