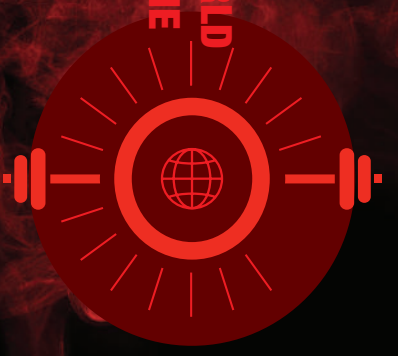


**CHANGING THE WORLD  
ONE CLASS AT A TIME**



# WELCOME TO LES MILLS

Welcome to Les Mills and your new journey in becoming a fully certified BODYPUMP™ Instructor. This is where your journey begins, changing your life and those around you.

At Les Mills, we are passionately devoted to creating a fitter planet. Our ambition is to reach 100 million people every week. We want to help transform the global health system by preventing major health issues caused by inactivity and obesity.

Every day, we inspire a life-long love of exercise, joy of movement and leading active lives. A constant voice that compels people to move. People get stronger, leaner, fitter, faster because of us. We know Group Fitness works. This is the business of motivation.

It starts with YOU. Believe it can be done. Trust that it's possible. We change the world one person, one couple, one family, one company, one city, one country, one continent at a time.

Thank you for joining the movement.

Phillip & Dr. Jackie Mills

PASSIONATELY DEVOTED  
TO CREATING A FITTER  
PLANET

# FITNESS IS OUR LIFE FORCE

From an early age our founder Phillip Mills, was immersed in an active lifestyle. His father, former New Zealand National Track and Field Coach, Les Mills Snr is a gold medal winning athlete who with his wife Colleen raised his kids to love exercise. A four time Olympian, Les encouraged his family to pursue sporting excellence and together they all represented New Zealand in track and field. The desire to move, to be fit and share that with others led the Mills family to open their first health and fitness club in 1968.

After attending UCLA on an athletic scholarship, Phillip joined the business full time in 1980 and immediately began to innovate. Combining his passion for music with a love of athletic movement he created group fitness programs that literally had members queuing out into the streets to get a place in class. The excitement was real, the results were amazing. People were falling in love with fitness.

In 1990 the game changed. Phillip pioneered the world's first barbell class, PUMP. It was massively popular in Australia and New Zealand and in 1997, renamed BODYPUMP™ our crew of road warriors took it to the world.

Les Mills became Les Mills International.

Joined from the beginning by Dr Jackie Mills, M.D, a former national gymnastics representative and passionate advocate of nutritional medicine and holistic health, Phillip continued to oversee the rapid expansion of the company. Together they co-authored Fighting Globesity, a manifesto and call to action encouraging individuals, companies and governments to do more to get active. Today in more than 100 countries, over 100,000 instructors teach 18 programs to millions of people every week. And in truth, we're just getting started.

We are on a mission to create a fitter planet. A global tribe of instructors inspiring others to move, helping those around them to fall in love with fitness. To take better care of themselves, and better care of our planet.

As part of our international family you'll learn more about our heritage. Many of our original rockstars shared the New Zealand Maori culture as they traveled and two customs, the hongi and the haka have become important to our gatherings and foster our sense of community, of shared ideas and beliefs.

We want you to join us on a journey to mastery. Our training programs and ongoing education are all designed to help you develop, to grow and to shine. You'll explore what it means to be a warrior against sedentary lifestyles. You'll discover how to overcome your personal limitations and step up to be a leader. Someone who inspires others to overcome.

**FITNESS IS OUR LIFE FORCE.  
WELCOME. KIA ORA. AROHA.  
WE ARE ONE TRIBE.  
CHANGING THE WORLD.**

# PRIOR TO TRAINING

## BEFORE ATTENDING BODYPUMP™ INITIAL TRAINING, COMPLETE THE PRE-WORK BELOW:

1. Learn the choreography for the track/s assigned by your trainer or agency
2. Read and understand “The Science of BODYPUMP™” in this Instructor Handbook
3. Read through and have a general understanding of the first 3 Key Elements – Choreography, Technique and Coaching
4. Read instructor assessment and certification process – Appendix 2
5. Watch ‘Get Fit Together’, ‘6 Week Introduction to Group Fitness’ and ‘Stages of Change’ education videos and complete the quiz in this Instructor Handbook

### **Get Fit Together:**

<https://vimeo.com/109648206>

### **6 Week Introduction:**

<https://vimeo.com/109648203>

### **Stages of Change:**

<https://vimeo.com/109657713>

6. Bring the module release, choreography notes, instructor manual (electronic or printed), iPod with music and earphones, food, drinks, change of clothing
7. Watch The Ultimate You education video and do the exercise in this Instructor Handbook

### **Ultimate You:**

<http://vimeo.com/109648205>

## PRIOR TO DAY 2:

1. Review the overview of Coaching Layer 3
2. Review Shadow/Team teaching
3. Read the ‘One Tribe Little Black Book’, an introduction to Les Mills goals and values

To view videos enter the password **pumptraining**

**“BE THE CHANGE YOU WANT  
TO SEE IN THE WORLD.”  
— GANDHI**

# THE JOURNEY AHEAD

## BECOMING A BODYPUMP™ INSTRUCTOR

### WE ARE ASKING A LOT OF YOU!

We ask that you care – about everyone, whoever they are: the fans, the frowners, the faithful, the fanatical, professional athletes, same arm same leggers, beginners and life-long members.

We ask that you put every single one of their workouts before your own. That you arrive early, leave late. That you let the music drive you, that you believe in the power of movement, the power of your body as a tool for inspiration and as a work of art.

And, hardest of all, we ask that you inspire, motivate and improve the lives of others.

## THIS INSTRUCTOR HANDBOOK

Over the next two days, there will be non-stop learning about how to become the best BODYPUMP™ Instructor you can be. Use this workbook to take notes, capture your reflective thoughts, and help you to prepare for your assessments.

We have included a lot of the information that you will learn about, but there is also space for you to take notes. So go ahead and make this workbook your own – capturing the amazing journey you are about to begin!

WE KNOW YOU'RE  
UP FOR IT SO THANK  
YOU FOR HELPING US  
CHANGE THE WORLD!

# INITIAL TRAINING OBJECTIVES

We are keeping it simple – aiming to achieve four key objectives by the end of day two:

- You'll learn and be able to demonstrate each of the 5 Key Elements of BODYPUMP™
- You'll learn how to script and prepare for your presentation track
- You'll practice presenting your track and receive feedback
- And – of course – you will complete a full track assessment

## 5 KEY ELEMENTS

To become a BODYPUMP™ Instructor you need just 5 simple points – the 5 Key Elements.

We're going to go through them one by one, explain what they are, why you need them and how to use them. Just remember, we've based our business off these 5 Key Elements for a reason – they work. So learn them and you'll succeed. Simple as that. Let's get into it.

**LES MILLS BODYPUMP™**

**WORKOUT SKILLS**

**BE AUTHENTIC  
BE YOURSELF  
BRING IT TO LIFE**

# CHOREOGRAPHY

## KNOW YOUR MATERIAL

Just as the barbell is at the core of the workout, Choreography is at the core of every BODYPUMP™ Instructor. You need to know your Choreography 100%. Why? Once you have perfected this, you can focus on the delivery. You will be free to teach the class. And you can really bring the class to life and connect with your members.

## WHAT IS CHOREOGRAPHY?

The Choreography is designed around the REP EFFECT™, where high repetitions with less weight fatigue the muscles to create tone and strength. Classes are structured with sequences that maximize the effect of the workout, using safe and effective ranges of movement. From there the music drives the tempo which then helps to create different training effects. Some muscle fibers work better with slow tempos and others work better with faster tempos. By changing the tempo, it means all fiber types are activated. Getting the tempo right means your class will get the results they came for. That's why you need to have your choreography 100% perfect.

## READING YOUR CHOREOGRAPHY NOTES

Every quarter, you will receive your Choreography Notes – this is everything you need to know to prepare successfully for your class. The first thing you will do is look at the Track Breakdown for your Choreography.

## YOU NEED TO HAVE YOUR CHOREOGRAPHY 100% PERFECT

Read everything in your Choreography Notes.

You've got:

- Coaching cues
- **Compulsory cues**
- Tips on how best to learn the choreography
- Information on the Technique
- Benefits of new exercises
- Ideas on Connection
- Ongoing education, keeping you up-to-date with program trends and choreographic changes
- Track/Coaching focuses



## HOW DO YOU READ CHOREOGRAPHY?

First, follow the music. Second, read the exercise it matches. Every beat of the song is accounted for – so you should know exactly where in the track you are as you listen to the song. The song run time is down the first column so you know where you are while learning choreography.

You will see a mixture of the following abbreviations – make sure you know what they mean and how to use them.

<b>Alt</b>	alternating	<b>Rep</b>	reprise (part of the chorus repeated)	<b>2/2</b>	4 counts down, 4 counts up
<b>B up</b>	build up	<b>ROM</b>	range of motion	<b>2/2/2/2</b>	4 counts F or B, 4 counts down, 4 counts up, 4 counts F or B
<b>Br</b>	bridge (non-chorus)	<b>V</b>	verse	<b>3/1</b>	6 counts down, 2 counts up
<b>C</b>	chorus	<b>1/1</b>	2 counts down, 2 counts up	<b>4/4</b>	8 counts down, 8 counts up Increase weight selection Normal weight selection Decrease weight selection
<b>cts</b>	musical counts	<b>1/1/1/1</b>	2 counts F or B, 2 counts down, 2 counts up, 2 counts F or B		
<b>F or B</b>	forward or back	<b>1/1/2</b>	2 counts down, 2 counts hold, 4 counts up		
<b>Instr</b>	instrumental	<b>1/3</b>	2 counts down, 6 counts up		
<b>Intro</b>	introduction				
<b>L</b>	left				
<b>O/H</b>	over head				
<b>Outro</b>	last few bars of music				
<b>PC</b>	pre-chorus				
<b>QC</b>	quiet chorus				
<b>R</b>	right				
<b>Ref</b>	refrain (recurring phrase or number of song lines)				

The best instructors always make sure they can answer these four questions. Can you?

