

SWT Crew
Strong Women Together

SWT CREW Update

Connecting. Rising. Engaging. Worldwide.



SWT Crew
Strong Women Together

SWT CREW

It's been **five years** since we kicked off this initiative!



Connecting. Rising. Engaging. Worldwide.



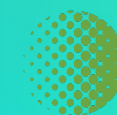
SWT Crew
Strong Women Together

Why did we kick off this initiative?

- In 2019, only 27 of 589 people registered were women
 - **Women represented only 4.6% of SWTest's attendees!**
- At that time, there was still an opportunity to close this gap:
 - **36% of the STEM students were women at the universities**
 - ***Today – 35% of the STEM students are women***



SWT Crew's goal is to attract more women to our thriving on-wafer probe community through industry education, networking, and mentorship.



SWT Crew
Strong Women Together

Mentoring Program

SWT Crew's most significant initiative to date is the Mentoring Program.

- Through this Program, we want to help create a **community** starting with a Mentor.
- Most of the Mentor's in our pool are highly connected
- THANK YOU to those of you who have supported the program as Mentors!

We believe a community and a strong relationship with a Mentor will help keep women in our industry.



SWT Crew
Strong Women Together

SWT CREW 2025 Committee

- Connie Smith (Texas Instruments) – Event Planning
- Karen Armendariz (Celadon Systems) – Chairwoman
- Michele Jorgenson (Celadon Systems) – Mentee/Mentor Recruiter
- Marita Villareal (Technoprobe) – Mentee/Mentor Recruiter & Marketing
- Stacy Ajouri (Texas Instruments) – Social Media
- **Open** – Mentor/Mentee Outreach



How is the Mentorship Program doing?

We kicked off the 1st cycle of the Mentoring Program in August of 2021 thru June 2022 we had 25 participants.

2022 - 2023: 36 participants

2023 - 2024: 40 participants

2024– 2025: 43 participants

Thank you for giving the program a chance!



SWT Crew
Strong Women Together



SWT Crew
Strong Women Together

Program Feedback



SWT Crew
Strong Women Together

Mentor / Mentee Survey Questions

1. Was the mentoring program a positive experience for you?
2. Did your mentor make any suggestions that were helpful to you?
3. Would you invite others to participate based on your experience?
4. Do you plan to keep in touch with your Mentor?
5. Would you consider participating in the program again?
6. Was the Resource Center helpful?
7. Do you have an ideas on how we can improve the program?



Comments from Mentees

Survey responses were overwhelmingly positive. And many included comments, including:

“The Mentorship Program is a wonderful program. I recommend it not only to women who are new to the industry but also for those women who are looking for growth. The mentor will support you, give you advice, and provide guidance. I am very grateful to get to know her and be able to reach out to her going forward.”



SWT Crew
Strong Women Together

What did our Mentees say about the Program?

“Being a part of the SWTest mentor Program has truly been a wonderful experience. My mentor was able to provide guidance and support throughout the past year on several difficult topics I was working on.”

“I will continue my relationship with my Mentor going forward and have truly made a lifelong friend that I can continue to go to for advice. I would highly recommend this to anyone who is interested to join the program!”

“I have so much self-awareness now thanks to my mentor!”



SWT Crew
Strong Women Together

What did our Mentors say about the Program?

"I love being a mentor. It is so gratifying to be able to help someone so easily from my personal experience. My mentee is so grateful as my suggestions and guidance made a big difference in her career. I found this experience to be very satisfying and I will continue to be a mentor in this valuable program"



SWT Crew
Strong Women Together

What did our Mentors say about the Program?

"Mentoring is very beneficial to both parties involved!"

"The mentoring process was generally a positive experience for me. I found it fulfilling to share my knowledge and insights with my mentee and witness their growth"

"The mentorship program was a really nice and new experience for me, learning to know my mentee, and in the same period It lead to a nice extension to our own mentorship program internally at our company"

