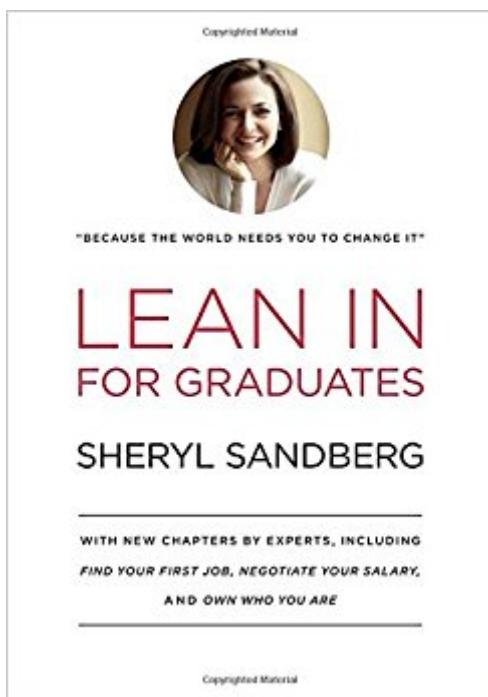


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# Lean In For Graduates: With New Chapters By Experts, Including Find Your First Job, Negotiate Your Salary, And Own Who You Are



## Synopsis

The #1 best seller, expanded and updated exclusively for graduates entering the workforce. This extraordinary edition of *Lean In*, by Sheryl Sandberg, chief operating officer of Facebook and coauthor of *Option B*, with Adam Grant, includes a letter to graduates from Sandberg and six additional chapters from experts offering advice on finding and getting the most out of a first job; writing; best interviewing practices; negotiating your salary; listening to your inner voice; owning who you are; and leaning in for millennial men. In 2013, Sheryl Sandberg's *Lean In* became a massive cultural phenomenon and its title became an instant catchphrase for empowering women. The book soared to the top of best-seller lists both nationally and internationally, igniting global conversations about women and ambition. This enhanced edition provides the entire text of the original book updated with more recent statistics and features a passionate letter from Sandberg encouraging graduates to find and commit to work they love. A combination of inspiration and practical advice, this new edition will speak directly to graduates and, like the original, change lives.

New Material for the Graduates Edition:

- A Letter to Graduates from Sheryl Sandberg
- Find Your First Job, by Mindy Levy (Levy has more than twenty years of experience in all phases of organizational management and holds degrees from Wharton and Penn)
- Negotiate Your Salary, by Kim Keating (Keating is the founder and managing director of Keating Advisors)
- Man Up: Millennial Men and Equality, by Kunal Modi (Modi is a consultant at McKinsey & Company and a recent graduate of the Harvard Kennedy School and Harvard Business School)
- Let's Lean In Together, by Rachel Thomas (Thomas is the president of The Sheryl Sandberg & Dave Goldberg Family Foundation)
- Own Who You Are, by Mellody Hobson (Hobson is the president of Ariel Investments)
- Listen to Your Inner Voice, by Rachel Simmons (Simmons is cofounder of the Girls Leadership Institute)

12 Lean In stories, short essays by readers around the world who have been inspired by Sandberg

## Book Information

Hardcover: 432 pages

Publisher: Knopf (April 8, 2014)

Language: English

ISBN-10: 0385353677

ISBN-13: 978-0385353670

Product Dimensions: 5.2 x 1.3 x 7.5 inches

Shipping Weight: 1.1 pounds (View shipping rates and policies)

Average Customer Review: 4.5 out of 5 stars 115 customer reviews

Best Sellers Rank: #17,421 in Books (See Top 100 in Books) #10 in Books > Education & Teaching > Schools & Teaching > Counseling > Career Development #10 in Books > Business & Money > Job Hunting & Careers > Vocational Guidance #30 in Books > Business & Money > Women & Business

