

Welcome!!

SEANM Mentorship Program Kick-Off

Wednesday, January 28th, 2026

FIND YOUR SEAT, EAT, MINGLE

Presentation will begin 6:30



Mission Statement

The SEANM Mentorship Program aims to **create meaningful connections and shared perspective** through **flexible, low-pressure conversations** that **strengthen our structural engineering community.**

What this program *is*

- A space for professional growth, perspective, & connection
- A way to strengthen trust & connect our structural engineering community
- A chance to learn from someone who might have a different background/career path
- Conversations rooted in mutual respect & discretion

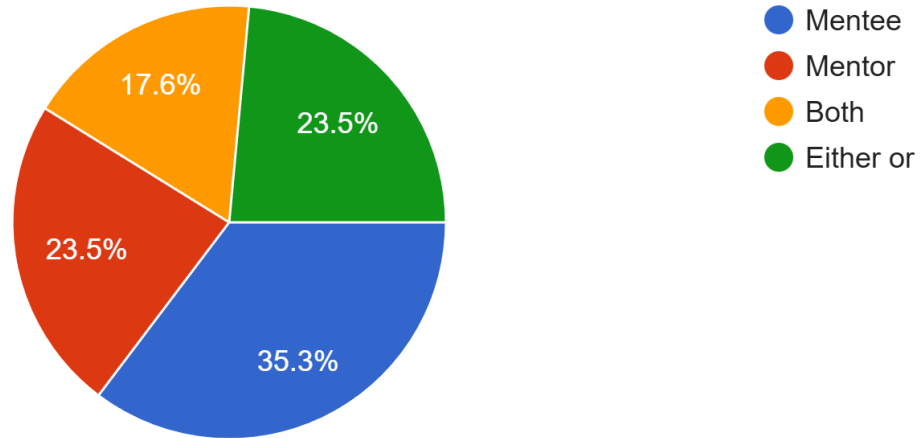
What this program *isn't*

- A recruiting or job-poaching opportunity
- A place to share confidential or sensitive project information
- Time to gossip or speak negatively about colleagues or firms
- A political debate session

A note on pairings

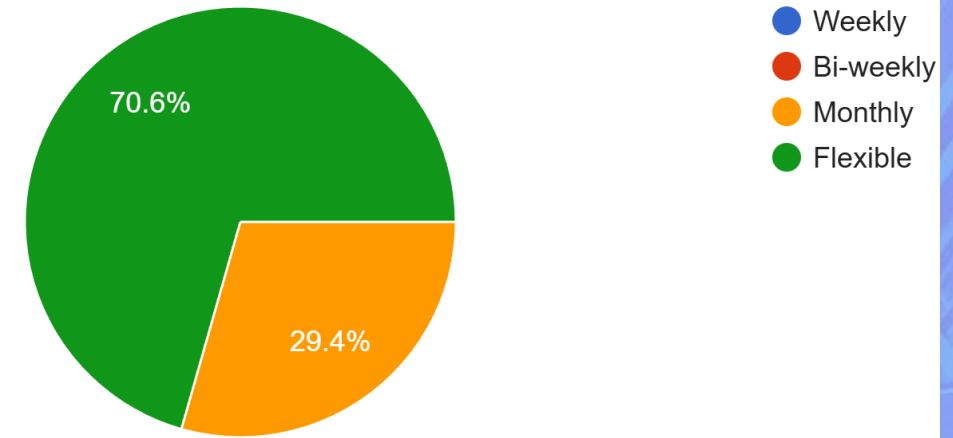
Are you interested in being a mentee or a mentor?

