



# Young Surveyors Network

In partnership with the National Society of Professional Surveyors

## **Mentorship Program | Onboarding Packet**

Amended April 28, 2026

## Welcome!

As an extension of the National Society of Professional Surveyors (NSPS), the Young Surveyors Network (YSN) welcomes you to its mentorship program. We are ecstatic that you're here! By participating, you are choosing to enrich your professional development through active engagement with surveyors from diverse regional and professional backgrounds. Together, we will explore your professional growth through in-depth discussions designed to make you think critically about your career trajectory and the skills needed to get you where you want to go.

Through this program, we aim to help participants:

- **Mentees** — develop attainable career goals, establish action plans to achieve them, and build professional relationships with peers who can offer support along the way
- **Mentors** — grow your professional network and expand your leadership capabilities

We applaud you for showing up for yourself and for 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 program designed to guide emerging surveyors through the early stages of their careers by connecting them with established industry professionals. Through this connection, we aim to build community within our professional organizations while helping mentees realize and pursue their own unique professional goals — drawing on insights, experiences, and resources tied to the Key Card topics.

Mentorship matches are determined through **Mentornity**, an online software platform, using participant information to align professionals based on background, interests, and growth goals. Matches are then reviewed and adjusted by the Committee as needed. Once finalized, the program is administered through Mentornity — covered in more detail in the pages to come.

## Program Highlights

- **Nationwide Reach:** The participation pool spans the United States and its non-state regions, embracing a wide range of 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 pairing is matched to align the mentee's needs, aspirations, and background with the experience and expertise of the most compatible mentor.
- **Flexible Engagement:** Mentorship interactions can take place in person or virtually, accommodating regional circumstances and personal preference so that physical proximity is never a barrier.
- **Professional and Personal Growth:** The program addresses career development alongside personal growth, confidence-building, and leadership skills.

Whether you are a student seeking guidance, an emerging professional exploring your next steps, or a seasoned surveyor wanting to give back — the NSPS YSN Mentorship Program provides a platform to connect, inspire, and empower the next generation of geospatial professionals. Through your participation, you are supporting the YSN's effort to foster a culture of learning, collaboration, and mutual growth across the surveying community.

## 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 the steps necessary 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 counsel of the mentor, mentors benefit from the opportunity to reflect on their personal and professional experiences. By pairing reflection and imparting guidance, mentors may 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 spans five months, which includes the following stages:

- Application submittals and participant selection
- Mentor-mentee pairings and onboarding activities
- One-on-one mentorship sessions
- Group socials
- A close-out meeting
- A post-program participant questionnaire

The program opens with application submittals in early May. Upon acceptance, participants attend a welcome session outlining the program structure and expectations.

### **Pairings & Onboarding**

Each mentee is paired with one mentor (some exceptions may apply) through the Mentornity platform, using information collected during the application process. A preliminary introduction meeting is encouraged to confirm a favorable match before sessions formally begin. Once pairings are finalized, all participants will have approximately

one week to explore the Mentornity interface and familiarize themselves with its features and data entry resources.

### **Mentorship Sessions & Development Topics**

After onboarding, each mentee will determine the order in which they'd like to explore the six development topics selected on their application. Mentorship topics are drawn from the following list of Key Cards:

- 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
- Business Ownership: The Entrepreneurial Path

Each topic is explored across one of the six minimum scheduled mentor-mentee sessions and is paired with industry-relevant information and discussion questions. Establishing a session schedule early in the program gives both mentor and mentee time to reflect on and prepare for each upcoming topic.

### **One-on-One Mentorship Sessions**

One-on-one mentorship sessions are held at a minimum of once every two weeks. Mentors are responsible for populating their Mentornity calendar with available time slots, and mentees are responsible for reviewing and scheduling in a timely manner. Pairs should schedule their sessions before each new topic window opens. It is strongly encouraged that mentorship pairs set a recurring meeting time early on that suits both parties for the duration of the program.

### **Group Sessions**

Throughout the program, administrators will coordinate group sessions that involve multiple mentorship pairings. Attendance is expected of all participants, as these sessions are considered just as integral to the mentorship process as one-on-one meetings, offering

broader exposure to perspectives and experiences that the core pairings alone cannot provide.

- **Welcome Orientation**

This session gives participants a clear understanding of how the program facilitates mentorship, supports exploration of professional possibilities, and guides goal development. Participants will leave with a solid grasp of program structure, expectations, and a preview of the Mentornity platform.

