



Young Surveyors Network

In partnership with the National Society of Professional Surveyors

Mentorship Program | Onboarding Packet

Welcome!

As an extension of the National Society of Professional Surveyors (NSPS), the Young Surveyors Network (YSN) welcomes you into its mentorship program. We are ecstatic that you're here! By participating in this program, you are choosing to enrich your professional development through active engagement with fellow surveyors from various regional and professional backgrounds. You will explore your professional potential through in-depth discussion on topics designed to make you think critically about your professional growth and how to hone the skills necessary to take you where you want to go.

It is our objective that, through the mentorship process, mentees will develop attainable career goals, establish action plans for how to achieve the goals set, and build professional relationships with peers who can offer support along the way. We are hopeful that mentors participating in this program will use this valuable opportunity to grow their professional network and find ways to expand their leadership capabilities.

We applaud you for showing up for both yourself and the profession. We look forward to working with you!

What is the NSPS YSN Mentorship Program?

The NSPS YSN Mentorship Program is a professional development opportunity designed to guide emerging surveyors as they navigate the early stages of their careers. The program is an opportunity to build community within our professional organization by connecting YSN-eligible surveyors with mentors who are more established within the industry. The goal of the NSPS YSN Mentorship Program is to assist emerging surveyors in the realization and actualization of their own unique professional goals through the exploration of insights, experiences, and resources related to the unique topics outlined in the program structure.

This mentorship program is facilitated by the NSPS YSN Mentorship Committee, who will be working in tandem with the selected mentors to maintain the program structure and necessary data input. Using participant information, mentorship matches will be determined through an online mentorship platform: MentorNity. Matches will then be reviewed by the Mentorship Committee and adjusted as necessary. The aim is to facilitate professional relationships that most align with the backgrounds and interests of mentees and the type of growth they seek. Once participants are selected and mentorship matches are solidified, the program will be administered through the MentorNity platform, which is covered in more detail in the pages to come.

Program Highlights

- **Nationwide Reach:** The participation pool for both mentors and mentees spans the United States and its non-state regions, making it inclusive of myriad identity backgrounds and areas of professional expertise.
- **Diverse Fields of Practice:** Participating mentors bring specialized knowledge from a variety of positions and specializations within the profession.
- **Tailored Guidance:** Each mentorship pairing is made to match the mentee's needs, aspirations, and backgrounds with the experience and expertise of the most compatible mentor.
- **Flexible Engagement:** Depending on regional circumstances and preference, mentorship interactions can take place in person or virtually, allowing for flexibility in communication and ensuring that geographical barriers are not a hindrance.
- **Professional and Personal Growth:** The program focuses not only on career development but also on personal growth, confidence-building, and leadership skills.

Whether you are a student seeking guidance, an emerging professional looking to explore the next steps of your career, or a seasoned individual wanting to give back by sharing your knowledge; the NSPS YSN Mentorship Program provides a platform to connect, inspire, and empower. Through your participation, you are supporting the YSN's effort to foster a culture of learning, collaboration, and mutual growth across the United States and its non-state regions..

What is Mentorship?

Mentorship can be accomplished through various methods. At its core, it is the guidance, influence, or direction given by one individual to another. Mentorship is the opportunity to turn vision into reality by pairing an individual with more experience, knowledge, and connections (mentor) with an individual looking to shape their own growth trajectory (mentee).

Within the NSPS YSN mentorship program, mentors will use the information acquired from their experiences and connections to assist mentees in planning several steps ahead to achieve their professional goals. While the program is largely structured to support the professional development of mentees, it is widely shown that there is a reciprocal benefit in the growth that mentorship offers.

While mentees benefit from the council of the mentor, the mentor benefits from the opportunity to reflect on their personal and professional experiences. The pairing of reflection and imparting guidance allows mentors to hone their leadership skills, invest in shaping the profession's future, and gain perspective on the profession through the expressed views and ideas of the mentee.