1. How many sets of work are there?
2. What exercises and tempos make up each set?
3. How many counts are the transitions?
4. What is the pattern?

# CHOREOGRAPHY

## MEMORIZING YOUR CHOREOGRAPHY NOTES

Each one of us learns in a different way. Check out the tips below on how you can remember your Choreography a lot easier:

### LINK TWO PROCESSES TOGETHER

The key to learning and remembering choreography is to link two processes together. Try one of the following to help you memorize what you need to know.

- Watch with the DVD AND read and follow the choreography notes at the same time
- Listen to the music AND speak out loud the name of the exercise and the tempo when it changes
- Watch the DVD AND exercise with it
- Listen to the music AND exercise with the choreography
- Identify the pattern of the choreography as you listen to and read the pattern of the music

### Other great ideas are:

- Attend as many Quarterlies as you can to experience great role models and the classes LIVE
- Watch, listen to and do your new release DVD several times
- Look for patterns in the choreography notes and visualize them
- Take notes – use a highlighter, make them your own
- Listen to your music everywhere you can! In the car, in the shower
- Prepare before every class
- Get involved in Club Launches

## IF YOU KNOW YOUR CHOREOGRAPHY, YOU ARE FREE TO TEACH

### YOU KNOW YOU'RE THERE WHEN...

- You learn choreography quickly and effectively
- You feel confident and excited about delivering a new class
- You can play any song on the release and your body knows the exercises

### WHAT'S NEXT:

- Teach the new release for at least 2 weeks
- Follow the compulsory formats for 60, 45, and 30-minute classes
- Mixing and Matching – people come to class for variety. Consider the flow of the class. If you are using multiple releases, have your music arranged so you're minimizing the time taken to change tracks.
- Tips for mixing and matching BODYPUMP™ releases. Select your playlist based on:
  1. The music style of each song – Create a musical journey of contrast (female/male/pop/rock/uplifting/house etc)
  2. Check your timing of the songs you have chosen still aims for 55 minutes (including transition times)
  3. Check you are not overloading on certain exercises e.g. too many Pushups

# PRESENTATION

You have 15 minutes to prepare your choreography for your presentation. Take notes below as you work with your Choreography Notes.

## ASK YOURSELF:

- How many sets of work are there?
- What exercises and tempos make up each set?
- How many counts are the transitions?
- What is the pattern?

# TECHNIQUE

## YOU ARE A POWERFUL ROLE MODEL

People come to class to get results. The way you look and move will either put people off or inspire them to work harder. Great technique forms the foundation of your teaching.

## TECHNICAL MASTERY

### Get fit

No excuses – you need to be strong and in shape. This will allow you to execute every repetition of every exercise with precision for the duration of the entire class.

### Be a perfectionist

Be harsh on yourself. Eliminate habits that keep you from perfect execution. Practice in the mirror and video your class on a regular basis. Demand peer review. Become an active member of your Club Launch team and take the opportunity to tidy up technique every three months.

### Practice

You're an athlete now. Train every day. Work towards your goal and remember why you need perfect technique.

There are two components of great technique in BODYPUMP™:

***Position Setup and Execution Setup***

## YOUR JOB IS TO BE AN EXAMPLE OF PERFECT TECHNIQUE

### YOU KNOW YOU'RE THERE WHEN...

- Your participants have great technique
- Your participants tell you that they are inspired by the way you move
- A peer, trainer or manager tells you that your technique is perfect

## 1. POSITION SETUP

Aligning your body correctly creates the foundation for perfect movement. We call this **Set Position**. It is based on ideal postural alignment and training in this position will improve postural control during daily activities.

So let's start with Position Setup:

There are 3 things we need to know:

- **Bar/weight plate position** with the bar/weight plate held correctly
- **Alignment cues** – so that the load is received safely, and
- **Muscle Activation** around the joints to stabilize them for safe and effective lifting

## THE SET POSITION:

- Aligns the joints in the best position to receive load
- Balances the agonist and antagonist muscles
- Activates key body stabilizers including:
  - Quadriceps and hamstrings to support the knee
  - Hip muscles and gluteals to maintain hip alignment
  - Core muscles to maintain a neutral spine
  - Thoracic extensors to support the thoracic spine
  - Cervical stabilizers to maintain correct alignment of head and neck

Once you have the class in Set Position, coach them on how to maintain elements of this position throughout the exercises.

## What do you need to remember for teaching Set Position?

# TECHNIQUE

## 2. EXECUTION SETUP

Execute each exercise with smooth, seamless control. Demonstrate and coach correct **range of movements**.

For the Squat we need to know:

- What **BODY PART** moves where – we call this **BODY PART AND DIRECTION** e.g. butt sits down and back
- The **TARGET ZONES** – e.g. butt just above knee line
- The **STABILITY** required when moving to isolate the movement to the correct joint and keep the work into the correct muscles e.g. “keep the chest lifted and abs braced” will isolate the movement to the hips, knees and ankles without buckling the spine and ensures the muscular work is in the legs and butt.

## EXAMPLE: THE DEADLIFT

## Position Setup

- **SET Position**
- **Slight bend in the knees (20 degrees)**
- **Chest up, abs braced**
- Elbows to rear – light pinch between the shoulder blades
- Chin tucked

## Execution Setup

- **Tip from the hips, keeping the chest lifted**
- **Bar to knees**
- Chin tucked – eyes forward – 6 feet (2 meters) in front

What do you need to remember for teaching the Deadlift?

# TECHNIQUE BOOTCAMP

Take notes below on what you need to remember to demonstrate great technique in each key BODYPUMP™ exercise.

## SQUAT

**Position Setup:** Bar on meaty part of upper back; Feet slightly wider than hips with toes turned out; Chest up; Belly in and abs braced

**Execution Setup:** Sit the butt back and down; Knees track forward in line with toes; Butt stops just above knee level – knees at 90 degrees

## CHEST PRESS

**Position Setup:** Hands wider than shoulders; Bar in the heel of the hands; Shoulders away from ears; Abs in and braced – lower back toward bench; Chin tucked in

**Execution Setup:** Bar down to the center of the chest; Elbows no lower than the top of the bench; Elbows slightly bent at the top

## DEADROW

**Position Setup:** SET Position; Slight bend in the knees (20 degrees); Chest up, abs braced; Elbows to rear – light pinch between the shoulder blades; Chin tucked in

**Execution Setup:** Tip from the hips, keeping chest lifted; Bar to the knees; Bar into the belly button, elbows in; Squeeze between the shoulder blades

# TECHNIQUE BOOTCAMP

## WIDEROW

**Position Setup:** SET Position; Slight bend in the knees (20 degrees); Hands thumb-distance from thighs; Chest up

**Execution Setup:** Tip from the hips, keeping chest lifted; Slide bar down thighs, no lower than bottom of the kneecap; Bar rows to lower ribs, elbows high and wide

## UPRIGHT ROW

**Position Setup:** SET Position; Slight bend in the knees (20 degrees); Hands thumb-distance from thighs; Chest up, abs braced

**Execution Setup:** Lead with the elbows, lifting the bar up to lower chest – wrists strong; Elbows above the bar; Keep bar close to body

## CLEAN AND PRESS

**Position Setup:** SET Position with knees bent; Hands thumb-distance from thighs; Chest up

**Execution Setup:** Upright Row phase: Bar close to the body, lift to lower chest; Drop under the bar, bending the knees; Press to the top, using the legs to drive the bar up, elbows slightly forward; Bend the legs again and return to SET Position, bringing the elbows up and over



## TRICEP EXTENSION

**Position Setup:** SET Position; Hands shoulder-width and elbows in line with shoulders; Lower back towards the bench with feet on the floor

**Execution Setup:** Upper arm fixed; elbows stay in/narrow; Bar moves towards forehead, elbows point down the bench

## LUNGE

**Position Setup:** 90/90 stride length, feet stay hip-width apart; Knees in line with toes; hips and shoulders square

**Execution Setup:** Bend both knees - back knee moves towards the floor (heel up), front thigh parallel to the floor; Front knee above ankle and knees in line with toes

## PUSHUP

**Position Setup:** Hands just outside shoulder-width; Back straight – abs braced to support the mid-section; Chin tucked in

**Execution Setup:** Drop down to bring shoulders and chest to elbow level

# TECHNIQUE BOOTCAMP

## STANDING SIDE RAISE

**Position Setup:** SET Position; Elbows at 90 degrees; Plates face each other; Chin in

**Execution Setup:** Lead the movement with the elbows, lifting to just below shoulder level

## VARIATIONS (Release Specific)

## SQUAT

The heaviest weight in the class is used in the squat track. It's therefore vital to achieve a neutral spine and isolate the movement to the hips knees and ankles.

### Position Setup

- **Bar on meaty part of upper back**
- **Feet slightly wider than hips with toes turned out**
- **Chest up**, light pinch between the shoulder blades
- **Belly in and abs braced**

### Execution Setup

- Sit the butt back and down
- Knees track forward in line with toes
- Butt stops just above knee level – knees at 90°

### Layer 2

- Finish with hips under shoulders
- Push the knees forward to feel the pressure in your quads
- Brace the abs harder in the Bottom Halves

Keeping the knees out in line with the toes keeps the load in the quads and glutes – minimizing stress on the knee joint. In the mid stance squat we focus on the knees tracking forward in line with the toes to enhance recruitment of the quadriceps.



## CHEST PRESS

### Position Setup

- **Hands wider than shoulders**
- Bar in the heel of the hands
- Shoulders away from ears
- **Abs in and braced – lower back toward bench**
- Chin tucked

### Execution Setup

- **Bar down to the center of the chest**
- **Elbows no lower than the top of the bench**
- Elbows slightly bent at the top
- Elbows stay directly under the bar throughout the movement.

### Layer 2

- Open your chest on the way down and squeeze between your shoulder blades
- On the way down, take the elbows wide
- On the way up, squeeze your elbows in
- Try to bend the bar by squeezing your hands together

Stopping the bar at the level of the bench protects the rotator cuff from excessive strain that could cause injury. Opening the chest and squeezing the shoulder blades together on the way down recruits the scapula stabilizers and also helps to protect the rotator cuff. Aiming the bar towards the mid chest reduces the potential for shoulder impingement.