- **Roundtable Discussion / Group Social**

Program organizers will host a Q&A panel featuring five industry professionals who will share career insights, answer industry-related questions, and offer advice on building a future in land surveying.

- **Small Group Social**

Held near the program's midpoint, this social event is designed for mentors and mentees to connect with their broader peer group. The focus is on networking, community-building, and group sharing of backgrounds, interests, and insights in an encouraging, collaborative environment.

- **Program Closeout**

The program concludes with a group session to reflect on the overall experience. Participants are encouraged to share goals met, growth gained, and next steps they're looking forward to in their professional development. This session also serves as an opportunity to provide feedback to program organizers and includes an overview of the Participation Questionnaire to be released in the days following.

## **Session Logs & Final Program Questionnaire**

Following each one-on-one session, participants are encouraged to submit a session log through the Mentornity platform. Session logs capture:

- Conversation themes discussed
- Areas of growth explored
- Challenges or hurdles encountered
- Goals set or met

Participants are asked to be mindful of session confidentiality when completing logs — a full overview of confidentiality expectations is covered later in this packet. At the program's end, a final in-depth questionnaire will be administered and reviewed by the YSN Mentorship Committee. This questionnaire serves as a key tool for improving and sustaining the program for future participants.

## Schedule

<b>Date</b>	<b>Event</b>
May 1 – May 31	Program Participation Applications - Submittal window
June 1 – June 30	Program Participant Selections
July 1 – 31	Pairings of Mentors and Mentees & Mentornity Onboarding [ <b>**</b> Onboarding Group Session to be coordinated]
August 1 – 15	Mentor-Mentee Meeting 1
August 16 – 29	Mentor-Mentee Meeting 2
August 30 – September 5	Round Table Discussion   Panel Event [ <b>**</b> To be Scheduled]
September 6 – 19	Mentor-Mentee Meeting 3
September 20 – October 3	Mentor-Mentee Meeting 4
October 4 – October 10	Small Group Social
October 11 – October 24	Mentor-Mentee Meeting 5
October 25 – November 7	Mentor-Mentee Meeting 6
November 8 – November 14	Group Meeting All (Final Meeting Event)
November 8 – November 21	Final Questionnaire
November 22 – December	Committee Review of 2026 Program Feedback

## The Mentornity Platform

### What is Mentornity?

Mentornity is an online software platform designed to streamline the mentoring process by offering a suite of features that facilitate meaningful interactions and foster personal and professional development all in one place. It provides a structured environment where mentors and mentees can connect, collaborate, and track progress over time.

### Key Features

1. **Open Communication:** Users can communicate directly, share resources, documents, and links — keeping all relevant materials easily accessible within a single platform.
2. **Scheduling & Reminders:** Integrated scheduling tools allow users to set up meetings and receive reminders, reducing the hassles associated with coordinating connectivity.
3. **Progress Tracking:** Built-in goal-setting, milestone tracking, and feedback tools help keep both parties accountable and focused throughout the program.
4. **Confidential & Secure Environment:** The platform prioritizes user privacy, providing a secure space for discussions and the sharing of personal insights.
5. **Multi-Platform Integration:** Mentornity integrates with Zoom, Google Meet, and Microsoft Teams, ensuring compatibility across video-conferencing preferences.
6. **User-Friendly Interface & Support:** A simple menu structure and clear home page instructions make navigation straightforward. User walkthroughs are available, and support tickets are easy to submit and quickly resolved.

## Program Expectations

Participating in this program begins with calibrating expectations around what it is designed to deliver and the standard of communication expected of all participants.

**This program *is not* designed to deliver:**

- Specific advancements in your technical skill set

**This program *is* designed to deliver:**

- Clarification of professional pathways for emerging land surveyors
- Refinement of measurable goals with achievable outcomes in pursuit of your professional vision
- Opportunities to network with similarly motivated professionals in your field

**Communication Standards**

Success in this program relies heavily on mutual respect and quality interpersonal communication. Mentorship relationships built on mutual respect exhibit:

- Clear and prompt communication
- Punctuality for scheduled sessions
- Reasonable flexibility to accommodate major life events
- Active listening, which includes:
  - Asking questions
  - Summarizing or paraphrasing what has been shared
  - Using nonverbal cues to show engagement
  - Avoiding interruptions
  - Practicing empathy
- Respectful feedback, whether providing praise or constructive criticism
- Maintaining confidentiality around information shared in sessions
- Honoring boundaries expressed by program participants

The NSPS YSN Mentorship Committee expects all participants to honor the time each individual generously volunteers and to remain mindful of the growth potential attached to each mentorship outcome.

