

Summary Of Jemma Roedel's Book "She Thinks Like a Boss: Leadership"

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The book chosen to present the final report related to the leadership practice is "*She Thinks Like a Boss: Leadership: 9 Essential Skills for New Female Leaders in Business and the Workplace. How to Influence Teams Effectively and Combat Imposter Syndrome*," written by Jemma Roedel. The author of the book is a successful entrepreneur and highly acclaimed writer based in the United Kingdom, whose breakthrough writing "*She Thinks Like a Boss*" resonates deeply with women as the book offers a fresh perspective on leadership centered around empowering and encouraging women to embrace their strengths. Building on Jemma Roedel's Amazon bestseller "*She Thinks Like a Boss: Leadership*," which resonates deeply with women to encourage a leader in them, the first section of this report explores how leadership practice can be improved while summarizing and critiquing the book in relevance with HBR readings and Northouse's *Leadership Theory and Practice*. The second part of the report comprises reflection journals to explore followership and how to be an effective leader.

Summary Of Jemma Roedel's Book "*She Thinks Like a Boss: Leadership*"

"*She Thinks Like a Boss*" pushes women beyond the limited roles that society assigns to them so that they can chart their own path to prospective opportunities and ultimate success. In the book, the Amazon bestseller author, Jemma Roedel, addresses the common problem of imposter syndrome among female leaders and presents some effective strategies to overcome it. These strategies can help women fight the fears that hold them back in their careers and empower them to build confidence in themselves. For this to be achieved, the book includes 9-step strategies to overcome imposter syndrome and a 4-step communication model for setting strong boundaries in the workplace among co-workers (Roedel, 2021). The book sets a benchmark for females to help them discover how to be an effective woman and a woman leader in society, leaving a significant mark on the female readers' lives and the broader community. Overall, the book serves as a manual for female leaders as well as readers who want to enhance their leadership roles or who are new to leadership to enhance their leadership skills with a focus on using their unique strengths to create a positive and lasting impact.

Highlights of Jemma Roedel's "*She Thinks Like a*

Boss: Leadership”

The author has tried to frame the discussion around “she” thinking like a “boss” through the title “She Thinks Like a Boss,” which reflects a redefinition of leadership qualities and skills that are typically and traditionally attributed to males and masculinity. Through this discerning title, she encourages an approach in women that can contribute to their more effective leadership practices overall. Therefore, the title itself suggests that the author of the Amazon bestseller has delved into the distinctive perspectives that women bring to leadership roles as an [effective strategy for leadership development](#) and representation. This difference of view challenges traditional norms associated with women regarding their roles that are limited only to family and household.

Another highlight of the book is imposter syndrome among new female leaders, which is a unique and interesting aspect that the author delves into. It is a psychological condition that is characterized by feelings of self-doubt, lack of self-trust, and inadequacy despite the evident success of oneself. Roedel covers that imposter syndrome is a prevalent issue among new female leaders who are about to explore their leadership roles in businesses and the workforce (Roedel, 2021). Jemma Roedel’s decision to directly tackle this challenge and integrate its discussion in her book may offer a holistic approach to leadership development. Overall, the unique focus on imposter syndrome among women not only acknowledges the psychological barriers that some females in leadership positions may face but also provides a piece of practical advice to combat those barriers to their success.

Relevance of Jemma Roedel’s “*She Thinks Like A Boss: Leadership*” With Northouse and HBR Readings

In relevance with Roedel’s book, Capelli et al’s (2010) HBR article “Leadership Lessons from India” emphasizes that the practice of leadership not only enhances opportunities for the team but also fosters a supportive team culture. The authors of the HBR article quote an example of the CEO of HCL, Vineet Nayar, from India. They shed light on how Nayar has dismantled conventional business hierarchies. In order to drive innovation for the collective progress of the organization and the employees working in it, HCL’s CEO emphasizes putting workers first and customers in second place. Not only that, Vineet Nayar’s bold point of view reflects that leaders can also create a supportive team and a collaborative work environment where team members can discuss their doubts and feel comfortable (Cappelli et al., 2010). “Leadership Lessons from India” by Cappelli et al. (2010) and Roedel’s “*She Thinks Like A Boss: Leadership*” (2021) offer effective insights for leaders to challenge traditional norms regarding leadership practice.

In addition, the article sourced through Harvard Business Review titled “Discovering Your Authentic Leadership” offers valuable insight into how embracing diversity can actively help leaders seek out

diverse perspectives for success in the organizational landscape. (George et al., 2007). Similarly, Roedel offers certain key takeaways that authentic leadership commits to bettering individuals, for which leaders can create prospective opportunities for “underrepresented voices” to be heard, to overcome feelings of self-doubt and lack of respect within co-workers (Roedel, 2021). Roedel’s *“She Thinks Like A Boss: Leadership”* and HBR article “Discovering Your Authentic Leadership” both reflect that authentic leadership is a style “exhibited by individuals” who take responsibility for their actions, uphold high standards of steadfastness, and have the capability of decision-making based on principles and rules rather than short-term success.