Across industries, research has shown that mentored individuals have increased satisfaction and commitment to their professions compared to non-mentored individuals. While mentorship can be a powerful tool, it is only as powerful as you make it. You will get out what you are willing to put into this experience. Mentees must arrive with a preliminary vision for their professional growth and must be willing to work at establishing specific and measurable outcomes. Mentors will provide guidance and advice to support the mentee in shaping and refining their goals, but the mentoring relationship will largely be driven by the goals, objectives, and dedication of the mentee.

Program Structure

The Mentorship Program is structured to span five months inclusive of application submittals, participant selections and pairings, onboarding activities, one-on-one mentorship sessions, group socials, a close-out meeting, and a post-program participant questionnaire.

The program begins with application submittals in early March. Upon acceptance into the program, a welcome session presentation is conducted to outline the program structure and expectations.

Each mentee will be paired with one mentor, some exceptions may apply. Pairings will be determined through the Mentornity platform using participant information collected through the application process. The coordination of a preliminary introduction meeting is encouraged to ensure a favorable mentorship match before mentorship sessions formally begin.

As mentor pairings are finalized, all participants will be given approximately one week to explore the Mentornity user interface and get acquainted with platform features and data entry resources.

After onboarding efforts conclude, each mentee will decide on the order in which they would like to focus on the six development topics they selected on their application forms. The full list of development topics is as follows:

- Importance of Licensure and/or Certification
- Understanding the Surveyor's Role in a Multidisciplinary Industry
- Networking with Peers and Clients
- Teamwork and Communication
- Conflict Resolution & Problem Solving
- Leadership: Project & People Management
- Understanding Industry & Emerging Technology Trends
- Ethics & Professionalism
- Work-Life Balance & Time Management

Each selected topic is to be explored in one of the six scheduled Mentor-Mentee meeting sessions. Each topic will be paired with industry-relevant information and several questions to prompt discussion during mentorship sessions. Establishing a schedule for topic exploration early in the program ensures that the mentor and mentee have time before each meeting to think about and prepare for the upcoming topic at hand.

One-On-One Mentorship Sessions

One-on-one mentorship sessions will be held every two weeks. Mentors are responsible for populating their Mentornity calendar with available time slots for mentorship sessions. The mentee is then responsible for scheduling meetings with their mentor in a timely manner. We suggest that mentorship pairs schedule their one-on-one sessions before the session window begins, but no later than the end of the first week assigned for the one-on-one session at hand. It is further recommended that mentorship pairs schedule a recurring meeting time that suits both parties for the duration of the program.

Group Meetings

Throughout the program, there will be four group sessions. All program participants are expected to attend group sessions with the understanding that these sessions are just as key to the mentorship process as the one-on-one sessions. Group sessions will be coordinated to facilitate broader exposure to perspectives and experiences within the profession. Group sessions will allow for more program participant interface than can be achieved by the core one-on-one meetings alone. Below is an outline of the program's group meetings:

- ***Group Session - Welcome Orientation***

You are here!

Program participants have begun the onboarding sequence of the program.

In this welcome session, we acknowledge your dedication to yourself and to the profession by choosing to advance your professional goals through mentorship. Our aim is for you to leave this session with a clear understanding of how this program will facilitate mentorship that supports the exploration of professional possibilities and the development of goals to achieve your professional visions. You will leave this session understanding the program structure and expectations. This session will additionally provide a preview of the mentoring platform to be used throughout the program.

- ***Round Table Discussion / Group Social***

The first group session event will be a live (***or recorded - TBD***) roundtable discussion. Program organizers will bring in five panelists for a Q & A session. Panelists will answer industry-related questions, share their own career insights,

and advise on how to best prepare for a future in land surveying.

- ***Peer-to-Peer Session / Group Social***

Near the midpoint of the program, a group social event will be conducted as an opportunity for mentors and mentees to connect and build relationships with their peers. This event will focus on participant networking and allow for group sharing of backgrounds, interests, and insights. This session is designed to provide an encouraging environment that offers community-building opportunities and conversation to supplement professional growth.