# TECHNIQUE BOOTCAMP

## DEADROW

### Position Setup

- SET Position
- Slight bend in the knees (20 degrees)
- Chest up, abs braced
- Elbows to rear – light pinch between the shoulder blades
- Chin tucked

### Execution Setup

- Bar to the knees
- Bar into the belly button
- Squeeze between the shoulder blades

### Layer 2

- Slide the bar up your thighs
- Shoulder blades squeeze together
- Bend the legs for more stability and sit into the butt
- Keep the shoulders away from the ears

Emphasizing a squeeze between the shoulder blades will ensure that we engage the scapula retractors and reduces the tendency for participants to merely hinge backward from the shoulder joint during the row. These muscles are key stabilizers of the shoulder and help prevent injuries.



## WIDEROW

### Position Setup

- Hands wider than SET Position (one hand-width each side)
- Slight bend in the knees
- Chest up – abs braced
- Chin tucked

### Execution Setup

- Row with the elbows, high and wide
- Bar to the knees
- Bar to lower ribs, above the belly button
- Squeeze between the shoulder blades

### Layer 2

- Keep the upper body still to isolate the mid-upper back
- Squeeze between the shoulder blades when you pull up
- Keep the shoulders away from the ears
- Bend the legs and sit into the butt

Pulling the bar into the lower ribs with a wider grip places more load on the rhomboids and mid traps, while a narrower grip row to the belly button activates the lats. The rhomboids and mid traps are key muscles which support the thoracic spine and allow us to keep the chest lifted when we are lifting weights. Collectively these muscles form an integral part of the posterior chain and therefore help produce athletic power.



## UPRIGHT ROW

### Position Setup

- SET Position
- Chest up – abs braced
- Slight pinch between the shoulder blades

### Execution Setup

- Lift bar up to lower chest
- Elbows above the bar
- Keep bar close to body

### Layer 2

- Lead with the elbows
- Squeeze between the shoulder blades

Keeping the chest lifted and shoulder blades retracted places the shoulder blades in the optimal position to receive load. Lifting the bar no higher than the lower chest reduces the potential for shoulder impingement (compression of the shoulder tissues).



## CLEAN & PRESS

### Position Setup

- SET Position
- Chest up – abs braced
- Knees bent

### Execution Setup

- Start with more knee bend and use the legs to drive the bar up
- Keep elbows above the bar during Upright Row phase
- Bar close to the body, lift to lower chest
- Drop under the bar, bending the knees
- Clean the bar and hold in front of the collar bones
- Press to the top
- Use the legs to drive the bar up
- Abs braced as you Press above the head
- Elbows slightly forward
- Bend the legs again, return to SET Position
- Bring the elbows up and over to lower the bar

### Layer 2

- Use the legs to drive the bar up
- Lift your heels to initiate the move
- Get under the bar as quickly as possible – be explosive!

Using the legs to get under the bar is the key to minimizing the load on the shoulder muscles and generating the most power in the Clean and Press. Focusing on jumping under the bar and explosively driving the bar overhead will increase metabolism and spike the heart rate.



# TECHNIQUE BOOTCAMP

## TRICEP EXTENSION

### Position Setup

- Hands shoulder-width apart
- Elbows pointing down the bench and directly above the shoulders
- Shoulders away from the ears
- **Belly in and brace the abs**
- Head supported on the bench, chin tucked
- Feet flat on the floor

### Execution Setup

- Lower bar to forehead

### Layer 2

- Keep the elbows squeezing in together
- Keep the wrists strong
- Keep the elbows directly above the shoulders

Keeping the upper arm vertical with elbows pointing down the bench during extensions helps to isolate the load to the triceps.



## LUNGE

### Position Setup

- Feet hip-width
- Step back to 90/90 stride length (long lunge)
- Hips and shoulders even and square to the front
- Knees in line with toes
- **Belly in, abs braced and chest up**

### Execution Setup

- Bend knees – back knee moves towards the floor
- Front thigh parallel to the floor

### Layer 2

- Go low to work the butt
- Body weight even on both legs
- Push through the front heel to activate the glutes

The key to glute recruitment is achieving full range in the lunge – getting the front thigh parallel to the floor. Lunges are a great functional exercise, providing us with strength and power for climbing stairs and running up hills.



## PUSHUP

### Position Setup

- Hands just outside shoulder-width
- Back straight – abs braced to support the mid-section
- Chin in

### Execution Setup

- Drop down to bring shoulders and chest to elbow level

### Layer 2

- Push the floor away

Dropping the chest no lower than elbow height minimizes rotator cuff stress.



## STANDING SIDE RAISE

### Position Setup

- SET Position
- Elbows at 90 degrees
- Chest up – abs braced

### Execution Setup

- Lift the elbows to just below shoulder level
- Elbows slightly forward
- Lead the movement with the elbows
- Chin in

### Layer 2

- Keep the body still to isolate your shoulders
- Shoulders away from the ears

Option: To increase intensity, widen the angle at the elbow

Keeping the elbows slightly forward ensures we lift the arms in the same plane as the scapula, helping us to engage the rotator cuff muscles evenly to protect the shoulders. Stopping the movement just below shoulder level reduces the potential for shoulder impingement (compression of the shoulder tissues).



# COACHING

## LES MILLS CONSUMER RESEARCH TELLS US THAT PEOPLE IN BODYPUMP™ CLASSES WANT TO KNOW:

- How to execute the exercises correctly
- Why they are doing the exercises
- What physical benefits they're going to get from them

Coaching BODYPUMP™ is simple.  
We use a 3 Layer approach.

### LAYER 1 COACHING

This is the foundation of great coaching. It's all about the Setup Cues that will prepare people for the exercise, and then tell them how to execute it successfully.

Great Layer 1 Coaching is all about establishing three key parts:

#### 1. TRACK INTRODUCTION

Deliver Track Introductions as if everyone is a beginner. Don't assume people know what they are doing. The introduction is delivered in BODYPUMP™ essence. Take control, stand still, use precise language. Keep it short and to the point with no fluff. The introduction sets the scene and puts you and your class in the "zone" for the rest of the track.

Be clear to **SETUP** the following:

- Which Muscle Group is being worked
- The Weight Selection and/or equipment they need for the track
- The Track Focus – what you want your class to get out of the track
- Demonstrate any complex or new exercises if really necessary. We will show you this in the DVD
- Any options – such as plates or bars

## YOUR ROLE AS COACH IS TO DELIVER THE RIGHT INFORMATION AT THE RIGHT TIME

### 2. POSITION SETUP

Position Setup gets us ready to lift weights, quickly and safely. Make sure you clearly communicate:

- Bar/weight plate position
- Alignment of Joints
- Muscle Activation

### 3. EXECUTION SETUP

Execution Setup Cues tell people how to perform the exercise safely and effectively. These cues are listed in the glossary at the back of your Choreography Notes and in the back of this manual. These include:

- Body part & direction
- Target Zones
- Stability

You must say the **bold Compulsory Cues** – they are essential for exercise safety. In some tracks you will need to revisit Position and Execution Setup Cues during the track as we alter position (e.g. transitioning to a Wide Squat) or begin a new exercise (e.g. moving from a Tricep Press to Kickbacks in the triceps track).

Use the **N.E.T.T** Scripting Tool – this is when you need to coach a change in the exercise.  
Remember to: **Name the Exercise**  
The **Tempo**  
The **Target Zone**



## COACHING LAYER 1 GROUP SCRIPTING SHEET:

### TRAINER EXAMPLE

TRACK INTRODUCTION	COMPULSORY CUES
Muscle Group	
Weight Selection	
Track Focus	
Demo complex or new exercises	
Options	

POSITION SETUP	COMPULSORY CUES	ADDITIONAL CUES
Bar/Weight plate position		
Alignment of Joints		
Muscle Activation		

SCRIPT:
---------

# COACHING

## COACHING LAYER 1 GROUP SCRIPTING SHEET: PRESENTATION TRACK

TRACK INTRODUCTION	
Muscle Group	
Weight Selection	
Track Focus	
Demo complex or new exercises	
Options	

POSITION SETUP	COMPULSORY CUES	ADDITIONAL CUES
Bar Grip		
Alignment of Joints		
Muscle Activation		

SCRIPT:
---------

**EXECUTION SETUP SCRIPTING SHEET:**  
**TRAINER EXAMPLE**

EXERCISE	BPD	TARGET ZONE	STABILITY

**PRESENTATION TRACK**

EXERCISE	BPD	TARGET ZONE	STABILITY

# PRESENTATION ONE

Congratulations on finishing your first presentation – take time now to reflect upon and write down the feedback you have received. Use this feedback tonight when you review and plan for day two's presentation.

What did you do well?

What do you need to improve on before tomorrow?

## LAYER 2 COACHING

Layer 2 Coaching allows you to take your members to the next level of their workout. This is where you will help them to focus on improving their execution and manipulating the intensity of their workout. And for a lot of your members, they want to understand why they are performing the exercise, so you will need to educate them about the exercises.

Start by looking at your Track Focus. This often guides you to the specific element within each track to focus on in Layer 2. Keep things simple by choosing one objective for members to get in each set of choreography. Remember – less is more!

Once you've looked at the Track Focus, you'll need to add these three parts to your script:

### IMPROVE EXECUTION

- Repeat Layer 1 Cues to coach Track Focus and increase muscle activation
- Correct common faults

- Reinforce Stabilizing Cues to isolate the movements into the correct joints and load the target muscles
- Most of these cues are a repetition of Layer One Cues – look at your members' technique – which cues do they need to hear again? Those are the Layer One Cues that you repeat

### MANIPULATE INTENSITY

- Reinforce Target Zone Cues – to work the full range of movement
- Timing Cues – to maximize the time that the muscles are under tension
- Cues (Follow-up or reinforced Setup Cues) that increase Intensity

### EDUCATE

- Add why we do this – e.g. *“track your knees forward over your toes to build pressure in the quads”*
- Benefits of the exercises

LAYER 2 COACHING	
Improve Execution	
Manipulate Intensity	
Educate	

# THE ART OF SCRIPTING

A great instructor inspires with their technique, maintains the energy of the class, gives clear instructions and ensures that the class is 'getting' it. Teach your class how to perform the exercises correctly. Be organized with your coaching.

