Only the data that I filled out in the survey. And Sofia nothing. As a technician, only the data that we filled out in the survey and they told me that they were going to contact me and have a meeting, but I was not told what the meeting was about, what topic we were going to talk about, eh? I even asked if they had any prior documentation, they told me no, so not knowing the agenda, it's not okay, can I say, we are studying this at the university in the United States and to enroll I need to do a project in another country with Claro printed that Our project specifically is to make recommendations on vital things like making a platform for mentors like you. Oh, stop

Make a space on the Web giving you your services and the people to whom they were to find your services and contact them if you want, there is a platform then the recommendation we do use asking about ten mentors who mentor me like you.

What do you want in platforms to make a good recommendation, then I can start to summarize a brief description of the services it offers. Well, my base race, eh? It's materials engineering, I'm about love, I think I have professionals in this area, eh?

Seven years of working as an engineer Eh, to perform in everything that is its different areas for 10 years of working in my own field I have my own company dedicated to the part, eh? Mechanical metal. Let's say related to conviaria, purely engineering and eh? Approximately 5 years ago, I worked a lot on the part, eh? About people and I have worked a lot, mostly at the EH level. Let's see you, get certified and be able to study a little more everything that is related to what is a little more about the human part. I have 15 years of experience. work on the gender issue, eh? I belong well here in Costa Rica to some of what we call the Professional Associations so it is one, eh? Organization that brings together all people in engineering and architecture. In

In this organization, I am part of the gender commission, eh, the Gender Equality Commission. I have been part of the commission for 15 years and I have been preparing for 15 years, which is all that gender issues are through the Commission. I have worked on many projects mainly with girls and adolescents and mainly everything that is stem careers, which are everything that is this science, technology, engineering and mathematics careers to give the, uh, girls and adolescents information so that they can take action. a decision making, huh? Good enough to be able to, eh? Choose a career, hopefully in science and technology, eh? It's a bit let's say my my experience to be able to answer you your your question about what I do currently I work at a university, eh? I am as coordinator of the Industrial Engineering degree and as the coordinator of the information technology degree and eh? Business Communication. So I really like working with guys, I really like working with people, so about 5 years ago I started to specialize a little more in this part, work a little more successfully, that's where I met Voces Vitales and I chose to certification in mentoring in leadership.

From there and with the issue of the pandemic, let's do it, this is how new opportunities open up to create new services, so I not only dedicate myself to the university. He told me my business but I also do other things cheap. That's consulting, right? I am a consultant on the subject mainly of leadership, mainly gender issues and everything that is related to emotional intelligence such as managing emotions with the management of this mainly to business groups.

The great advantage is that, for example, knowing that I am an engineer, I know the operational part of companies, so, for example, when I meet as a manager and the manager tells me, I'm sorry, the limit is on the edge because the workload is X and he huh The workers is x. I have the advantage that I finally speak your language in the engineering part. Well, then I know about the engineering part, I know about the operational part, I know your quality problems, these day-to-day problems and I can provide you with greater tools to help you not only in the operational part, not only at the company level, but also They help you well on a personal level and with managing people, sorry, so let's say a little bit of what we are generating there little by little, right?

And you work a lot with the company or person to person or both, generally it is person person, eh? I have been with the position at the university for a year, so there is really little that, eh, what I have dedicated to generating. Let's say this service, but people who have known me for a long time, eh? They usually call me and say, I need help. Ok I'll go, let's have a session. Let's search, let's go for a coffee and I'll tell you, let's go for a coffee and they already know the truth, let's say like more very personalized, let's say very very personalized now that the opportunity was given with the questionnaire.

I always told Eugenia that you have to take advantage of it, that is, eh, put my demos, you have to take advantage of it and really let's say the mentors have a very good resource to be able to generate, but neither and and it is something that I am . Let's say. I know raised in the hand, eh? One can generate this for free, right? It is something with which one has prepared and cannot do much and that is why I tell you, I have worked for 15 years as a volunteer, eh, eh, in the federated ticket and in many other organizations, but that does not give food in the end. , then it is important. Let's say that one can monetize all these processes, right? So that is important and I called through their client recruitment process as I look for it as I usually tell you.