17 responses



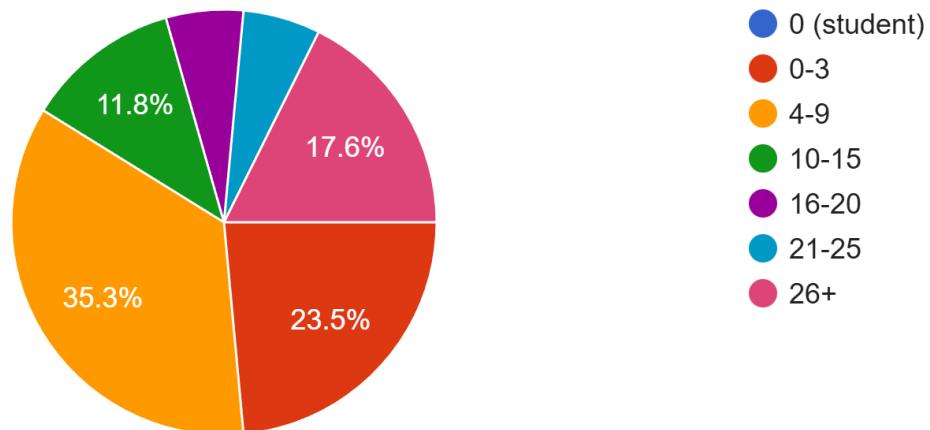
What is your preferred meeting frequency?

17 responses



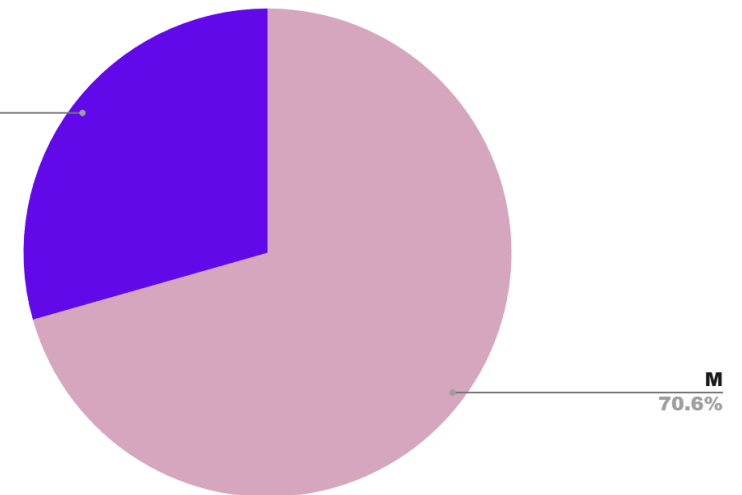
How many years have you been in the profession?

17 responses



Participant Gender

F
29.4%



A note on pairings (cont.)

After today's meeting:

- **Brief post-attendee survey**

- Do you (still) want to participate in the program?
- Is there a specific person(s) you'd like to be paired with?
- Any feedback for me?

- **Pairs will be finalized within 2 weeks (Feb. 11)**

2026 Program Schedule

Jan. 28
Kick-Off
Event!

May
Midpoint
get-together

August
End of 2026
program
celebration!

mentorship meetings happening
(examples: coffee, lunch, site visits, virtual)

By Feb. 11
Pairs set

April
Feedback
form #1

June
Feedback
form #2

What mentorship *is*

- A professional relationship
- A two-way conversation
- Career story-telling, advice, perspective
- Asking questions that maybe you don't feel comfortable asking at work

What mentorship *isn't*

- Therapy
- A performance review
- A huge time commitment
- Just telling someone what to do
- Imposing your style

THE “LEVELS” OF MENTORING — What Mentoring Looks Like at Different Stages



Mentorship Strategies

- **Intentional conversations**

- Help each other **think** through decisions
 - **Ask** lots of questions
 - Get to the root of what **motivates** you
- If a topic comes to mind that you'd like to discuss, jot it down for your next meeting

Mentor/Mentee Handouts

Questions?

Patience's contact info:

Email: statedirector@seanm.org

Phone: (575) 317-5857

~speed mentoring~

Post Kick-Off Questionnaire



Please fill out at your
earliest convenience 😊