In tracks that have different exercises like Triceps, Lunges and Shoulders, each separate exercise has a Setup, Intensity and Motivation Layer; repeat each layer for each exercise. This is in the Choreography Notes. Each set of work has a clear focus about what we want people to achieve and cues to give you scripting ideas.

## SCRIPTING

Scripting is ultimate class preparation.

It ensures we say what needs to be said. When you script, write down all the cues to effectively coach the exercises in the track. Then choose the most efficient cues. This helps sequence your cues in a logical way. It builds your confidence as you learn to teach and builds a library of cues. For each exercise, plan where you will deliver each coaching layer and in which block of work.

USE THIS SCRIPTING DIAGRAM TO ORGANIZE YOUR CUES:

## HOW IT FITS INTO EACH TRACK OR EXERCISE SET



SET 1



SET 2



SET 3

KEY:



LAYER 1



LAYER 2



LAYER 3

## SCRIPT

Script Layer One and Two. Complete Layer Three after the BODYPUMP™ Challenge.

EXERCISE	SCRIPT	
eg Squats 4/4	LAYER 1	<i>Butt back &amp; down</i>
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
eg 2/2	LAYER 1	<i>Push the knees towards toes</i>
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

# THE ART OF SCRIPTING

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	



EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

# THE ART OF SCRIPTING

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
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EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

EXERCISE	SCRIPT	
	LAYER 1	
	LAYER 2	
	LAYER 3	

# DAY ONE REFLECTION

As part of your homework, take time to reflect on what you have learned today. Create a mind map of all the key learning points. And remember – you will be asked about your reflections on day two!

# WHY ARE WE HERE?

OUR PURPOSE IS SIMPLE:

TO CREATE  
A FITTER,  
HEALTHIER  
PLANET



OUR VALUES:



ONE TRIBE

We create life-changing fitness experiences, everytime, everywhere. We are one tribe. Bravely changing the world. We are family. A family company, united in our love of movement, music and the pursuit of healthy living for ourselves and our planet...

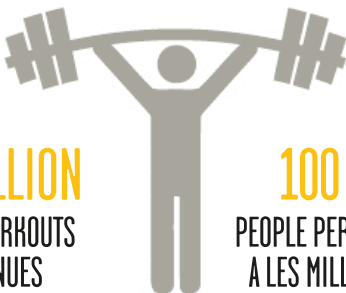
WHERE ARE  
WE GOING?

BIG. HAIRY...  
AUDACIOUS.

OURS IS THE GRIZZLY  
BEAR OF AMBITIONS

20/20  
GOAL:

20 MILLION  
WEEKLY WORKOUTS  
IN LIVE VENUES



100/20  
GOAL:

100 MILLION  
PEOPLE PER WEEK HAVING  
A LES MILLS EXPERIENCE



BE BRAVE

All the crazy stuff happens at the edge of our limits. We push hard to always do our best work; everyone around here is in the relentless pursuit of improvement. We need genius doers, not bullshit takers. Tall poppies not wallflowers. Risk takers, innovators, rebels – step up.



CHANGE THE  
WORLD

Changing the world wont be easy. There'll be doubters, haters. Those whole cling tight to yesterday's ideas. But here, in this place, and wherever the tribe is gathered, we dare to dream. Be audacious. Be willing. Accept difference. Embrace NEW. We love talent, creativity, optimism and fun. Bring yours to work every day. Let's create new and better ways to help people take their first steps on the road to fitness... **create life changing fitness experiences everytime**

# PRESENTATION 2

## ADD FEEDBACK TO SCRIPTS

Using the feedback you have received from your Trainer, take some time to rescript your presentation for your final assessment.

Make changes to reflect the feedback you received from your track presentation. You should also implement any feedback you were given on your technique during your Shadow presentation. Rewrite your script for your final presentation.

Use the sheet below to help you plan:

### CHOREOGRAPHY

What do you need to add or change to your Choreography?

### TECHNIQUE

What do you need to add or change to your Technique?

**WELL DONE ON  
COMPLETING YOUR  
SECOND PRESENTATION!**

TRACK INTRODUCTION	
Muscle Group	
Weight Selection	
Track Focus	
Demo complex or new exercises	
Options	

POSITION SETUP	COMPULSORY CUES	ADDITIONAL CUES
Bar/Weight plate position		
Alignment of Joints		
Muscle Activation		

# PRESENTATION TWO

EXERCISE	BPD	TARGET ZONE	STABILITY

EXERCISE	BPD	TARGET ZONE	STABILITY



# NOTES

# LAYER 3 COACHING

Drive people home. This is where results live. Your class is fatigued, but if they push hard here they will **get fitter today**. Layer 3 Coaching is all about creating the final piece of motivation and driving people to the end of the track!

LAYER 3 COACHING	
<b>INTRINSIC CUES</b>	<p>What did you hear/feel/see that motivated you intrinsically?</p> <p>What helped to drive you through the most challenging parts to succeed?</p>
<b>EXTRINSIC CUES</b>	<p>What did you hear/feel/see that motivated you extrinsically?</p> <p>What helped to drive you through the most challenging parts to succeed?</p>
<b>POSITIVE MOTIVATORS</b>	<p>What did you hear/feel/see that kept you positively motivated?</p> <p>What helped to drive you through the most challenging parts to succeed?</p>
<b>DISSATISFACTION CUES</b>	<p>What did you hear/feel/see that worked as a dissatisfaction cue?</p> <p>What helped to drive you through the most challenging parts to succeed?</p>

In BODYPUMP™ we use a mixture of **intrinsic cues** (based on feel) “push these last few Lunges now and you’ll be buzzing for the rest of the day” and **extrinsic cues** (that are all about external recognition of improvements) “crunch up a little higher to flatten your stomach and shape your six pack”.

When the going gets tough, others will want to hear some **positive motivators** “you’ve got this, you can do this, there are only 4 more, you guys are looking great!”

Your members may find they are driven to push harder when someone is tough on them – using **dissatisfaction cues** “I know you’ve got more!, you can all afford to drop one inch lower... is that the effort you’re going to be happy with today?”

There are lots of ways to motivate people – remember to teach to the people in front of you. **Use a mixture of intrinsic and extrinsic motivators, positive motivators and occasional dissatisfaction cues.** Then **find out what it would take for you to push through a demanding peak** and use these motivators in your classes so that your delivery is authentic to YOU.

## USE MOTIVATORS IN YOUR CLASSES SO THAT YOUR DELIVERY IS AUTHENTIC

# CONNECTION

Grow your class numbers by developing powerful relationships with your participants. When you get them into the BODYPUMP™ experience, the moves and you as an instructor create connection. Your job is to hook them in. Engage them. Get them to come back.

So you've nailed your choreography, have role modeled perfect technique and coached your class members to achieve more than they could on their own. They're exercising safely, and working hard.

## **SO WHAT? WHAT'S GOING TO BRING THEM BACK TOMORROW? NEXT WEEK?**

You are. You're going to create an atmosphere in your class that everyone wants to be a part of. Connection is all about taking the focus off yourself and bringing your attention to your participants. Engaging them so they are part of the class and not just watching you perform on stage.

## **SO HOW DO YOU DO IT? HOW DO YOU CONNECT AND ENGAGE?**

### **1. TREAT YOUR PEOPLE LIKE PEOPLE. RESPECT AND CARE.**

We connect with our heroes when we feel as though they are communicating with us directly. Our favorite stars are those who don't patronize us, or treat us like second class citizens. For many, you're the hero. The leader. Build your base of followers by treating them with respect. Show them that you don't think you're better than them.

#### **Set it up from the start.**

Before your class, talk to the people getting set up. Introduce yourself, learn their names. Let them 'see' you. Tell them something about yourself. Tell them why you love the music, or why you've chosen a certain track.

## **CREATE A CLASS THAT NO ONE WANTS TO MISS**

Honor those present. "Where is everyone today?" is a massively disconnecting way to begin. Welcome the first-timers, the some-timers and the junkies.

During class, look them in the eye. Smile at them. Give them an encouraging look. A challenging frown. And when you see them in class next week, welcome them back.

#### **Be real.**

There's no on and off for BODYPUMP™ Instructors. Who you are on stage must be who you are the rest of the time. Real, authentic, confident, challenging and inspiring. Not fake, not putting on a big instructor act. Just standing strong, speaking in your natural voice. Powerful. Laugh at yourself, laugh with them. BODYPUMP™ is strong and powerful but it's not the Olympics.

#### **Praise them often.**

Give equal attention to the front and back rows.

#### **Get out of your head and into the moment.**

Connection only happens when you are present with your participants. You have to be on top of the first three key elements to be free to connect with the music and the people in your class. If you're stuck in your head counting reps or stressing about what's coming up you'll miss the opportunities to send and receive lightning bolts of connectivity to your participants.

#### **Involve your class members.**

Ask for song suggestions, and be available after class for questions. But remember you're in charge; they need you to lead. You're the DJ, not a Jukebox.

## 2. COMMUNICATE TO ALL THE DIFFERENT LEARNING STYLES

Not everyone has the same learning style. Yours will be different from many in your class and it's natural to communicate in your preferred way. However, it's your job to communicate – verbally and non verbally – with those that are visual, auditory and kinesthetic learners.

So which type are you? Complete the questionnaire on the back page to find out.

Connecting with the Learning Styles – Write down how you will connect with the various types:

### Visual

.....

.....

.....

.....

.....

### Auditory

.....

.....

.....

.....

.....

### Kinesthetic

.....

.....

.....

.....

.....

**BE REAL, AUTHENTIC,  
CONFIDENT, INSPIRING  
AND CHALLENGING**

#### **YOU KNOW YOU'RE THERE WHEN...**

- People spontaneously come up to talk to you before and after class.
- They respond to you by replying, smiling back, working hard for you, laughing at your jokes... MAYBE!
- The same people keep coming back – and, MOST IMPORTANTLY, they bring their friends

# CONNECTION

### 3. LOOK AT PEOPLE, SEE WHAT THEY ARE DOING AND RESPOND

This sounds stupid – but you have to actually look at your participants. Not just look, but look and see them, and not just their body parts, their eyes! Try and hold their eyes for 5 seconds and smile and connect.