True, eh, it's not my main job, so if the opportunity for a workshop is given, eh? A conference a presentation, eh? I go, but it's not let's say, it's not my entrance. It scared me into my main income account. That I could eventually do it and how I know it will be marketed currently.

Benefit that we should take out, then previously. Ah,

Benefit that we should take out, then previously. Ah, let's say during the pandemic when yes maybe I was a little more interested in looking for clients, it was maybe a little more difficult because, eh, the use of social networks limits a lot, right, however the service that one provides is not a service For young people who use social networks, it is really more or less people, eh? Contemporary and eh? We can, uh, generate. Let's say this that trust, right? I think this is this type of services or this type of mentoring this type of accompaniment leaves or let's see, eh? Talks, huh? Motivation rooms or some type of workshop generation mainly, eh? We are looking for people mainly with experience that can provide them and that can generate that trust, in eh,? The end customer and you have problems. Think Okay, you have problems, huh? When starting a relationship with and a client.

Oh did you know, it's very interesting because the clients that I have had are generally by recommendation, so it's more like it, eh? What to call it rather is a very good relationship from the beginning, so it is very easy to connect them well, you have regular clients, I have like five or six regular clients that we handle let's say from time to time a workshop a talks in this company, eh? Some of these evaluations even audits, which is the great advantage of also having the engineering part. The thing is that I can contribute to you from the engineering side and from the human side. Well, then it is a complement then, for example if they need an audit let's say if they need an audit, I am part of the audit team but from my perspective with greater empathy with greater active listening with greater, eh? Transparency, the audit is generated from a very tense environment to a much more relaxed environment and much more, eh? Sociable, then the audit is handled more transparently, eh? People feel more comfortable, generally there are processes in companies where, eh, people express themselves a lot and face a lot of attention and when the people who do the audits, we offer ourselves and ourselves with more kindness this more understanding more empathy, eh? Immediately the process flows much better. So not only is it like a proper active listening workshop, but also exposing the most practical things from an engineering point of view and being able to generate it now something important is that for me the truth is that something important is not that for example, eh ? I don't work alone, let's say, I am part of a team where, for example, a colleague has, eh, eh, her companies, her company and from time to time she might call me live, I need help for X topic, eh? Have Friday availabilities so to speak, eh? I tell her if I have availability on Friday or for example, maybe sometimes they call me and I call her I need a couple of guys to help me with this to have them available yes I have such guys okay right? So let's say that we have also looked for a support network to be able to work now, as I said, it is not always a constant and stable job, therefore, that is why it cannot be my main source of financing. This is an extra entry, right? So this one that of course and we do it with a lot of love and with a lot of affection and and it is something that we are now very passionate about. I am really very passionate about the topic at this moment. And you are erect with your new one.

Client Yes, you have to do it, there are bad clients that one says from day one, no, you don't have to be selective here. And what information do you know? Do you want to know before making a new client? Mainly I investigate with recommendations, no, no, the first time you let yourself go, eh? And if we do not know this, but not at all, the client does not know what we do, it is, uh, try it as a small service.

Good night, let's say I know if you need a quote, I don't know, eh? All right, a training plan, but it started with a workshop, don't even tell them we agree, but we're going to give you the first free workshop so you can measure it, so I don't live and you say. Oh look, yes it can be, eh? There are many opportunities and when one says, there are no companies that are not there and there are places that have a very bad energy where it has gone and the Holy Spirit

And is the location of your clients a factor in the selection process or do they come to you? Generally, huh? As I say, it depends on where it is.

Then a door. And paying clients before or after your services usually before they finally pay 50% and this later 30 days later. Out of every 50% . Of

I don't know them yearlings, eh? That we have a relationship of great trust where I go, I do the work for them and I tell them calm down, then afterwards we arrange not to lose, so this is it, eh? But there is already a very great relationship of trust between us, there is no problem and there are times when clients do not want to pay.