Furthermore, as Roedel mentions, female leaders can achieve their aspirations by openly acknowledging imposter syndrome, continuously honing leaders’ abilities, and promoting inclusion as well as diversity. The HBR article “Building an Ethical Company” also discusses how organizations can help their employees develop moral character and behave more honorably at their workplace. The strategies mentioned in the article include providing experiential training in ethical dilemmas and creating a culture of service through monitoring of ethics (*Building an Ethical Company*, n.d.). The Northouse’s chapter on “Leadership Ethics” also builds on the same perspective of how leaders often face complicated situations and critical ethical dimensions before making decisions. Northouse’s chapter emphasizes the importance of ethical decision-making in leadership and that ethics is crucial for leaders to act on a principle in a certain situation, as it is all about character and actions within a work environment (Northouse, 2021).

Critique of “*She Thinks Like A Boss: Leadership*”

One of the remarkable aspects of “*She Thinks Like a Boss: Leadership*,” on which I would build my critique, is its significant focus on empowering and encouraging female leaders. The book emphasizes the importance of effective leadership for women while encouraging them to explore their unique leadership strengths. It takes on a uniquely female point of view on leadership, highlighting the differences in traits and communication styles between men and women in the workforce. This clear focus on the female leadership perspective that Roedel explains is clearly different from their male counterparts in a work environment, which helps to give a clear picture of the challenges female leaders taking on leadership positions and roles face in their workplaces. The approach is, no doubt, intriguing to read and explore because it challenges traditional [gender stereotypes](#) associated with leadership. This notion is a key takeaway of the book, which is particularly relevant at a time when there is a growing emphasis on equality, inclusion, and diversity to foster a positive workforce so that women, along with men, can recognize their value regardless of gender differences.

“*She Thinks Like A Boss: Leadership*” Key

Takeaways/Applications in Personal and Professional Lives

After reading the book thoroughly, I have found out that the book is a valuable resource for women who want to own leadership and for those who want to improve their leadership style in the business and workplace. The key takeaways from the book, including bringing empathy, collaboration, and a detail-oriented approach to leadership, would help me foster inclusive environments where diverse teams could be managed in both personal endeavors and professional projects involving group coordination. I have also realized, while giving Roedel's book a read, that the message this resource conveys is not just centered around empowering women but all individuals in society who are facing self-doubt or looking to improve their leadership capabilities. The 4-step communication model, in this regard, is an effective strategy that can be employed in the workplace, whether the leader is a man or a woman to express oneself effectively without being apologetic or hostile towards each other. I can use this model for personal growth and professional development in my workplace to boost self-esteem and trust in my abilities, as well as for advancing in my career and becoming an effective leader.

Reflection Journals

Followership Questionnaire

The followership style I am categorized in after scoring the questionnaire is exemplary followership style. My independent thinking score was 49, and my score for active engagement was 52, categorizing me in exemplary style for followership. I agree with my results because I cannot follow the herd blindly, accepting everything a leader says to me. The results signify what I am as a human being, personally and professionally, because I cannot follow directions or blindly accept everything that people say or want me to do. I think that good and exemplary followership involves actively taking part in the pursuit of organizational objectives, but through proactive engagement within the team, to have the courage to express concerns. In my case, followership means working independently, taking ownership of necessary tasks, and being accountable for my actions.

For instance, I would anticipate needs by preparing necessary analysis ahead of time, ensuring that my part of the project aligns with the overall timeline of the project. I will be the proactive and supportive team member who contributes to the group's objectives while also respecting the leadership. I will be willing to adapt to changes in project strategy as decided by the leader while maintaining a positive attitude in the team, and with the leader providing feedback and updates, while also voicing my concerns. At the workplace, demonstrating a strong work ethic and commitment to the team's goals has always been above and beyond me to ensure my personal as well as organizational success. So, keeping open lines of communication with co-workers and especially the

leader in a constructive manner would help me contribute to an effective and harmonious followership dynamic.

Path Goal Role Play

The Leadership Path Goal states that a leader's disposition clearly affects subordinate satisfaction, motivation, and productivity. According to research, a leader's behavior, attitude, leadership style, and environmental factors influence the satisfaction and productivity of the team. Leaders must also dynamically adapt to the needs of their teams. My classmates, in this regard, even developed standards to understand what leadership style works best in different situations.

We were able to experience all of this in the activity we had in class. This activity was about forming teams and each member of the team played a role that was made up of leaders and employees of a company. Personally, I had the role of leader, specifically a sales manager, which aimed to motivate sales representatives for better performance and influence them to boost the company's sales.