There are six key tools to use for Look, See and Respond:

- 1. ....
- 2. ....
- 3. ....
- 4. ....
- 5. ....
- 6. ....

“BE THE CHANGE YOU WANT TO SEE IN THE WORLD.” – GANDHI

### PRESENTATION SCRIPT

Write down two or three cues that you will use during our final presentation to help connect with people. Use the tools above to help you.

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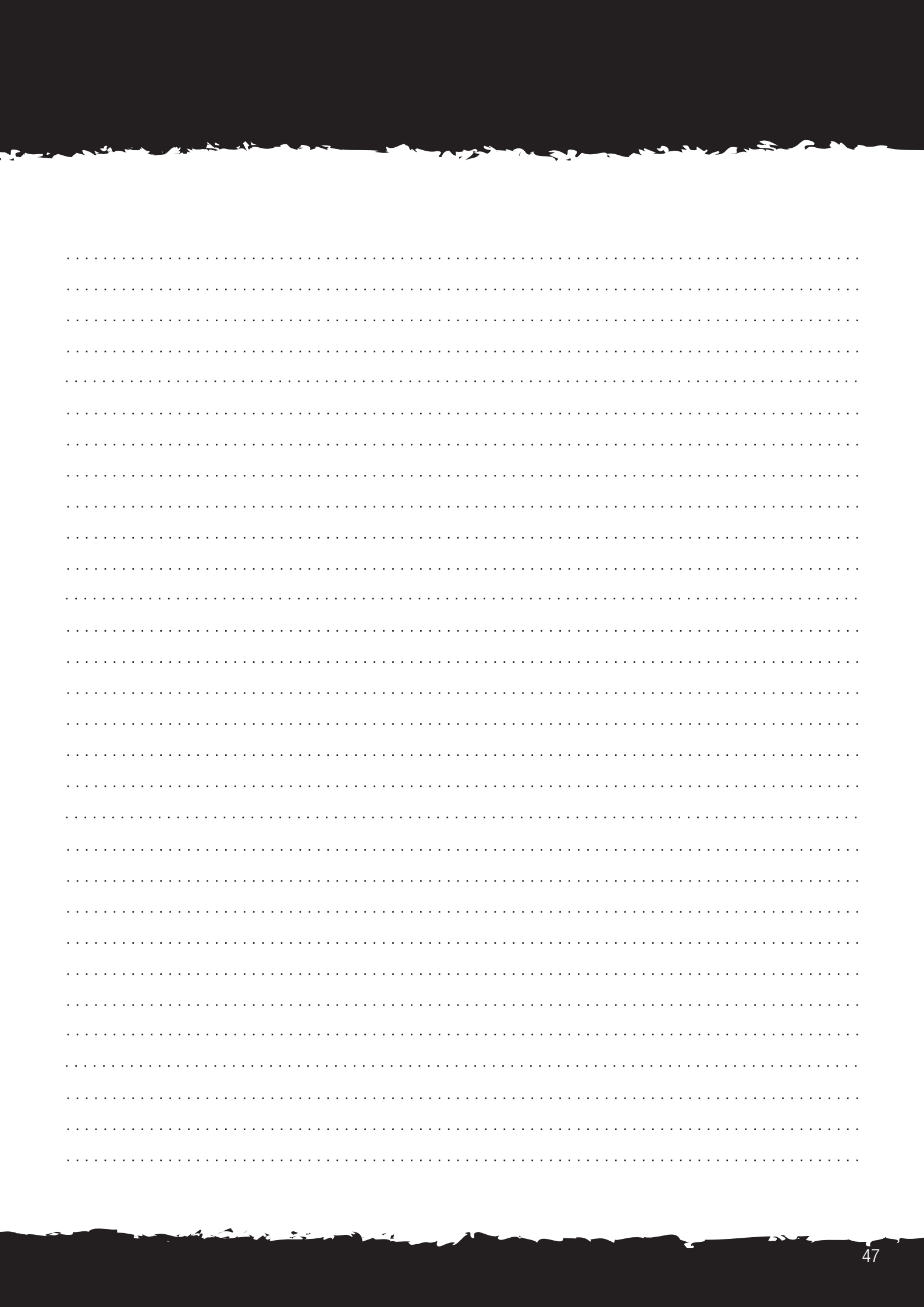
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# PERFORMANCE

## THINK BODYPUMP™ – STATE OF MIND

Participants who come to BODYPUMP™ are driven by the empowerment and sense of achievement they experience during a class. They need you to be strong, direct and lead them. You are strong. You are a leader. You are there to smash them up. They are there to be smashed. That's the deal. Bring that attitude to every class.

## BE BODYPUMP™ – YOUR ACTIONS

Your BODYPUMP™ state of mind should influence all your teaching actions. You are strong. Put some 'big boy' weights on your bar. You are a leader. Tell the class what to do, when to do, how and why. Do your pushups on your toes. Push your physical limits and watch your class follow you. Inspire them with your willingness to be challenged. Motivate them with your refusal to give up.

BODYPUMP™ instructors are grounded. Lift like a lifter. Feet are still. Core is solid. You want to tap your toes and swing your hips? Go barn dancing. BODYPUMP™ teachers are fitness leaders. When people see you they should think **results**. Get stronger. Lift some weights and get fit to teach.

## SPEAK BODYPUMP™

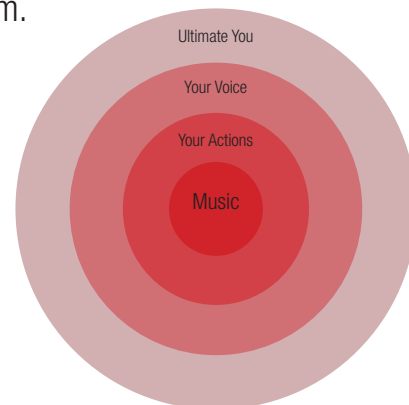
Think of BODYPUMP™ as a language. Short, direct phrases. Girly voice? Not so much. Laugh at yourself and with them? Yes. Giggle? No. Lifting weights is technical. Speaking BODYPUMP™ simplifies and gives clarity. It is direct and commanding with a hint of sass.

"Bend your knees, pick up your bar. This year. Two-up."

**GREAT INSTRUCTING IS  
LIKE GREAT ACTING**  
PHILLIP MILLS

## TO TEACH BODYPUMP™ SUCCESSFULLY YOU HAVE TO THINK, BE AND SPEAK BODYPUMP™

To have the Ultimate Performance, you need to start with music – feel it, hear it, be it. Match your actions and voice with it. But a true Performance won't happen unless you add you – the Ultimate You. Then you will be teaching in the essence of the program.



How this happens:

### 1. THE MUSIC

You will create a Performance when you come back to the music. The music is where BODYPUMP™ starts, the music determines the choreography, the music tells us how to perform. Every BODYPUMP™ release has tracks with different musical feels. Within every track there are highs and lows to create a huge musical journey. The key to a Performance is to match the musical feel with everything you think, do and say.

Always ask yourself – **what is the feel of this track?**



## 2. YOUR ACTIONS AND FACE

Once you have the music – match it with your actions and your face. If the track is uplifting, show uplifting actions and facial expressions. Your actions need to be strong. Stronger than you think you are now. Your posture and movements need to be inspirational. How do you do this? Practice, lift weights and get fitter. Use your actions to show that you never give up. And when the timing is right and the track changes, smile, laugh, have fun with your class.

Always ask yourself – **How can I demonstrate the feel of this track through my body and face?**

## 3. YOUR VOICE

Let's see how to match our voice to the highs and lows of the music. We use **the BODYPUMP™ voices** and there are 2 main types of voice:

- **Conversational Voice** – usually used during the verses – just talking to your members.
- **Motivational Voice** – you have two choices:
  - Build Voice** – usually in the pre chorus the music starts to build. Create a voice with more pace and urgency, pitch and power.
  - Intense Voice** – And a voice that is BIG or INTENSE in the choruses – powerful and motivating. Sometimes drop to a focused and grounded voice that will push us to work for our results.

Then let the music take over to finish us off.

If you think about it... your **voice** and your **coaching** should work as one with the musical journey throughout the track!

**Try this:** Listen to your tracks again:

1. Forget the choreography and the coaching for a moment – just listen and determine the feel of the song, the highs, the lows through the whole track - map the song's journey.
2. Identify which voice to use in each section. Where is the voice conversational, or motivational - building or intense?
3. Check, does the coaching match the voice to fit with the song? Your script becomes a journey of music, coaching and voice.

# PERFORMANCE

## WHAT CAN YOU DO TO MAKE PERFORMANCE HAPPEN?

### GET OUT OF THE WAY

Teaching in the essence of the program is the ultimate high performance state. Just like you can't be a little bit pregnant, you can't teach a little bit in the essence of BODYPUMP™ with a mix of other styles thrown in. Get in or get out!

### STOP TRYING SO HARD

Learn your choreography, perfect your technique, coach like a champ and connect with your people. These are fundamental, now let the music and the technical physicality of the program do the work for you. Participants will sweat and some might surrender to fatigue. You will sweat and motivate them to keep going. Nobody quits. Everybody wins. Simple.

This is Performance and here's how to refine it:

## 4. THE ULTIMATE YOU

This is your state of mind; teaching in the essence of the program is the ultimate high performance state so you need to be bigger than yourself, YOU NEED TO BE THE ULTIMATE YOU!

Your job is to be strong, direct and lead them and be an authentic fitness leader. You are there to challenge people. They are there to be challenged. That's the deal. Bring that attitude to every class. Participants who come to BODYPUMP™ are driven by the empowerment and sense of achievement they experience during a class. Take control, be commanding, bring your knowledge and experience. Be the ULTIMATE BODYPUMP™ YOU.

## NOBODY QUILTS. EVERYBODY WINS. SIMPLE.

Who do you dream of being when you teach? This questionnaire will help you connect with your inner rock star or your ULTIMATE YOU. Answer these questions and begin your journey...

