# ONBOARDING TIPS FOR NEW CO PROVIDERS

Below are a few tips that may help you, as someone new to providing CO, gain the knowledge and skills needed to provide CO.

## PACE YOURSELF

As a new CO provider you may be juggling learning new information with developing skills while also managing other roles and responsibilities. Keep this in mind when you work with your supervisor to develop your onboarding plan and determine a realistic pace.

## DEVELOP SKILLS

Ensure that your learning does not stop with the completion of lessons in CORE's Online CO Certification Course. Develop skills discussed in these lessons through application and practice in the delivery of CO and, as applicable, other tasks at work. For example, identify new ways to incorporate student-centered learning concepts into your CO session and then implement those techniques. Part of skill development includes communicating and working collaboratively with your supervisor and other staff, as appropriate. Therefore, when you deliver a new technique, consider inviting others to observe or ask them to provide guidance based on their own experiences.

## PATIENCE

It is important to demonstrate patience not only with yourself, but also with your learners. For example, during CO delivery a lesson may not always work as planned. Perhaps certain activities have worked with one group of learners, but not the next. Remember, these things are a natural part of the learning process. Be observant and proactive in identifying actions for future improvement.

## FLEXIBILITY

In addition to patience, flexibility is a critical quality for a CO provider. Have alternative plans so you can change them as necessary in the moment. Acknowledge that even the best planned CO session may not go as envisioned. The ability to shift during a CO session is something that may not come easily at first, but this will change over time as you gain experience and develop new skills.

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