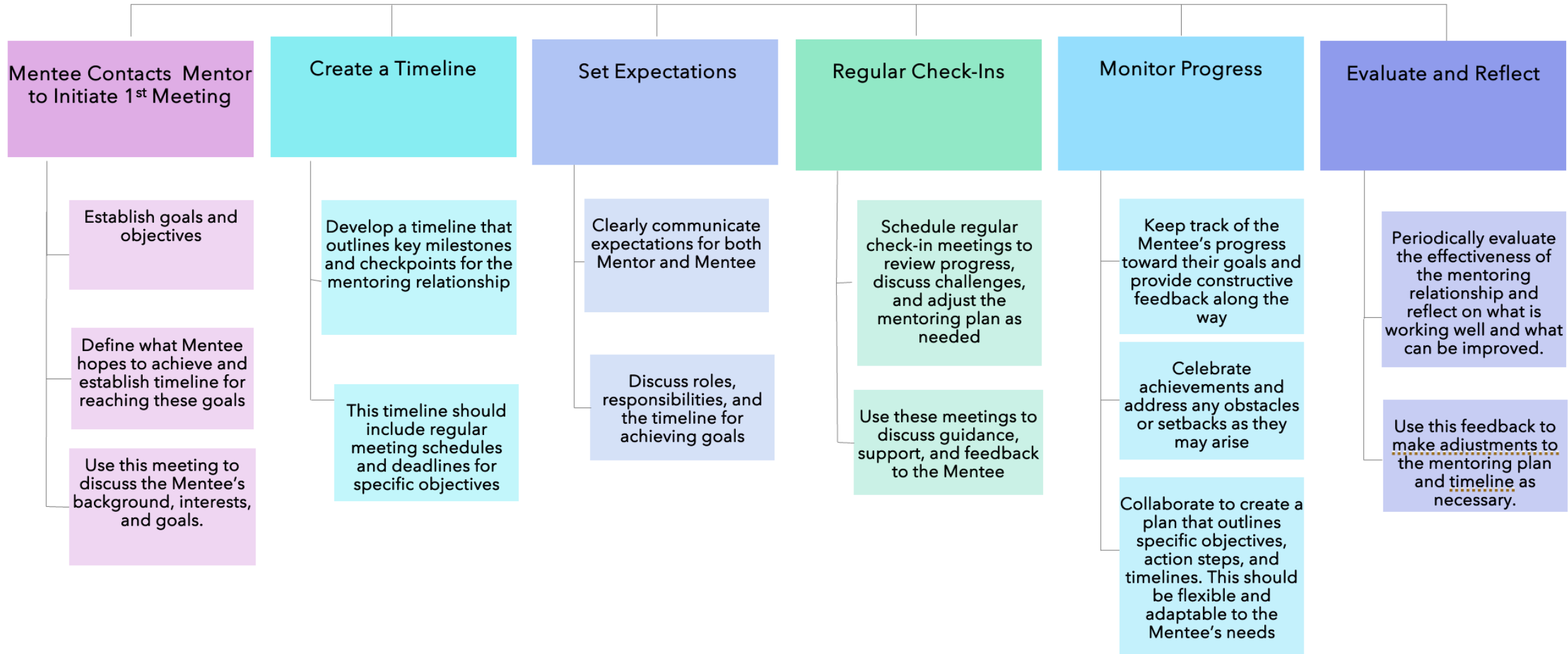
"I think the program has its benefits, especially for new engineers. I'd be happy to do it again."

"I have regular monthly 1:1 with my mentee – it is still fun, we were talking about her challenges in the job and the change she was going through."



SWT Crew
Strong Women Together

MENTORING TIMELINE PROCESS



BY FOLLOWING THESE STEPS, A NEW MENTOR CAN EFFECTIVELY GUIDE DISCUSSIONS WITH A MENTEE IN A TIMELINE-BASED MANNER, HELPING THEM TO ACHIEVE THEIR GOALS AND DEVELOP PROFESSIONALLY.

Resource Center

- Our Resource Center is a list and links to books and tools on our website which you can find at:
www.swtest/swtcrew.org
- These are great tools for our participants to use
- If you are using tools, please let us know, and we can add them to the list. Here is a sample:



▼ Resource Library

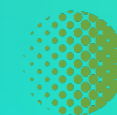
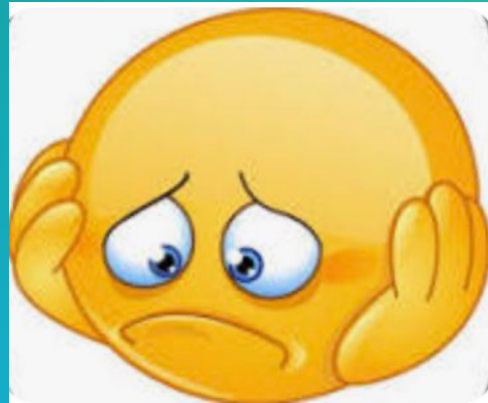
Search the resources table below by using the search bar on the right. You can search the information in any of the columns. The table is also sortable by column, just click on the column you wish to sort.

