

# PRACTICAL INTERVIEW GUIDE

CANDIDATE \_\_\_\_\_ MANAGER \_\_\_\_\_ DATE \_\_\_\_\_

## PURPOSE OF PRACTICAL INTERVIEW

At Gold's Gym, it is important to us that we only hire the best PTs in the business. By hiring the best PTs, we ensure that our clients/members get the best service possible and that the PTs who are hired are able to grow their business as fast as possible. One way we determine the skill of a PT is by taking the candidate through the practical interview. Our practical interview tests for the following:

- A PT's ability to be outgoing and get to know a client quickly
- A PT's ability to identify a prospect's underlying health / physical concerns
- A PT's ability to write a quality workout specific to the prospect's current state of health and fitness
- A PT's ability to provide quality coaching out on the floor during a workout
- A PT's ability to make a recommendation and sell personal training to a prospect

## INSTRUCTIONS FOR PRACTICAL INTERVIEW

To test all of the above criteria, we use our Complimentary PT Session as the basis for our practical interview. You will be provided a Complimentary PT Session workout card and a PAR-Q for this practical. Keep in mind, the Complimentary PT Session is the method by which you will build your business at Gold's so this will give you a good first rep! Since we want to see how you interact with the prospect every step of the way, you will take the club manager through a Complimentary PT Session from the time the prospect walks through the door to the time they leave. The club managers will play the role of the prospective client and you will play the role of the PT. Here is the step by step process:

1. Go over the Complimentary PT Session Workout Card and PAR-Q with manager for clarity
  2. Role play the Confirmation Call and PAR-Q with the manager
  3. Create Warm-up, Workout and Cooldown based on info gained from PAR-Q and Confirmation Call
  4. Take manager through Comp PT Session Workout just as you would a real prospect
- \*\*Every single part (History and Goals, Warm-up, Workout, Cooldown, Interest to Continue, Recommendation)
5. Sit down with manager for feedback on how you did and ask any questions you wish