- ***Group Session - Program Closeout***

The program will conclude with a group session to review participants' program experience. Participants are encouraged to share their experiences around goals met, growth gained, and the next steps they are looking forward to in their professional development. This session will be an opportunity for mentor and mentee participants to share their thoughts on the program and provide important feedback to program organizers. This session will include an overview of the Participation Questionnaire that will be made available in the days to follow.

Session Logs & Final Program Questionnaires

Mentors and mentees are required to submit a session log at the end of each one-on-one mentorship session. Session log forms are available within the Mentornity platform. Session logs ask participants to outline conversation themes discussed, areas of growth explored, challenges or hurdles encountered, goals set or met, etc. Session logs will also contain questions geared toward collecting participant feedback on established program structure, expectations, and resources. We ask that all participants be mindful of session confidentiality when filling out session logs. A more thorough overview of expectations around confidentiality is covered later under the Confidentiality section of this program packet.

At the program's end, a final, in-depth questionnaire will be administered for review by the YSN Mentorship Committee. The final questionnaire aims to collect valuable feedback that will be key in improving and sustaining the program for future participants.

Schedule

Date	Event
March 1 - 15	Program Participation Applications - Submittal window
March 15-30	Program Participant Selections
March 31	Group Meeting All - Welcome Presentation!
March 31 – April 10	Pairings of Mentors and Mentees
April 7 – April 13	Program Participant Training on Mentornity
April 14 – April 27	Mentor-Mentee Meeting 1
April 28 – May 11	Mentor-Mentee Meeting 2
May 12 – May 18	Round Table Discussion / Group Social
May 19 – June 1	Mentor-Mentee Meeting 3
June 2 – June 15	Mentor-Mentee Meeting 4
June 16 – June 22	Social Event 2 or Peer-to-Peer Meeting 2
June 23 – July 6	Mentor-Mentee Meeting 5
July 7 – July 20	Mentor-Mentee Meeting 6
July 21 – July 27	Group Meeting All (Final Meeting Event)
July 21 – August 3	Final Questionnaire
August – September	Committee Review Feedback for 2026

The Mentornity Platform

What is Mentornity?

Mentornity is an innovative platform designed to streamline the mentoring process. Mentornity offers users a suite of features to facilitate meaningful interactions and foster personal and professional development. The platform provides a structured environment where mentors and mentees can connect, collaborate, and track their progress over time. Mentornity has proven to be a successful facilitation platform for mentorship programs within the *FIG Africa Regional Network* and the *Geospatial Council of Australia*.

Key Features of Mentornity

1. **Open Communication:** Mentornity enables users to communicate directly with each other. The Mentornity platform also allows for sharing resources, documents, and links within the platform, thus making it easy to access relevant materials and enhance the learning experience.
2. **Scheduling and Reminders:** Integrated scheduling features allow users to easily set up meetings and receive reminders, significantly reducing the hassle of coordinating availability.
3. **Progress Tracking:** The platform includes tools for tracking the progress of mentorship pairs, including goal-setting, milestones, and feedback mechanisms. This helps keep both parties accountable and focused.
4. **Confidential and Safe Environment:** The platform prioritizes user privacy and confidentiality. Mentornity provides a secure space for discussions and sharing personal insights.
5. **Multi-Platform Integration:** Mentornity integrates with video-conferencing software like Zoom, Google Meets, and Microsoft Teams. This multi-platform integration allows compatibility no matter the integrated software preference.
6. **User-Friendly Interface and Support:** Navigating and interacting with Mentornity is straightforward, thanks to its simple menu and submenus. The home page is equipped with clear instructions on basic functions and includes

user walkthroughs. If issues arise, support tickets are easy to submit and are responded to quickly.

Program Expectations

In our commitment to program participation, we must calibrate our expectations of what this program is designed to deliver and identify the standard of communication expected of all participants.