## Customer Reviews

Prasie for Lean In: For Graduatesâ œNuanced . . . Whereas the original book was focused on articulating where we want to go with women in leadership, the additional parts of the new version provide day-to-day tactical advice on how to get there . . . Peppered with anecdotes from women of different ages, industries, backgrounds, ethnicities, income brackets, and skin color . . . The Lean In narrative is broadened greatly here to encompass a variety of experiences and goals . . . A clear message resonates throughout: Overcoming fear in any form means finding a voice. By opening the set of voices to be more inclusionary, therefore, the fundamental call of Lean In only rings clearer . . . Provides the opportunity to be re-inspired for those of us who have read it, and for those who havenâ™t, it introduces the wake-up call that has spurred the Lean In movement.â •

â Â Â Â Â Â Â Â Â Â Â Â Â Â "Forbesâ œAn ideal graduation gift that, although aimed at women, has plenty to offer young men as well . . . Sandberg recruits a considerable number of women, and a couple of men, to add their voices to hers . . . The shorter pieces generally fall into the category of inspirational . . . Longer chapters provide solid, practical advice that would benefit young people of either sex.â • â Â Â Â Â Â Â Â Â Â Â Â "Kirkusâ Praise for Lean In (#1 National Bestseller)

â œHonest and brave . . . The new manifesto for women in the workplace.â •â Â Â Â Â Â Â Â Â Â Â Â Â Â "Oprah Winfrey â œLean 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.â •â Â Â Â Â Â Â Â Â Â Â Â Â Â "Anna Holmes, The New Yorker â œA landmark manifesto . . . Fifty years after The Feminine Mystique . . . Sandberg addresses 21st-century issues that never entered Betty Friedanâ™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.â •â Â Â Â Â Â Â Â Â Â Â Â Â Â "Janet Maslin, The New York Times â œLean 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 womenâ "and menâ "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.â "Chelsea Clintonâ "approached it wearing two hatsâ "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.â "Mohamed El-Erian, CEO of PIMCO, in Fortuneâ "Inspirational . . . Sandberg offers concrete suggestions on how to make our work and home life more satisfying and successful.â "Kare Anderson, Forbes â "What Sandberg offers is a view that shows 20-somethings that choices and tradeoffs surely exist, but that the â "old normalâ " 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.â "Gayle Tzemach Lemmon, The Atlantic â "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!â "Jim Collins, author of Good to Greatâ "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, Sandbergâ "s authenticity shines through.â "Shweta Punj, Business Todayâ "Lively, entertaining, urgent, and yes, even courageous . . . Lean In is both a radical read and incredibly accessible . . . While itâ "s obvious that women have much to gain from reading Sandbergâ "s book, so do menâ "perhaps even more so . . . Lean In is the beginning of an important and long-overdue conversation in the United Statesâ "but it will only be a national conversation, and one that endures, if men do their part and lean in, too.â "Michael Cohen, The Guardian â "Grade: A . . . a rallying cry to working women . . . Lean In is the most cogent piece of writing Iâ "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.â "Meeta Agrawal, Entertainment Weeklyâ "If you loved Sheryl Sandbergâ "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 Facebookâ "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.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â Â "Sir Richard Branson, chairman, the Virgin Group

Â â œSandbergâ ™s message matters deeply: it has a shot at bringing about a cultural change that would improve the lives of all women.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Judith Warner, TIMEâ œA 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.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Rebecca Traister, Los Angeles Times Â œNo 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.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Anne-Marie Slaughter, The New York Times Book Review (cover review) Â œPivotal . . . Itâ ™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, sheâ ™s in a pretty good position to pull it off.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Belinda Luscombe, TIMEâ œImportant . . . This is a great moment for all of usâ "women and menâ "to acknowledge that the current male-dominated model of success isnâ ™t working for women, and itâ ™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.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Arianna Huffington, ForbesÂ œIâ ™ll bet most [women] will be thrilled by Lean In. I suspect at least a few men will read this book and think, Oh no, theyâ ™re starting to catch on.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Michael Lewis, Vanity FairÂ œA lucidly written, well-argued, and unabashedly feminist take on women and work, replete with examples from the authorâ ™s life.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Julia Klein, USA TodayÂ œHaving 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 womenâ ™s equality in the workplace, but menâ ™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.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Gloria