Search:

| Skill ↕ | Resource ↕ | Title and Link ↕ |
|----------------------|-----------------|---|
| Self-assessment | Assessment/Test | DISC Assessment |
| Self-assessment | Assessment/Test | Delegate and Elevate tool – EOS assessment |
| Rethinking/ Learning | Book | Think Again:The Power of Knowing What You Don't Know by Adam Grant |
| Motivation | Book | Drive: The Surprising Truth About What Motivates Us by Daniel Pink |
| Leadership | Book | The Five Dysfunctions of a Team: A Leadership Fable by Peter Lencioni |
| Decision making | Book | Necessary Endings: The Employees, Businesses, and Relationships That All of Us Have to Give Up in Order to Move Forward by David S. Covey |

The Mentorship Program is a Commitment

We learned that some participants who went through the matching process dropped out after a couple of sessions.



SWT Crew
Strong Women Together



SWT Crew
Strong Women Together

Program Details



SWT Crew
Strong Women Together

1 year program

Kickoff date: June 2024

Closure date: June 2025

MENTEE Expectations **Be ready to Learn**

- Personal goals specify eg. career, motivation or gain skills
- Willing to learn and share in 1:1
- Schedule sessions (every 4-8 wks)
- Maintain a learning journal
- Open mindset to new thoughts and methods
- Listen and consider acting on advice
- Proactive and flexible, homework!

MENTOR Expectations **Be ready to Share**

- Trust & Confidentiality
- Teacher, Advisor, Guide, Friend
- Two-way relationship learning
- Maintain engagement
- Big picture, puzzle pieces
- Reflective attitude, embrace the risk of change....
- Unconditional positive attitude
- Not coaching or sponsorship



SWT Crew
Strong Women Together

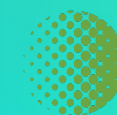
SWT Crew Mentoring Program

4 Phases of Mentoring:

1. *Get to know each other* – Build the relationship
2. *Outline objectives and goals* for the journey
3. *Follow the plan*
4. *Conclude mentoring activities and reflect, then meet back here in person, if possible, at SWTest!*



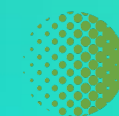
**To sign up for the Mentorship Program
attend the Network Event today at 3:30p!**



SWT Crew
Strong Women Together

Questions for Mentees...

- ✓ **Please list your current company, job title and responsibilities.**
- ✓ **What areas of the Probe Industry have you worked in previously?**
- ✓ **What are your near-term career goals?**
 - ✓ Consider the following (Career aspirations, experience, knowledge)
- ✓ **What do you hope to gain from your mentoring relationship?**
 - ✓ Please list top 3-5 items.
- ✓ **What skills, knowledge, experience, and qualifications are you looking for in a mentor?** Please list top 3-5 items.
- ✓ **Complete the statement: “I am looking for a mentor who...”**
- ✓ **Are there any other specific items in your selection of a mentee?** (ex: gender, location, diversity, etc.).



Questions for Mentors...

- ✓ Please list your current company, job title and responsibilities.
- ✓ What areas of the Probe Industry have you worked in previously?
- ✓ What strengths or areas of expertise do you have to offer a mentee?
- ✓ What are the top 3-5 skills and competencies that you can share with a mentee?
- ✓ List several characteristics of a mentee to whom you could provide the most help and why.
- ✓ Complete the statement: **“I am looking for a mentee who...”**
- ✓ **Are there any other specific items in your selection of a mentee?** (ex: location, background, diversity, etc.).



Final thoughts.....

- **Understand different styles**
- Have a **“Go for it” attitude**, unique opportunity in Probe Industry
- **Stay in balance** by seeking to become a “Superpower” not “Superwoman”
- **Seek to find mutually beneficial results** from your relationship (teamwork)
- **Good time to create your mission** and develop strategies to achieve it.
- **Expand your contacts and network**, follow up on assigned homework.
- Be an advocate for other women in the industry, **actively seek advice**.
- **Speak up! Help us make this program a success for the next SWT Crew.**
- With your information, we will match intentionally for best connections.



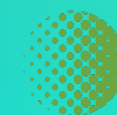
SWT Crew
Strong Women Together

SWT CREW Networking Event Today!

JOIN US today at **3:30 p.m. on the Costa Del Sol Side Lawn** to:

- LEARN MORE
- WIN PRIZES
- SUPPORT US
 - SIGN UP!

We appreciate your support!



SWT Crew
Strong Women Together