This program is not designed to deliver:

- Specific advancements in your technical skill set
- Guaranteed job placements

This program is designed to deliver:

- Clarification of possible professional pathways for emerging professionals in the field of land surveying
- Refinement of measurable goals with achievable outcomes to assist in the pursuit of your professional visions
- The opportunity to network with similarly motivated professionals in your field

Success in this program relies heavily on adherence to the standards for quality interpersonal communication identified below. Mentorship relationships facilitated through this program are to be built on mutual respect. Developing a mentoring relationship centered around mutual respect looks like:

- Delivering clear and prompt communication
- Showing up on time for scheduled mentorship sessions
- Offering reasonable flexibility to accommodate major life events when/if they arise
- Active listening
 - Ask questions
 - Summarizing/paraphrasing what has been shared
 - Use of nonverbal cues to show attention (nodding when appropriate, eye contact, posture, etc.)
 - Avoid interrupting
 - Practice empathy

- Giving respectful feedback, whether praise or constructive criticism
- Maintaining confidentiality around information shared during mentorship sessions
- Honoring established boundaries expressed by program participants

The NSPS YSN Mentorship Committee expects all participants to show care for the time that each individual is generously volunteering and the growth potentials attached to the mentorship outcome. In building mentorship relationships within this program, it is vital that all participants understand program expectations around boundaries and confidentiality.

Confidentiality

Trust is of the utmost importance in a mentoring relationship, and confidentiality is a key component in maintaining that trust. The mentorship relationship will likely require a degree of vulnerability from both the mentor and mentee. Participants should expect that what is shared in their mentorship session will stay between the involved parties - so long as what is shared does not indicate harm to oneself or others. A breach of this confidentiality can cause damage to a participant's capacity for trust and may lead to irreparable damage within the mentoring relationship.

Boundaries

Efforts to build and maintain trust within the mentor/mentee relationship include honoring personal boundaries. Establishing and respecting personal boundaries can prevent uncomfortable situations or conversations that may lead to a breakdown of the mentoring relationship. Violations of personal boundaries should be addressed immediately between affected participants and/or with program organizers.

If Problems Arise

If at any time you feel that a participant's actions or behavior conflicts with the program expectations, you are encouraged to contact the program organizers for support. Instances of blatant disrespect or disregard for program expectations will not be tolerated and should be brought to the attention of program organizers immediately. If you are affected by issues, such as life and health emergencies that may impact your commitment to the program, you should inform the program organizers so that they can best address the situation at hand.

How to be a Mentor:

Key points to remember as a mentor are:

- You play a critical role in the mentorship dynamic as the facilitator in one-on-one sessions. This looks like using the topic keycards provided to prompt relevant conversation, which is supplemented by the asking of open-ended questions. Your goal as the facilitator is to help your mentee uncover new perspectives and get them thinking about professional possibilities that they may not have previously considered.
- Being open about your successes and failures can have a powerful impact on your mentee. Your willingness to share your experiences can highlight similarities between the situations you have navigated and the ones your mentee is presently faced with. By uncovering these similarities, mentees can be assured that no matter the challenges they face, there is a navigable way through.
- Your role as a mentor is to guide without telling your mentee what to do. Stay encouraging and curious as you work with your mentee to develop a professional path to reach their goals. As a mentor, you are encouraged to offer feedback and suggestions but understand that the direction taken is the one chosen by the mentee.

How to be a Mentee:

Key points to remember as a mentee are:

- Be open about where you're at in your journey and where you think you may want to go. Being open about your interests, your strengths, and your weaknesses can help your mentor best meet you where you're at and provide you with the guidance you need. Be open to the constructive feedback and insights you receive, knowing that they are being shared with your professional goals in mind.
- Being new to any experience can mean that there is simply a lot to take in and a lot of possibilities to explore. Following your mentorship sessions, you can

support yourself in this developmental journey by allowing yourself some time to reflect. Reflection may be achieved through the session logs, a journal of your own, or a conversation with a friend; just be mindful that your preferred means of reflection honors the confidentiality standards of the program. Take note of things that stood out for you in your session, things you learned, action items that you thought of, goals you made, goals you met, etc. Externalizing your experience allows you to revisit what feels impactful and can help you further develop your professional vision and goals.

