



**SWT Crew**  
Strong Women Together

# SWT CREW Update

Connecting. Rising. Engaging. Worldwide.

# SWT CREW

- Back in 2020, we initiated a subcommittee called SWT Crew!
- The Founding subcommittee consisted of Amy Leong (Formfactor), Suz Ramsbottom (Texas Instruments), and Karen Armendariz (Celadon Systems).
- The subcommittee's goal is to attract more women to our thriving on-wafer probe community through industry education, networking, and mentorship.

***Why did we kick off this initiative?***



# Why did we kick off this initiative?

*We reviewed our registrations from SW Test in San Diego from 2019 and we were surprised to find...*

- Only 27 of 589 people registered were women
  - **Women represented only 4.6% of our attendees!**
- An opportunity exists to close this gap:
  - **42% of the STEM students are women at the universities**

*With your help, by inspiring women through industry education, exposure, and access, we can attract them to our thriving, technology-driven field.*



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# Why is this important?

- **Women think differently which can bring unique ideas and perspectives to the table** resulting in improved problem-solving while fostering innovation.
- **High-gender-diversity companies generate more revenue** by creating more innovative products and services resulting in better financial performance.

***“Companies with gender diversity on their executive teams were 25% more likely to experience above average profitability than their peers”.*** McKinsey Aug 12, 2022

- **A more diverse workforce can become a powerful recruiting tool to attract talented future employees.**
- **The bottom line, high-gender-diversity gives companies a competitive advantage over their peers.**



# Mentoring Program

**Our Committee'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 to other Probe professionals and can introduce their Mentees to others to help them build their network and community.
- THANK YOU to those of you who have supported the program as Mentors all three years.

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



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# SWT CREW Committee

- Stacy Ajouri (Texas Instruments) – Social Media
- *Karen Armendariz (Celadon Systems) – Chairwoman*
- Jelena Culic-Viskota (Intel) – Resource Center
- *Amy Leong (Formfactor) – Marketing*
- Michele Jorgenson (Celadon Systems) – Mentee Recruiter
- Myrna Mayonte (Formfactor) – Mentor Recruiter
- Connie Smith (Texas Instruments) – Event Planning
- Marita Villareal (Technoprobe) – Mentee/Mentor Recruiter



# How is the Mentorship Program doing?

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

Our second cycle, from June 2022 to now we had over 40 participants.

***Thank you for giving the program a chance!***



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# 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 that are new to the industry but also for those women who are looking for a growth position. The mentor will support you, give you advice, and provide guidance. I was able to work with a mentor that is known in the industry. With her vast experience and expertise in the semiconductor industry, I was privileged to dip into her knowledge and be able to apply it to my work. I am very grateful to get to know her and be able to reach out to her going forward.”*



# 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!”

# 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"*



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# What did our Mentors say about the Program?

*"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 led 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."*