### IF YOU ARE 'THE ULTIMATE YOU'... BEFORE YOU CAME INTO THE ROOM...

WHAT WERE YOU DOING?

WHAT DID YOU EAT FOR BREAKFAST?

WHAT KIND OF CAR DO YOU DRIVE?

WHAT IS YOUR FAVORITE MUSIC?

WHO DID YOU SPEAK TO AND WHAT DID YOU SAY?



DESCRIBE YOUR WALK AND YOUR POSTURE.

HOW DO YOU FEEL WHEN YOU ARE IN THE ROOM?

WHAT IS YOUR PREDOMINANT FACIAL  
EXPRESSION?

HOW DO PEOPLE GREET YOU?

WHAT ARE YOUR 'CHARACTER' GIVENS (EG FIT,  
STRONG, CONFIDENT, SILLY, ...)?

DESCRIBE THE EMOTIONAL RELATIONSHIP BETWEEN  
YOU AND THE OTHER PEOPLE IN THE ROOM.

DESCRIBE THE LOCATION WHERE YOU TEACH.

WHAT DO YOU FEEL ABOUT THE OTHER PEOPLE IN  
THE ROOM?

PHYSICAL ENVIRONMENT: WHAT DOES THE ROOM  
LOOK LIKE?

OVERALL, WHAT ARE YOU TRYING TO GET FROM  
THE OTHER PEOPLE?

WHAT DOES THE ROOM TELL YOU ABOUT YOUR  
CHARACTER?

DESCRIBE 'THE ULTIMATE YOU':

WHAT IS THE EMOTIONAL ENVIRONMENT IN THE  
ROOM?

# PERFORMANCE

**ONCE YOU HAVE FINISHED PLAYING, ENHANCING AND EXPRESSING,  
THINK ABOUT THIS...**

What are the conflicts holding you back from becoming THE ULTIMATE YOU? What is stopping you?

Write a letter to your 'REAL SELF' from your 'ULTIMATE SELF'. And remember, sharing this exercise with someone else will greatly enhance the experience.

DEAR ULTIMATE YOU,

Grow your class numbers by creating a memorable experience. When you get participants moving, sweating, chanting, working, pushing, persevering, fatiguing, feeling the BODYPUMP™ experience from the inside out – the strength, the courage, the precision and the power – that's BODYPUMP™.

## PRESENTATION SCRIPT

Prepare to add some Performance to your final presentation. Use the table below to help you prepare:

### YOU KNOW YOU'RE THERE WHEN...

- You are in a state of flow
- You teach from the program essence
- Your class is addicted to your workout experience
- They clap and cheer spontaneously at the end of each track or class

PERFORMANCE	
Music	What is the feel of this track?
Actions	How can I demonstrate the feel of this track through my body and face?
Voice	<p>What is the map of the song's journey?</p> <p>Which voice should you use for each section?</p> <p>Does the coaching match the voice to fit with the song?</p>
Ultimate You	How will you demonstrate your Ultimate You? What will you say, do or feel?

# WHAT'S NEXT

## CERTIFICATION

- Present this release and video the class
- Video is assessed on Choreography, Technique, Layer 1 and 2 Coaching.
- Submit video to your agency within their time frame

TAKE YOUR TEACHING  
TO A WHOLE NEW LEVEL

## AFTER CERTIFICATION

- Gain experience!
  - Ask to team-teach
  - Ask for feedback from a mentor or your GFM
  - Make yourself available to cover classes and try to secure your own regular classes
  - Go to all quarterly education and launches
  - Record yourself teaching and examine your own technique, coaching and practice, practice, practice
  - Get involved with launching new releases in your club
- 
- Complete AIM1. This brings you into true BODYPUMP™ essence, and taking your technique and coaching skills to an advanced level. You should all aim to have done this within 6-12 months of certification.
  - Complete AIM2. This takes your teaching as an instructor to a whole new level. It is life changing and focuses on tools to coach and create change faster in your participants. You should aim to complete this within 3-6 months of AIM 1. This will without doubt enhance your own enjoyment of your teaching and will pack your classes! It may even get you onto the pathway of being a presenter and trainer for your agency!

# ACTION PLAN

# BODYPUMP™ SCIENCE

## KNOWLEDGE IS POWER

How can we claim that BODYPUMP™ is the fastest way in the universe to get in shape? What is the science behind achieving results in BODYPUMP™?

Everything you need to know about 'how and why' the program works is here. Take it upon yourself to understand more about the physiology, physical changes and benefits of BODYPUMP™.

You will be a master coach when you draw on your scientific knowledge of the program and use it to better educate and individually motivate the people in your class. People want to know.

## THE REP EFFECT™

The REP EFFECT™ allows us to get all the key benefits of resistance training without lifting heavy weights. It uses the effect of high repetitions (around 800 per class) with much less weight to fatigue the muscles. It is muscle fatigue not muscle load that tones and strengthens.

We carefully design each BODYPUMP™ track using tempo changes to fatigue the different muscle fibers in different ways. This maximizes the REP EFFECT™. Some muscle fibers work better with slow tempos and other fibers work better with faster tempos. Changing the pace up and down keeps the workout interesting and ensures that all the fiber types in your muscles are activated.

We use different ranges of movement. Bottom Halves build pressure in the muscle by taking away the release you would normally get at the top of the movement. This is called Occlusion Training and generates more fatigue with less load.

## THE REP EFFECT™ ALLOWS US TO DEVELOP LEAN, ATHLETIC MUSCLE

### WHAT DOES BODYPUMP™ DO FOR YOU?

#### 1. BODYPUMP™ BURNS CALORIES

Recent research at Penn State University with novice participants has shown that BODYPUMP™ burns anywhere between 315 – 555 calories per hour. (1) Experienced participants have been observed burning around 1000 calories under extreme conditions. The rate of calorie expenditure per class, as demonstrated by these values, is very individual.

The demands of the class, followed by the need for muscles to recover afterwards, result in an increased resting metabolism. This is known as EPOC (Excess Post-exercise Oxygen Consumption), which is the number of calories you continue to burn once the class is completed. EPOC values have been found to contribute an extra 10% to the total calorie expenditure of the class (2).

BODYPUMP™ burns calories and keeps burning calories after class.



## **2. BODYPUMP™ INCREASES LEAN MUSCLE MASS BY IMPROVING MUSCLE STRENGTH AND ENDURANCE**

Improved muscular definition is the most noticeable result from doing BODYPUMP™. This happens as a result of an increase in lean (fat-free) muscle mass and decrease in overall body fat. The amount of relative muscle gain and fat loss varies between participants. The rate of improvement depends largely on someone's initial level of fitness, how often they do a class and how hard they work during the class.

BODYPUMP™ participants of average fitness levels can expect to see and feel positive changes in body shape by doing 2–3 classes per week over a 6–12 week period.

BODYPUMP™ uses high repetitions. This type of endurance training recruits mostly Type 1 muscle fibers, which are the smaller-diameter muscle fibers used during sustained activities. This is the main reason why overall hypertrophy from BODYPUMP™ is lower when compared to high-resistance, low-repetition workouts.

You won't bulk up by doing BODYPUMP™. Instead you will achieve lean muscle mass that is stronger and has better endurance.

### **STRENGTH**

Strength gains occur in the first few weeks of BODYPUMP™ training due to the improved efficiency of the neuromuscular pathways. Gains in initial strength can therefore happen quickly and then will often plateau as the training continues.

Further gains can be experienced at around 6 weeks as the body develops extra muscle fibers to cope with the demands of the class. The amount of new muscle generation will again depend on the fitness level and strength of the new participant.

### **MUSCLE ENDURANCE**

The high repetitions of BODYPUMP™ mean it is at the endurance end of the strength-training continuum. Increasing strength endurance makes you stronger for longer. This is how most people use their muscles on a day to day basis. This is FUNCTIONAL STRENGTH.

### **CARDIOVASCULAR ENDURANCE**

BODYPUMP™ also benefits the cardiovascular system. Maintaining a high level of intensity for the duration of the class places a demand on the cardio-respiratory system. Repeated classes will increase the efficiency of this system, improving cardiovascular endurance.

**BODYPUMP™ tones muscles without bulking you up, changes your body shape, increases your metabolism, makes you stronger, gives you better muscle endurance and cardiovascular endurance.**

## **3. BODYPUMP™ CAN IMPROVE YOUR POSTURE**

BODYPUMP™ develops core strength and stability which can help improve postural alignment. Training in the Set Position improves our ability to align our joints in an optimal position for load and weight bearing, improving postural control and contributing to the longevity of our joints.

**BODYPUMP™ will improve your posture, improve your core strength and core stability.**

# BODYPUMP™ SCIENCE

## HOW DOES BODYPUMP™ DO THESE THINGS?

1. SELECTION
2. SEQUENCING
3. INTENSITY

### 1. EXERCISE SELECTION

The program consists of multiple sequences of isolated and compound movement patterns. The exercises within each track have been selected to cater to the resistance training needs and abilities of the general population. They have been slightly modified to ensure safe application within the group fitness environment.

Free weight and body weight exercises in BODYPUMP™ are functional: they condition our muscles in a way that makes us stronger for the activities of daily life.