- Your success comes from your commitment to your own growth. Stay curious, motivated, and proactive as you explore your professional goals and the work it will take to accomplish them. Develop and refine your goals to be specific, measurable, achievable, relevant, and time-bound. Use your mentor as a resource for identifying people, information, and experiences that may prove helpful in your professional journey. We're all rooting for you! You stay rooting for you, too.

How to set S.M.A.R.T. goals:

As mentors and mentees work together to refine the mentees' professional goals and plans to achieve them, the SMART framework can be a helpful tool. The professional goals to be refined and developed through this program should have the following characteristics:

Specific:	The goals set should be clear and well-defined
Measurable:	Establish metrics for measuring goal progress, such as a list of specific tasks to accomplish to meet the set goal
Achievable:	Ensure that your goal is attainable by evaluating what tools and skills are needed to achieve it
Relevant:	Your goal aligns with and advances your professional vision
Time-bound	Provide a target date for goal achievement that is rooted in realistic timing. Outline the timeframes needed to accomplish the goal(s) at hand

Conclusion:

This program has been designed to empower the next generation of land surveyors by providing meaningful mentorship that is both structured and adaptable. Through guided exploration of myriad professional development topics, you will define measurable goals with achievable outcomes to assist in actualizing your professional visions. Within your mentoring relationship, you have the opportunity to advance your professional skill set and hone in on facets of the land surveying profession that interest you most. Your commitment to this program is a commendable step in your professional growth and we are honored to invest in your journey.

Frequently Asked Questions

Q: *How will mentees and mentors be paired?*

Mentorship pairings will be determined by the Mentornity software application and further reviewed by program organizers to ensure the best match. Pairings will be made using participant information shared during the application process, such as background, location, specializations, and extracurricular activities. Back-up pairings will be made by the program organizers in the event that a mentorship pairing falls through.

Q: *To what extent can this program be facilitated in person, and how much of the program interfacing will be done remotely/online?*

Given the broad reach of the program across regions, most all mentorship pairings will connect remotely. As proximity and mentorship compatibility allow, in-person mentorship pairings can be accommodated. However, much of the program participation will still be completed and logged through the Mentornity platform.

Q: *Can I use supplemental resources outside of the Mentornity platform to enhance my program experience?*

Mentornity features integration capabilities for software such as Zoom, Google Meets, and Microsoft Teams. If you find that you'd like to organize your own development materials or communications through such systems as Google Suites or WhatsApp, that is permissible. Program expectations around confidentiality and data management still apply.

The National Society of Professional Surveyors (NSPS) proudly stands as the voice of the professional surveying community across the United States and its territories. Through strategic affiliation agreements with state surveying societies, NSPS ensures strong representation and advocacy throughout the profession. This framework allows for direct communication with lawmakers, government agencies, and regulators at both national and state levels, ensuring that the interests and needs of surveyors are well-represented. NSPS actively monitors, comments on, and influences legislation, regulations, and policies that could impact the activities and business of its members and their clients. Additionally, NSPS collaborates extensively with various entities within the geospatial community on issues of shared interest, fostering a united front in advocacy and professional development.

Building on this foundation, the Young Surveyors Network (YSN), an initiative under NSPS, hopes you enjoy this mentorship program. It has been designed to enrich your career and expand your professional horizons. We are thrilled you have taken the next step in your professional career and are eager to see you engage with this opportunity.

By participating in this program, you have chosen to invest in your professional development through meaningful engagement with peers from diverse regional and professional backgrounds. We hope this program will challenge and expand your thinking about your career trajectory and the competencies you need to succeed.



NSPS