The majority of the majority do not want to pay, it is very complicated because we are going to see the payment systems that companies have, generally those 30 days credit, but those credit days are not calendars, they are days of 30, can you imagine then, eh ? Let's see usually one makes contact with Mila and you provide the service to Mila but it turns out that I am the one who pays for the financial and who is in charge, so this me has to take out the purchase order. I don't have to do things. I don't have to do the whole process, but it takes me a little longer to pay vendors. This is my contact was with Mila But

But the one who pays me is me, so generally the companies, let's say very large companies, eh? They take 30 days, some take up to 45 and some take up to 60 days to pay, so in the end it is not sustainable. So you see that makes it so that when Mila asks me for another service again. I'm going to tell you what happened that the last time the last workshop lasted two months and was paid for, so it's not sustainable and what you normally do is say okay, but this next workshop is beautiful, so it's no longer.

No, it is not competitive. And how important is protection against scams to you? Hey, think a lot about Internet AMM protection, let's see.

It's interesting, I think the main problem with cybersecurity is that people don't know what it is, eh? Are the, eh, eh, eh, the stages

The topic, for example, of PayPal credit card passwords, eh, there are many accesses where one can work, the cloud is quite enough, eh? It is quite safe however, people are not careful and do not have the tools to generate all this caution. I believe that all platforms are extremely safe when one has them, eh? The decision and when one takes the necessary care to be able to work on these platforms, if I am going to buy an ad on Facebook, I do not use my credit card, I use a special card that only has a certain fund, it has bank insurance, it is o I use some other means if I, that is, I'm not, I'm not going to use the card where I have my savings to use it on all these platforms, right? Hey? Virtual, right, eh? I do not share my password with some people I do not enter links that I receive by email or by WhatsApp I think this is mainly a matter of people's lack of knowledge and trust, right? We are going to see, mainly, we Latinos have to do a lot with having a high level of trust in people and things, so you say oh no, how are they going to rob me, really, all that doesn't happen and from there there is a whole series of people who are Looking for a way to see how they take your money, right? So I think that's how it is, huh? Very important that people can have all these security measures to be able to generate this, eh?, eh? Good environments on platforms and take advantage of it, be it a common platform Facebook like YouTube like Google this one, eh? And now there are a lot more mainly you can this one with artificial intelligence that can help us in terms of chatbots that can help us, right? So, huh? That's enough, huh? Well, let's say.

And what is your experience in paperwork or documentation such as registering your business is tedious? Well, I'm an engineer. Hey, the documentation showed everything.

I have everything documented, everything I have evidenced, I have records. I have forms. I have processes, everything is documented then. It's part of my nocturnal nature to document everything and have evidence of everything. Do you have experience working with a third-party platform? For Let's see, I think uh, I think the only platforms.

Let's say what social networks are, then they are like the basic ones, let's say that but for example, I don't know about this one. Hey! The use, for example, of Google or some learning platforms, eh? I have reviewed and seen things but never, eh? I have never ever gotten into creating code, let's say, and generating this entire part, eh? Programming no longer generally it was like my students.

This one, eh, but yes I have seen them, let's say if I know how they work and there is such a thing as how they are used, eh? Let's all say that type of asynchronous platforms mainly for what is the use of, eh, eh? Hey,? For what is the use, let's say workshops, eh? Courses and and so on in an asphonic manner. And you think that you are comfortable with technology like a taxi, let's see, I think my generation, eh? The way to way has a deficiency in the technology issue however.

Eh, I feel very comfortable learning new things and if they are technological things they attract me a lot of attention then that's nice. Okay, before him you have a great deal with a client who would like to have a lot of data such as preference and a personality profile or just a califaxion it is important to always know about your metal population.

And what kind of information do you want customers to ah, include on surfaces like you're going to ask for because as it happens affectations that they want from the Exact You prefer your profile to be deeper or more difficult. I think that