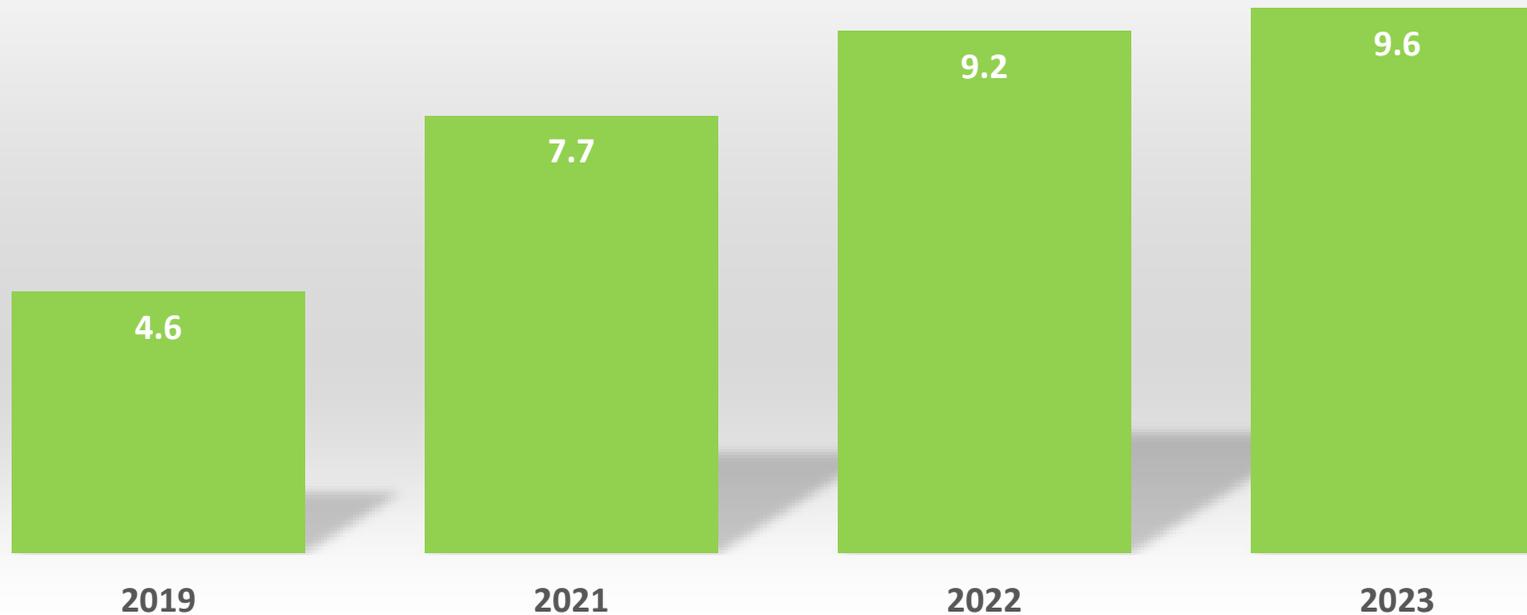
*"I have regular monthly 1:1 with my mentee – it is still fun, we were talking about her challenges in the job and the change she was going through."*



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# Are we making a difference?

Percentage of Female Registrants



# New: Resource Center

- We have a great resource center of books and tools on our website which you can find at:  
[www.swtest/swtcrew.org](http://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	<a href="#">DISC Assessment</a>
Self-assessment	Assessment/Test	<a href="#">Delegate and Elevate tool – EOS assessment</a>
Rethinking/ Learning	Book	<a href="#">Think Again: The Power of Knowing What You Don't Know by Adam Grant</a>
Motivation	Book	<a href="#">Drive: The Surprising Truth About What Motivates Us by Daniel Pink</a>
Leadership	Book	<a href="#">The Five Dysfunctions of a Team: A Leadership Fable by Peter Lencioni</a>
Decision making	Book	<a href="#">Necessary Endings: The Employees, Businesses, and Relationships That All of Us Have to Give Up in Order to Move Forward by David S. Covey</a>

# 1 year program

**Kickoff date:** June 2023

**Closure date:** June 2024

## 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 4-6wks)
- 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



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# 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!*



# 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.).**



# New: “Preferences” added to Profile

- Last year we had several matches that didn't work well.
- We added a “Preferences” spot on the profile form.
- You can write in anything you wish to help us find you an appropriate match.



# What if mis-match occurs?

Do not panic, simply escalate the concern to me or one of the other committee members and we will do our best to re-match you as quickly as we can.

**Here is our group email:  
SWTCrew@SWTEST.org**



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# What if I can't make contact with my Mentor/Mentee?

Simply escalate the concern to me or one of the other committee members and we will do our best to figure out what is going on and if necessary, we will re-match you.

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SWTCrew@SWTEST.org**



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# 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 Social Event Today!

- Please join us at SWT Crew's Social Event at **5:00p on the Costa Del Sol Side Lawn**
- Everyone who is interested in supporting our initiative is welcome
- All on-site Mentors and Mentees please attend, **we will be announcing the Matches!**

If you would like to participate in the 2023 SWT Crew Mentoring Program or if you have any questions about the Program, please email us at [SWTCrew@SWTest.org](mailto:SWTCrew@SWTest.org)

*We appreciate your support!*



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