## A WELL-ROUNDED PROGRAM CATERING TO HEALTHY ADULTS

### 60 MINUTE CLASS FORMAT – 10 TRACKS

TRACK NAME	TRAINING OBJECTIVES	TARGET MUSCLES
<b>WARMUP</b>	To warm up all the major muscle groups and prepare the body for the workout ahead	Total body
<b>LEGS</b>	To work the large muscles of the legs – the quadriceps, gluteals and hamstrings	Quadriceps, hamstrings, gluteals, core
<b>CHEST</b>	To work all the major muscles of the chest and front deltoids	Pectoralis major and minor, deltoid, serratus anterior
<b>BACK</b>	To engage all muscles of the upper, mid and lower back, as well as to work the gluteals and hamstrings	Erector spinae, core, gluteals, trapezius, latissimus dorsi, rhomboids, posterior deltoid
<b>TRICEPS</b>	To isolate and train the triceps	Triceps
<b>BICEPS</b>	To isolate and train the biceps	Biceps
<b>LUNGES</b>	To revisit and train the major muscles of the legs	Quadriceps, hamstrings, gluteals
<b>SHOULDERS</b>	To work all areas of the deltoids – front, side and rear – as well as the upper back	Deltoids, trapezius
<b>ABDOMINALS</b>	To work the core muscles	Rectus abdominis, obliques
<b>COOLDOWN</b>	To stretch and release all major muscle groups	All

*There are also 45 and 30-minute BODYPUMP™ class structures, which are referenced in the new release choreography notes.*

## 2. EXERCISE SEQUENCING

The tracks are ordered with the following considerations taken into account:

- A program-specific Warmup that stimulates neuro-motor control, raises core body temperature, and increases mobility
- The alternate loading of opposing muscle groups to ensure balance
- The alternate loading of lower-upper body muscle groups providing regional muscle recovery
- Compound and isolated exercises providing a total body workout

## 3. EXERCISE INTENSITY

### SELF-REGULATED

The ability to regulate individual intensity is a key benefit of BODYPUMP™ training. New users can regulate intensity by altering the weight selections and reducing their ranges of movement.

Exercise options such as using an unloaded bar or individual plates can also help new participants complete the workout with great technique.

Participants can progressively increase weight, range and intensity to continue to achieve on-going results.

## WEIGHT SELECTIONS

Recommended weight selections for new and experienced participants are given in your choreography notes.

## HOW DOES IT FIT INTO MY TRAINING PLAN?

We recommend you advise your participants to do BODYPUMP™ 2–3 times per week for the best results. A rest day in between or doing some aerobic exercise and stretching will provide you with a balanced fitness training regime. Rest days will allow your muscles to recover.

The ACSM (American College of Sports Medicine) recommends combining 2–3 weight training sessions (such as BODYPUMP™) with 3–4 cardio classes along with one flexibility class. This provides a well-rounded program catering to the fitness needs of healthy adults.

## IS IT FOR EVERYONE?

Resistance training has become an important component of all fitness programs, whether your goals are weight loss, muscle toning, conditioning for the elderly or sports conditioning. BODYPUMP™ provides a packaged weight-training solution for healthy adults.

## BODYPUMP™ AND PREGNANCY

### GENERAL ADVICE

Women need to seek medical clearance from their doctor or lead caregiver before exercising during pregnancy. There are some health conditions and pregnancy conditions that can make exercise unsafe or uncomfortable. Pregnant women in class should be encouraged to monitor their own intensity. We recommend that they work at a light to moderate intensity.

Doing BODYPUMP™ while pregnant is a personal choice. There are many benefits of continuing exercise while pregnant and it is generally accepted that, providing pregnant women are sensible with their exercise regime, they should be able to continue with existing programs well into their pregnancy (3). For more information visit our website [www.lesmills.com](http://www.lesmills.com)

# BODYPUMP™ SCIENCE

## BODYPUMP™ AND OLDER POPULATIONS

The BODYPUMP™ program provides a supervised resistance training workout that can be modified to suit the needs of older populations. Medical clearance should be obtained prior to commencing BODYPUMP™, particularly if the individual has had a long absence from exercise or is experiencing any health issues. After starting classes, a graduated approach should be taken to slowly build up to the demands of the class.

**PARTICIPANTS  
FEEL STRENGTH,  
ASSERTIVENESS AND  
SELF-CONFIDENCE**

## BODYPUMP™ AND YOUNGER POPULATIONS

As BODYPUMP™ uses high repetition sequences, and therefore relatively low loads, there is very little stress on growth plates that would put adolescent users at risk. BODYPUMP™ can therefore be considered as a great introduction to weight training for the younger participant.

## WHERE'S THE FUN?

Forms of movement that interpret music creatively not only have physical benefits but also have emotional therapeutic effects. Exercising this way in a group environment is compelling and makes you feel energized. Research has told us that regular participation in BODYPUMP™ classes encourages participants to experience feelings of strength, assertiveness and self-confidence. Working in a group also allows you to achieve a volume of work that you may not be able to replicate on your own.

## REFERENCES:

- 1) Group fitness is effective in reducing cardiovascular disease risk factors in healthy adults, Gottschall J et al, Open Journal of Preventative Medicine Vol 3, No.1, 132-140 (2013).
- 2) Lythe J, and Pfitzinger P, Caloric expenditure and aerobic demand of BODYSTEP™, RPM™, BODYCOMBAT™ and BODYATTACK™. Unisports Centre for Sport Performance: Auckland, 2000. p1-15.
- 3) Artal R, and O'Toole M, Guidelines of the American College of Obstetricians and Gynecologists for exercise during pregnancy and the post-partum period. British Journal of Sports Medicine, February 2003. 37 (1): p6-12.

# INITIAL TRAINING QUIZ

Watch the two videos 'GET FIT TOGETHER RESEARCH' AND '6 WEEK INTRODUCTION TO GROUP FITNESS PLAN' and complete the quiz below.

## FROM 'GET FIT TOGETHER RESEARCH'

### 1. WHAT DO LES MILLS CLASSES DO FOR PARTICIPANTS?

- 1.
- 2.
- 3.

### 2. WHAT TYPE OF TRAINING IS BEST FOR REDUCING THE RISK OF HEART DISEASE?

- 1.

### 3. NAME 2 RESULTS ACHIEVED BY THE GET FIT TOGETHER PARTICIPANTS

- 1.
- 2.
- 3.
- 4.
- 5.

### 4. WHAT ARE THE THREE BIG MESSAGES FROM THE GET FIT TOGETHER RESEARCH?

- 1.
- 2.
- 3.

## FROM '6 WEEK INTRODUCTION TO GROUP FITNESS PLAN'

### 5. WHAT IS CRITICAL TO HOOKING NEW PEOPLE TO GROUP FIT CLASSES?

- 1.

### 6. THE COMPLIANCE LEVEL OF THIS STUDY WAS VERY HIGH. HOW MANY OF THE PARTICIPANTS NEVER MISSED A CLASS?

- 1.

### 7. WHAT IS THE RECOMMENDED EXERCISE PRESCRIPTION FOR WEEK 1?

- 1.

### 8. NAME 2 ADVANTAGES FOR PARTICIPANTS OF THE SLOW FAMILIARIZATION PERIOD?

- 1.
- 2.

# APPENDIX 1

## BODYPUMP™ INITIAL TRAINING ASSESSMENT FORM

Instructor:	Trainer:	Track/s:
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### COMPETENCY ACHIEVED IN THE COMPULSORY KEY ELEMENTS:

	YES	<b>CHOREOGRAPHY</b> <ul style="list-style-type: none"> <li>Accurately deliver while moving in time with the music and on the correct beat (TIMING)</li> </ul>
	NO	
COMMENTS:		

	YES	<b>TECHNIQUE</b> <ul style="list-style-type: none"> <li><b>POSITION:</b> Demonstrate correct stances, posture, and alignment (SET POSITION)</li> <li><b>EXECUTION:</b> Show safe and effective range of movement (ROM) and exercise control [To achieve overall competency in <b>TECHNIQUE</b> at Initial Training, success is required in more than 50% of the exercises/variations in the assigned tracks. 70% required for Instructor Certification.]</li> </ul>
	NO	
COMMENTS:		

	YES	<b>COACHING</b> <ul style="list-style-type: none"> <li><b>LAYER 1: SETUP/COMPULSORIES</b> – Track Intro; Choreography (NETT); Position &amp; Execution Setup &amp; Compulsory Cues [Competency is required for Initial Training Pass]</li> <li><b>LAYER 2: INTENSITY</b> – Coach participants to improve execution and manipulate the intensity of their workout. Educate on exercise benefits [Competency is required for Instructor Certification]</li> <li><b>LAYER 3: MOTIVATE/DRIVE</b> – use a variety of motivation tools (e.g. intrinsic &amp; extrinsic cues) suitable for the track and the participants and CELEBRATE their effort at the track end</li> </ul>
	NO	
COMMENTS:		

NON-COMPULSORY KEY ELEMENTS	<b>CONNECTION</b> <ul style="list-style-type: none"> <li>Show RESPECT and a CARING attitude for class members</li> <li>Engage participants by using names and a focused, attentive approach</li> <li>LOOK at people, SEE what they are doing and RESPOND</li> </ul>
	<b>PERFORMANCE</b> <ul style="list-style-type: none"> <li>Teach in the Program Essence through appearance, voice and actions (body &amp; face)</li> <li>Create a memorable experience through a blend of music, moves, finales &amp; ULTIMATE YOU!</li> </ul>
COMMENTS:	



# APPENDIX 2

## QUALITY ASSURANCE

We begin this process on the very first day of training and it is aligned to the 5 Key Elements.

Throughout the 2 days of BODYPUMP™ training your trainer will focus upon helping you to understand and move towards competency in the first 3 Key Elements – Choreography, Technique and Coaching. You will also gain insight into Connection and Fitness Magic - the icing on the cake when it comes to being GREAT at your job.

You will experience what it's like to be a BODYPUMP™ Instructor at the end of your first day when you teach your assigned track to the group. Your trainer will tell you what you're already good at and give you something to work on overnight. Then at the beginning of day 2 you will teach your track again and will be given more tips to work on throughout the day. This is in preparation for your final presentation, at which time your trainer will tell you whether you are 'good to go' (PASS) or need more time to sharpen your tools before you are ready to teach at your gym.

Once you've received your training pass you will continue to work towards Instructor Certification, which will occur approximately 2-3 months post training.

## INSTRUCTOR CERTIFICATION

Instructor Certification is exciting – you will film yourself teaching a live class following the Les Mills Teaching Model and then it will be assessed by your agency against the global standard. It's this global standard that sets Les Mills Group Fitness classes above all others and ensures that class participants experience the same great quality BODYPUMP™ workout no matter where they are in the world... and that's why we say Instructor Certification is exciting!

**WE KNOW INSTRUCTORS  
THRIVE ON FEEDBACK.  
THE MORE THEY GET,  
THE BETTER THEY GET**

By now you'll be totally hooked on improving your teaching skills and wanting to be an even better version of yourself... so here's the plan. After implementing your Certification feedback into your teaching it's time to ask your agency when you can register for AIM - the Les Mills Advanced Instructor Module.

