

maxpeople

Mentorship Program Guide

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Did You Know? Mentoring Matters!

Organizations around the world are increasingly recognizing the valuable contributions of appraisers and the unique strengths they bring to the table. To continue to build this momentum, it's important for organizations to actively support, celebrate and invest in the growth of appraisers' talent. A good first step is to develop and implement a mentorship program in your organization. Mentorship can help typically underrepresented individuals gain visibility, skills, new opportunities, exposure, and the chance to carve out their own path to success within the organization.

Is Your Organization Ready to Implement a Mentorship Program?

- Do you want to create a learning environment?
- Do you want successful and inclusive succession planning?
- Do you want to remove barriers to opportunities?
- Do you want to pass on expertise from senior to junior employees?
- Do you want to promote more than basic job-based skills?
- Do you want to drive professional and personal development?

If you answered yes to most of the above questions, your organization is likely ready to take the first steps toward carefully planning an inclusive and effective internal Mentorship program. In the absence of a formal mentorship program, junior appraisers in the workplace should remember to look for informal "mentorship moments" in their daily lives, as John C. Maxwell said, *"One of the greatest values of mentors is the ability to see ahead what others cannot see and to help them navigate a course to their destination."*

Given the traditional makeup of leadership in the appraisal and real estate investment industry, it may be challenging for newer appraisers to find mentors who reflect their own backgrounds or experiences. With this in mind, it's important for experienced appraisers to share their unique career journeys and insights with emerging professionals who aspire to grow and lead within the field. Your guidance can play a pivotal role in building a more inclusive and dynamic future for the profession. **There are many reasons why you should take the time to be a mentor including:**

- Gain the opportunity to give back, pay it forward and share your experience
- Leave a legacy by fostering the development of those to come
- Influence future leaders in a positive way
- Develop credibility within the organization by showing your expertise
- Benefit your own professional and career development as a leader

Finding the right mentor and mentee pairing is critical. We suggest that potential mentors and mentees utilize a personality survey and have an initial meeting to get to know each other on a personal and professional level. You can craft your own “get to know each other” survey or leverage an existing assessment tool such as Myers-Briggs MBTI®, or DiSC®. The results of these assessments can be leveraged in mentoring discussions going forward as well as helping you to ensure there is a genuine compatibility and relationship to build. As a mentor, it is important to heed the words of Steven Spielberg, *“The delicate balance of mentoring someone is not to create them in your own image but [rather], giving them the opportunity to create themselves.”*

Mentorship Meeting Agenda & Conversation Tips

Kicking off the Mentoring Relationship:

The first meeting between mentee and mentor should consist of getting to know each other on a personal and professional level. To make the most of this part of the conversation, both mentor and mentee should do their research on each other; for instance, be sure to connect on LinkedIn®. This will ensure you have complementary goals, and skills to offer each other, from which an authentic relationship can flourish over the course of the mentoring program. **Here are questions that can be discussed during the initial meeting.**

- What is it that we really want to achieve short-term and long-term?
- What are you currently doing to help reach your goals?
- What is preventing you from reaching your goals?
- What will you do differently to overcome those challenges?
- How can we help each other and/or where do we need the most help?

*Be sure to come to a clear agreement on “what will be accomplished” throughout your mentoring time and **make a commitment to each other.***

Structuring Your Mentoring Meetings:

5 Minutes: Top of Minds & Check-in

- How have you been personally since we last spoke?
- How are you feeling about your work-life balance?
- What did you accomplish this week personally?
- What did you struggle to accomplish this week personally?

40 Minutes: The “Nuts & Bolts”Progress on Goals

- What were you able to accomplish since our last meeting?
- Which of your goals are proving to be more difficult than you previously thought?

Updates

- Have any critical events happened to change your perspective of your goals?
- Have you found any new techniques to help you achieve your goals?

Action Planning

- What will you *start (or continue)* doing to help you continue to progress towards your goals?
- What will you *stop* doing to help you progress towards your goals?

15 Minutes: Questions & Clarification

- Is there anything in terms of your goals or actions that you are unsure of?
- Do you have access to the resources you need to accomplish your goals?

What Else Can You Do? Developing the Future of Appraisal Leaders

Fostering the development of appraisal talent can be achieved through several avenues. While mentorship has shown proven success at all levels of the organization, you may also want to consider some of the following suggestions:

Access to ongoing development and continued education

- Training and coaching programs on key soft and technical skills
- On-demand learning
- Career planning and a realistic Development Action Plan
- Education stipend
- Conferences in relation to their functional area

Access to support and meaningful opportunities

- Stretch opportunities that will uncover hidden talents
- Workplace committees and special projects
- Internal networking events and speaker series featuring senior appraisers

Access to work-life balance

- Parental Leave top-up and extensions
- Flexible working hours
- Financial literacy training and RRSP matching program
- Flex benefits and a wellness program reimbursement
- Workload and capacity management

A Message to Appraisers on Driving Your Career

5 years ago, **Reggie Nelson**, shared an inspirational speech on the [TEDTALKS](#) stage titled [“The Power Of Mentorship”](#). In his TED Talk “The Power of Mentoring,” Reggie Nelson shares how seeking mentorship transformed his life, showing that one bold conversation can open doors to opportunity and inspire lasting change.

“Proactive Pursuit of Mentorship”

- Reggie’s journey began with a bold, unconventional step – seeking out mentors in person, showcasing the importance of taking initiative.

“Mentorship as a Catalyst for Change”

- He emphasizes how even one conversation with the right person can open doors to education, opportunity, and self-belief.

“Responsibility to Pay It Forward”

- Reggie calls on those who’ve “made it” to mentor others, especially those from underrepresented or disadvantaged backgrounds.

Building a supportive and empowering workplace may seem like a daunting task, but with our expert guidance and support, it's a goal that's within reach. Let's chat and explore how we can make it happen together.



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