**Confidentiality**

Trust is foundational to a mentoring relationship, and confidentiality is key to maintaining it. The mentorship process will likely require a degree of vulnerability from both mentor and mentee. Participants should expect that what is shared in their sessions stays between the involved parties — unless what is shared indicates harm to oneself or others. A breach of confidentiality can damage a participant's capacity for trust and may cause irreparable harm to the mentoring relationship.

## **If Problems Arise**

If a participant's actions or behavior conflict with program expectations, please contact program organizers for support. Instances of blatant disrespect or disregard for program expectations will not be tolerated and should be reported to organizers immediately.

If personal circumstances — such as health or life emergencies — impact your commitment to the program, notify program organizers promptly so they can best address the situation.

## **How to Be a Mentor**

Key points to remember as a mentor:

- Facilitate, don't lecture. You play a critical role in guiding one-on-one sessions. Use the topic keycards provided to prompt relevant conversation, supplemented by open-ended questions. Your goal is to help your mentee uncover new perspectives and consider professional possibilities they may not have previously explored.
- Be open about your own journey. Sharing your successes and failures can have a powerful impact. Drawing parallels between the situations you have navigated and those your mentee currently faces can reassure them that no matter the challenge, there is a navigable way through.
- Guide without directing. Your role is to encourage and support — not to tell your mentee what to do. Offer feedback and suggestions, but understand that the path taken is ultimately the one chosen by the mentee.

## **How to be a Mentee**

Key points to remember as a mentee:

- Be open about where you are and where you want to go. Sharing your interests, strengths, and areas for growth helps your mentor meet you where you are and provide the most relevant guidance. Remain open to constructive feedback, knowing it is offered with your professional goals in mind.
- Make space for reflection. Mentorship can bring a lot to take in. After each session, give yourself time to process — through your session log, a personal journal, or a

conversation with a trusted friend. Just be mindful that your chosen method honors the program's confidentiality standards. Note what stood out, what you learned, action items, and goals set or met. Externalizing your experience helps you revisit what feels meaningful and further develop your professional vision.

Your success comes from your commitment to your own growth. Stay curious, motivated, and proactive as you explore your goals and the work it takes to achieve them. Develop and refine your goals to be specific, measurable, achievable, relevant, and time-bound (SMART). Use your mentor as a resource for identifying people, information, and experiences that can support your professional journey.

## 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 through mentorship that is both structured and adaptable. Through guided exploration of professional development topics, you will define measurable goals with achievable outcomes — bringing your professional vision closer to reality. Within your mentoring relationship, you have the opportunity to advance your skill set and hone in on the facets of land surveying 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 mentors and mentees be paired?**

A: Pairings are determined through Mentornity and reviewed by program organizers to ensure the best match. Participant information gathered during the application process — such as background, location, specializations, and extracurricular activities — is used to inform each pairing. In the event a pairing falls through, program organizers will have back-up pairings in place.

**Q: How much of the program will be conducted in person vs. remotely?**

A: Given the program's broad geographic reach, most mentor-mentee pairs will connect remotely. In-person pairings can be accommodated where proximity and compatibility allow, though program participation and session logging will still be completed through the Mentornity platform regardless.

**Q: Can I use supplemental resources outside of Mentornity?**

A: Yes. Mentornity integrates with Zoom, Google Meet, and Microsoft Teams, and you are welcome to organize additional development materials or communications through tools such as Google Suite or WhatsApp. Program expectations around confidentiality and session log submissions still apply.



The National Society of Professional Surveyors (NSPS) proudly serves as the voice of the professional surveying community across the United States and its non-state territories. Through strategic affiliation agreements with state surveying societies, NSPS ensures strong representation and advocacy throughout the profession — maintaining direct lines of communication with lawmakers, government agencies, and regulators at both national and state levels. NSPS actively monitors, comments on, and influences legislation, regulations, and policies that impact its members and their clients, while collaborating extensively with entities across the geospatial community on issues of shared interest.

The Young Surveyors Network (YSN) is grateful for the foundation that NSPS provides and is proud to offer this mentorship program in its spirit of advocacy and professional investment. We hope this experience enriches your career and expands your professional horizons. Thank you for choosing to invest in yourself and in the future of the surveying profession — it is an honor to be a part of your journey.