And profile is enough, eh? Transparent, no, it does not contain, let's say the filters, eh? However, I guess the Max you can't do with some clients, huh? It is mainly due to the competency part, not so much who I am, but what my competencies are, right? I believe and it seems to me that you are the decision making of a profile is based on the competencies and abilities of the people, right, not so much on this part, not so much on the who is the person part, right? This because, uh, and here we are going to see a little about the gender issue. We have 95% of our decisions, it is enough that they are based on biases, eh? Eh, eh, in unconscious biases then for example if I were a blonde woman with blue eyes probably your perception of me would be different, right? Even if I were a woman of color or an indigenous woman, the perception is true that it is different due to the unconscious biases that we have if I tell you that I am an engineer by profession, true, but if I tell you that I am a psychologist or that I am a social worker, unconscious biases begin to play and expand, formulate prejudices in the conception of who we are, then a profile of a person in decision-making must be based on people's competencies in order to generate equal conditions when it comes to decisions and the choice of people, that is why, for example, resumes, at least here in Latin America, the use of photographs of people is not recommended precisely for that reason because then if I see the photograph and I say, oops Look, she's very pretty. I'm going to hire her in my company, but for example if she has one and I get the photo, I don't know, I'm going to use an expression, I don't know if you're going to lose me, she's like Ugly Betty, right, it's the soap opera, right? I'm going to say this immediately, this person is not, even though his skills and his resume are, eh? Very clear, by then I think that more than the entire profile of a person who fits for a company must be based on competencies and skills, not on a profile of who the person is. Yes, I like cats and I don't like cats. and my favorite drink is a chocolate or that's what it is, eh? See the truth people at a professional level are used is other types of skills. AND

And are there any design elements that you would like to have? Ah, to make you feel like you represent yourself better. Your experience, skills, commenting skills, huh? I think it is the best cover letter that One can and mainly the recommendation of other people.

That's the last question to the last question, are there any other potential security features that you would like to see in the third party center? Like a mobile app notifications messages on it in depression. Eh, I think all this kind of

We could even have a chat bot, eh, eh, and all the help that we have clear about artificial intelligence can help us a lot, generate more opportunities for us to be able to provide better services and be able to provide, better is, eh, opportunities to people in their growth and development. staff. Thank you for your time and your answers helped us a lot and if you have to be in the career that you study, I study the mechanical engineer you are.

What years is my third year? I have one more and hopefully less. YY of the and of the subjects, which one? Do you like it?

Marin Is a

I I counted, which courses do you like the most in Mechanical Engineering? I like the ones. Sorry, ah, I like the math course a little more than us courses and I like the app also LED live like bio biology mechanic things like that you like the mechanical Tweet part better, yeah.

And you like it, huh? You have already worked with design programs such as AutoCAD completely, you have never used it, but I am comfortable with it, try using Inventor, I recommend it, it is much easier, inventor, okay. Thank you, thank you, this is much easier, because everything is given to you in three dimensions at once, so you can draw in three dimensions and it is much simpler and how you would like to apply mechanical engineering to it with all the human part. I think that I want to do things like instruments as they say, not medical vice things, like outbreaks and processes, well here in Costa Rica, eh, the Tecnológico de Costa Rica is the University of Tecnológico, it has a master's degree in medical devices continues Costa Rica has many companies and eventually you like Costa Rica has many companies in charge of medical devices, I suppose the United States a little I think it goes, there are more here because in the states in the United States it is very difficult to find a job. Yes, quite a bit but no, that's why not, that's why there are no opportunities, the opportunities for women mainly in these areas are, eh? Much bigger and better brush, for example, needs around 6,000 engineers in the next 10 years, we have many opportunities to enter and make them a very good company, it has several, eh? Subsidiaries in the United States now have, if I'm not mistaken, like tlacoma and buenos feo, this one has several, eh? Several subsidiaries, so I don't congratulate you, look how nice it is to know that I have a colleague working on this part, I guess it's like your communal work, similar, yes.

I'm going to send my students to do that and also where I am we shout the mechatronics career, it's not similar, it's very similar to the mechanical part. I love the mechanical part. It cost me a lot, huh? Do the, huh? The decision without materials or mechanics because they are both very nice in the mechanical part, I really like the design part of all of them and I recommend the biomaterials part there, I also like it for that next semester or apart it should materials, they were all made All the trends that we have now in the EH part in the products part of this for human use and consumption is impressive, the field of action is incredible and the resource that we have as engineers, eh? Change people's lives mainly to be able to generate an impact at a global level, it is incredible, so Vila how nice I really congratulate you, eh? It moves me very much, thank you and I felt very comfortable and I hope that it is very well, there. Yes, you need something with great pleasure there they made my email and they have my my contacts and anything, I'm at your service, whatever you need we will be in contact. Thank you thank you very much.