Steinem Â œLean In has plenty for feminists and all women to applaudâ "and learn from . . . Iâ™m glad Sandberg is speaking out. Iâ™m glad sheâ™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: â "You can do it! Hereâ™s how.â™ . . . A crucial call to action.â • Â Â Â Â Â Â Â Â Â Â Â Â Â "Jill Filipovic, The Guardian Â œA call to live fearlessly . . . Lean In is a memoir, a self-help book, a career management guide, and a feminist manifesto . . . Letâ™s hope this is a book that is read as much as talked about.â • Â Â Â Â Â Â Â Â Â Â Â Â Â "Marion Winik, NewsdayÂ œEquality is a project everybody must work on together. For too long, achieving equality has been seen as womenâ™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.â • Â Â Â Â Â Â Â Â Â Â Â Â Â "Patrick Thibodeau, CIO Magazine Â œUnapologetic . . . Sandberg is using her power and influence to try and improve the world . . . Sandbergâ™s most powerful rhetorical device in the book is a saturation of stats that are sometimes shocking and sometimes reverberatingâ "but always the kind that make you reevaluate whatâ™s going on around us.â • Â Â Â Â Â Â Â Â Â Â Â Â Â "Nicholas Carlson, Business Insider Â œSandbergâ™s voice is modest, humorous, warm, and enthusiastic . . . You donâ™t have to be climbing the corporate ladderâ "or, as Sandberg would call it, the jungle gymâ "to find her message useful. Donâ™t marry a man who isnâ™t egalitarian? Good plan! Be more confident? Excellent advice . . . Iâ™m buying a copy of Lean In for my daughter and one for my stepdaughter, too.â • Â Â Â Â Â Â Â Â Â Â Â Â Â "Katha Pollitt, The NationÂ œNuanced, persuasive, and brave . . . All of usâ "women and men alikeâ "who care about creating a more equitable America ought to take her message to heart.â • Â Â Â Â Â Â Â Â Â Â Â Â Â "Jane Eisner, The ForwardÂ œAfter 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 weâ "togetherâ "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 hasnâ™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.â • Â Â Â Â Â Â Â Â Â Â Â Â Â "John Chambers, CEO, CiscoÂ œTremendously 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.â • Â Â Â Â Â Â Â Â Â Â Â Â Â "Sharon Poczter, Forbes Â Â Â Â Â Â Â œA 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 â ^lean inâ™ to leadership roles in the workplace and the world.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Linda Stankard, BookPageâœl 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.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Connie Schultz, Washington Postâœlâ™m guessing that the average boardroom doesnâ™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 obstaclesâ "but also, in part, to women who donâ™t aggressively pursue opportunities . . . there is something real and important in what she says.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Nicholas Kristof, *The New York Times*âœGiving women the tools and skills they need to take themselves and societyâ "worldwideâ "to the next level.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Leslie L. Kossoff, *Technorati.com*âœCompelling . . . 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.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Susan Adams, *Forbes*âœHer ideas are reasonable, thoughtfulâ "and necessary.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â "Michelle Goldberg, *The Daily Beast*âœWhen was the last time anybody talked this much about a womenâ™s place in the world, period? Sandbergâ™s *Lean In* is opening up the dialogueâ "and, in true Silicon Valley fashion, sheâ™s made it scalable . . . Itâ™s put words to what weâ™d long felt but couldnâ™t quite articulate; the insecurities, the self-doubt, the fear that causes us to keep our hands down. Because, whether weâ™d recognized it or not, each of us . . . had been grappling with precisely what Sandberg aims to conquer . . . Sheâ™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 donâ™t.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â "Jessica Bennett, *NYMag.com*âœThis is a book every young woman needs . . . I see her as an inspiration.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â "Colleen Leahey, *Fortune*âœA lucidly written, well-argued and unabashedly feminist take on women and work, replete with examples from the authorâ™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.â •Ã Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â Â "Julia M. Klein, *USA Today*âœTo get a sense of how I reacted to Facebook COO Sheryl Sandbergâ™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* 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

SHERYL SANDBERG is chief operating officer at Facebook, overseeing the firm's business operations. Prior to Facebook, Sheryl was vice president of Global Online Sales and Operations at Google, chief of staff for the United States Treasury Department under President Clinton, a management consultant with McKinsey & Company, and an economist with the World Bank. Sheryl received a BA summa cum laude from Harvard University and an MBA with highest distinction from Harvard Business School. Sheryl is the co-author of *Option B: Facing Adversity, Building Resilience, and Finding Joy* with Wharton professor and bestselling author Adam Grant. She is also the author of the bestsellers *Lean In: Women, Work, and the Will to*

Lead and Lean In for Graduates. She is the founder of the Sheryl Sandberg & Dave Goldberg Family Foundation, a nonprofit organization that works to build a more equal and resilient world through two key initiatives, LeanIn.Org and OptionB.Org. Sheryl serves on the boards of Facebook, the Walt Disney Company, Women for Women International, ONE, and SurveyMonkey.