According to the description they gave me, each individual had different skills and different types of leadership, but as a leader, I only used one leadership method to have a sociable talk with each of them, which was achievement-oriented leadership behavior. I chose this type of leadership because it is in accordance with the objective I had as a sales manager, as it focuses on the identity, confidence, and behavior of each of the members of a team. I guided them to strive to achieve concrete achievements.

The main objective of this leadership is motivation; it does not consist only of giving difficult work because the results can be devastating. So, as a leader, it is necessary to inspire, reward, and highlight each of the achievements of team members. This encourages them to continue working hard and achieve their objectives, especially what the company requires. Overall, it was certainly a fun and challenging activity because, as a leader, you have to take control and demonstrate your skills in dealing with your followers. In my position and role, I did my best and expressed myself in the best way I could to achieve the goal of my role play.

Quynh Pham and Madison Farfan's Workshop

The workshop conducted by Quynh Pham and Madison Farfan was related to workplace aggression and how one can respond if he/she is subjected to discrimination in the workforce. The workshop covered the importance of understanding various forms of workforce aggression, which can range from subtle acts of unsociable behavior to more overt forms of harassment at the workplace. While attending the workshop, I realized that such educational sessions are crucial in today's work environment. The key takeaways from such a workshop can help us understand that aggression in the workplace is a multifaceted issue that should be addressed by promoting ethical leadership practices so that every individual can enjoy a more productive work environment.

Quynh and Farfan also highlighted the significance of the effect of [workplace discrimination](#) and aggression and discussed with us strategies to recognize and address it effectively. They facilitated us with the point of view that aggression in the workplace starts with leadership because leaders play a significant role in setting a tone, whether aggressive or ethical, for workforce behavior and culture. So, an effective leader must demonstrate respect, integrity, and fairness to discourage discriminatory behaviors and influence the entire organization. Overall, the workshop was an important session to help future leaders recognize discrimination and aggression in the workplace. What I could recall from the workshop was how speaking against discrimination, fostering a culture of open communication, and providing employees with confidence can help promote [ethical leadership and avoid aggression in the workplace](#).

Leadership Behavior Questionnaire

Today, I engaged in a profound self-reflection journey by delving into Northouse's Leadership Behavior Questionnaire, as this exercise helped me provide my peers' reviews about areas of strength and areas where I needed improvement. The questionnaire was based on the behavioral approach to leadership, classifying it into two main types, including task behaviors and relationship behaviors. The questionnaire emphasized the actions and behaviors of leaders rather than their capabilities or traits.

As my peers started giving their opinions and marking the questions, I approached their responses with an open mind and a willingness to confront my leadership behaviors head-on to evaluate various behaviors of my leadership style. Throughout reviewing my own leadership behavior based on the questions in Northouse's "Leadership Behavior Questionnaire," I found myself as a catalyst for self-discovery as my self-assessment, as well as my peers' responses, were an opportunity to receive feedback on my leadership behaviors.

One of the enlightening aspects of Northouse's exercise was the comparison of my responses to those of others, which helped me gain valuable insights into how my actions are perceived by those I lead. This introspection highlighted areas where I can further refine my leadership behaviors by questioning why I prioritize certain aspects of leadership over others to better serve the team I lead and achieve collective objectives.

Leadership Trait Questionnaire

Everyone should look into how they perceive leadership traits in their everyday tasks and lives periodically. If an individual wants to be a good and effective leader, they should evaluate what they need to improve in themselves in order to become an effective leader, as there are many opinions on the characteristics or traits of a leader a person should possess. As discussed in the "Leadership Trait Questionnaire" found in [Leadership Theory and Practice](#) by Northouse, there are 14 different classifications of what should be the traits of a good leader, including articulate, self-assured, diligent,

trustworthy, empathetic, sensitive, and more.

To make me understand where I stand as a leader and what qualities or traits I possess, I requested my followers in the classroom to take the questionnaire on me, and I found out that the good score I achieved was in diligence. After all the ratings were collected, the average score for each trait was calculated to provide a profile of how the leader is perceived by others in comparison to my own self-perception, which suggests that I am still struggling in roles to become a good leader. Moreover, for most of the questions and responses by others, I was not surprised by the results and responses of my peers as I was overwhelmed that they looked at me as being a persistent and diligent individual.

The question on which I received the lowest score was being outgoing, as my peers and followers know that I am a shy and intimidating person. However, the response was not a surprise to me as I am already working hard to overcome my shyness. I personally think that I need to be friendly towards people around me and come across as inviting and warm towards them. Reviewing the questionnaire and examining the leadership traits is important, but I still have room for improvement because there are many years and opportunities for leadership ahead of me. So, this questionnaire will help me determine what I am good at and the things I need to grow as an effective leader to better understand how complicated yet straightforward the leadership role can be.

References

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