I wish I had this before I graduated college, and definitely before getting my first full time job after graduate school. While reading this, I felt a sense of validation as I witnessed challenges at one place of business that appeared connected to my gender and my race. My experiences elsewhere had been more positive, while I still felt uncomfortable as one of a few females, or one of a few black people. The inclusion of male and female anecdotes at the end is specially helpful. I think it's important that men are included in this discussion, which they are in this book, and as someone who is just beginning her career, and has experienced many twists and turns along the way, seeing the journey of others is refreshing and helps to put my circumstances into perspective. A friend recommended this to me, and I have been recommending this to other friends and acquaintances as well.

A must read for anyone, male or female, young or old. I wish I had read this book before graduating college, I been out of college for 8 years and i learned some of the lessons the hard way. There are a lot of lessons to learned and I appreciate the story about thinking that sexism was over by the time Sandberg herself started working. I realized in 2011, just as she describes realizing in the '90s, that sexism is still around even if its not a la Mad Men. I liked that she apologizes for Gen X dropping the ball on continuing to push and she lays out some great tools and the reasons to use them to keep advancing forward and pushing into positions of leadership.

This is a great book for anyone who is looking to make a change in their life, not just graduates. While I did read this book right around the time I completed my Masters degree, it definitely changed the way I approached work and my coworkers. To implement the book's "purpose" of leaning in, I did notice that I was CONSTANTLY seating myself at the edges of the room and I had never noticed that before. After a while, I said to myself, I have been at this job two years, I deserve to be at the table, and I did. Everyone was happy I joined and it was the simplest thing. Definitely a great read!

Reading this, I saw so much of myself in every word. I still have self-doubt, but I understand it more

and how it affects my interactions with others and how it can ultimately impact my career.

This was phenomenal. It truly changed my life. This is the perfect gift for new grads. As a new grad myself, I found it funny, witty, and informative. I love that some of the chapters were written by other professionals. It gave a variety of experiences.

I really loved the book and I realize that one author cannot touch on every marginalized group of women but there isn't even a mention of women with disabilities. But then again society only allows us to get degrees for token purposes we aren't actually supposed to enter the workforce with them...I'm hoping to one day make it in the workforce so that I can write the book that so many people with disabilities need to read so that they can know it's actually possible for them to get to the table and once they get there to lean in like hell!

Lots of great personal anecdotes, very well researched. All her points were backed up with evidence and relevant statistics. Recommend even for people who have been working for a while!

This was a graduation gift for my youngest granddaughter who is graduating from Cal Poly San Luis Obispo. She has been reading it and is finding it very helpful.

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Lean and Healthy National Geographic Kids Chapters: Scraps With Snakes: True Stories of Adventures With Animals (NGK Chapters) Negotiate Your Way to Riches: How to Convince Others to Give You What You Want Getting a Job You Love During a Tough Economy: Job Hunting Made Simple, Easy, & Quick for You (Volume 1) Lean Safety: Transforming your Safety Culture with Lean Management Beyond Bigger Leaner Stronger: The Advanced Guide to Building Muscle, Staying Lean, and Getting Strong (The Build Muscle, Get Lean, and Stay Healthy Series) Beyond Bigger Leaner Stronger: The Advanced Guide to Building Muscle, Staying Lean, and Getting Strong (The Build Muscle, Get Lean, and Stay Healthy Series Book 4) Lean Six Sigma for Service : How to Use Lean Speed and Six Sigma Quality to Improve Services and Transactions Lean Six Sigma: A Beginner's Guide to Understanding and Practicing Lean Six Sigma

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