## WHAT'S AIM?

AIM is accelerated instructor training where we continue to refine the key elements of Technique and Coaching as well as the skills to become an amazing connector and be the Ultimate You in every class you teach. We delve deep into the essence of BODYPUMP™ so that everything you say and do is authentic to the program. Because when you truly teach from this place of authenticity, people will seek out your classes.

**... AND WE ARE ANOTHER STEP CLOSER  
TO CREATING A FITTER PLANET**

# APPENDIX 3

## COACHING AND COMPULSORY CUES

Coaching in BODYPUMP™ is primarily about setting people up to do the exercise with a strong foundation, and then reinforcing good posture and technique during the track when fatigue hits. We use our **Compulsory Postural Cues** to do this. These are in **bold** in your choreography notes. They are 'compulsory' to coach, as they are the ones directly related to safety. They are based on:

1. Core activation
2. Shoulder position
3. Head and neck alignment
4. Lower back and pelvic stability

### 1. CORE ACTIVATION

The cue to use when coaching the Set Position in Standing Position is: Gently draw the belly in and tighten the abs to support the lower back. Then, during tracks, we use things like: Belly in and abs braced, or Flatten and tighten the abs, pull in and squeeze. Why is it important to cue BOTH? Why not just belly in? We have three cueing options: drawing in, bracing and a combination of both. Drawing in only is a Transversus abdominis contraction and knocks out some of the other muscles – i.e. you can't use Rectus abdominus if you are 'drawing in'. This isolated contraction is really only useful at VERY LOW LOADS because the Transversus is tiny. You use this mechanism when you are walking around chatting. Bracing as hard as you can with the abdomen sticking out tends to contract just the superficial abs. This is what weightlifters do and this is what you need at VERY HIGH LOADS. Most of the situations we are in during classes require a little of both. Please do not JUST say 'draw in the abdomen' if you are after some spinal support during moderate to intense activity - like during the Squats or the Clean & Press.

## SET PEOPLE UP WITH A STRONG FOUNDATION, THEN REINFORCE GOOD POSTURE AND TECHNIQUE

You must say 'draw in AND BRACE the mid-section' – this way, we fire up the deep stabilizers as well as allow the superficial muscles to contribute. There is one exception: during the upper abs exercises, such as Crunches, the abdomen will distend a little. This is OK because the rectus is working. Therefore, we shouldn't say 'draw in the abdomen' during Crunches.

Lower abs exercises – using Pelvic Tilts with leg lowering and Hovers we should say 'draw in and brace' as we require less input from the rectus.

### 2. SHOULDER POSITION

Roll shoulders up and back and slide them down in towards the spine to open the chest. When on the bench, squeeze between the shoulder blades on the way down. Shoulders away from the ears.

### 3. HEAD AND NECK ALIGNMENT

- Lengthen the back of the neck
- Gently draw the chin in
- Eye gaze – eyes forward

### 4. LOWER BACK AND PELVIC STABILITY

Knees in line with middle of toes, AND push through the heels to activate glutes.



As discussed, the knees go in when the gluteus is switched off. If the gluteus is not engaged, the pelvis can't be stabilized. It's not enough to switch on the core. That's why the alignment of the knees and activation of the glutes are considered a compulsory postural cues. These cues are your base. Make sure you use them; it will give your coaching a strong platform. Depending on the nature of the exercise, you might have a few others in each track. You know them; we discussed them previously. However, they all have to do with the postural alignment of these four areas.

## COACHING AND VOCAL INSTRUCTION

### VOCAL QUALITY

The way you say things is often more important than what you say

A major part of the way we communicate comes from the way we say things; the tone of our voice. A simple phrase like "drive through the legs and use the big muscles" spoken at conversational level has four to five times less impact than the same phrase spoken with passion, strength and energy at a high volume. This is the power of voice intonation. The general rule is to speak in a normal, conversational tone during the verses and then add energy and strength to your vocal delivery when you reach the choruses or big instrumentals. This is the time when the work is the most intense – the 1/1's (singles) or combination exercises.

To be successful in your verbal cueing you need the following:

- Clarity – you need to really use all the muscles in your face to clearly articulate what you are saying.
- Contrast – using your voice to help create mood – sometimes friendly, sometimes aggressive, sometimes quiet, etc...

- Pitch – making sure your voice doesn't get too squeaky, or low and gravel-like.
- Speed – speaking at a BODYPUMP™ pace – slow enough that the class can understand you but quick enough to convey a sense of urgency. You want your class to feel like you are 'getting on with it'.

To develop the impact of your vocals you need to try the following:

- Increase the speed of your speech without losing clarity.
- Use a wide variety of instructions that express different emotions.
- Contrast conversational and motivational levels by varying volume, tone and pitch.
- Work on highs and lows.
- Replace words with sounds.
- Try to project your voice to people in the back row. Good breathing techniques and a good microphone are essential.
- Film your class. This will highlight your vocal strengths and weaknesses.

For many instructors it may be a simple case of improving pronunciation and enunciation or varying the tone. However, until you hear yourself on tape, your weaknesses will not be apparent.

# APPENDIX 3

## VISUAL INSTRUCTION

Role Model Technique is your most powerful means of coaching BODYPUMP™ execution and sometimes it's appropriate, during the track, to turn on the diagonal or to the side to clearly communicate and coach correct exercise technique.

Pre-cueing and previewing exercises increases people's success and enjoyment

- **Pre-cueing**  
Pre-cueing exercises – or preparing participants for the next exercise while they are completing the previous sequence – is a skill that makes a big difference for people to feel successful. Pre-cues are done on the last 4-8 beats of the musical phrase. People find it frustrating to miss the exercise change because the instructor does not provide this information.
- **Previewing**  
Showing an exercise before it happens or before the track begins is a useful skill in introducing a new exercise or demonstrating correct technique for an exercise. Previewing is especially valuable for visual learners. It is compulsory to preview the Clean and Press exercise and the Lunge setup before the track begins.

## PRE-CUEING AND PREVIEWING EXERCISES INCREASES PEOPLE'S SUCCESS AND ENJOYMENT

# APPENDIX 4

## PROGRAM LAUNCH

A great launch is vital to the success of BODYPUMP™ in your club. EVERYONE at the club needs to get behind it and instructors need to be totally prepared to teach awesome launch classes. Practicing how to teach as part of a team is really important.

### HERE'S A LIST OF THINGS TO DO PRE-LAUNCH:

- In-house training – regular training sessions for choreography rehearsal, fitness and peer assessment
- Marketing – posters, new members, guest passes, banners, brochures, personal trainers
- Staff classes – full dress rehearsals to internal staff
- Club support – educate and involve all instructors, staff, personal trainers, and membership consultants/sales staff
- Inter-club meetings

### BUILDING UP TO THE LAUNCH:

- Launch dates
- Orientation classes
- Strategies for overcrowding and flexible timetable
- Booking and payment systems

### QUARTERLY LAUNCHES:

- These launches should be treated as major events in your club.
- Use the posters and materials provided.
- Make a big deal out of Quarterly Launches to keep the program new and fresh and to keep the passion alive.
- You need a BODYPUMP™ club representative that keeps the BODYPUMP™ culture alive in your club and works with the GFM or Club Manager to keep the profile of the program high.

- To keep the culture alive and build a following of loyal members you must invest in the product and facilitate four fabulous launches per year and encourage the excitement that comes from new releases. It's just like a James Bond movie – we know what to expect but we're totally excited about seeing the new love interest, the new baddies and the new stunts.
- Hand out free passes to participants to bring friends along to Club Launch day.
- Use a theme for Quarterlies
- Super Saturday – all of the classes are launched on a Saturday.
- Manic Monday – all of the classes are launched on a Monday.
- World Class Wednesday – all of the classes are launched on a Wednesday.

# APPENDIX 5

## VAK LEARNING STYLE INDICATORS

		VISUAL	
1	when operating new equipment for the first time I prefer to	read the instructions	
2	when seeking travel directions I...	look at a map	
3	when cooking a new dish I..	follow a recipe	
4	to teach someone something I..	write instructions	
5	I tend to say..	"I see what you mean"	
6	I tend to say..	"show me"	
7	I tend to say..	"watch how I do it"	
8	complaining about faulty goods I tend to..	write a letter	
9	I prefer these leisure activities	museums or galleries	
10	when shopping generally I tend to..	look and decide	
11	choosing a holiday I..	read the brochures	
12	choosing a new car I..	read the reviews	
13	learning a new skill	I watch what the teacher is doing	
14	choosing from a restaurant menu..	I imagine what the food will look like	
15	when listening to a band	I sing along to the lyrics (in my head or out loud!)	
16	when concentrating I..	focus on the words or pictures in front of me	
17	I remember things best by..	writing notes or keeping printed details	
18	my first memory is of	looking at something	
19	when anxious, I..	visualise the worst-case scenarios	
20	I feel especially connected to others because of	how they look	
21	when I revise for an exam, I..	write lots of revision notes (using lots of colours!)	
22	when explaining something to someone, I tend to..	show them what I mean	
23	my main interests are	photography or watching films or people-watching	
24	most of my free time is spent..	watching television	
25	when I first contact a new person..	I arrange a face to face meeting	
26	I first notice how people..	look and dress	
27	if I am very angry..	I keep replaying in my mind what it is that has upset me	
28	I find it easiest to remember	faces	
29	I think I can tell someone is lying because..	they avoid looking at you	
30	When I'm meeting with an old friend..	I say "it's great to see you!"	
TOTALS		VISUAL	

AUDITORY	KINESTHETIC/PHYSICAL
listen to or ask for an explanation	have a go and learn by 'trial and error'
ask for spoken directions	follow my nose or maybe use a compass
call a friend for explanation	follow my instinct, tasting as I cook
explain verbally	demonstrate and let them have a go
"I hear what you are saying"	"I know how you feel"
"tell me"	"let me try"
"listen to me explain"	"you have a go"
phone	go back to the store, or send the faulty item to the head office
music or conversation	physical activities or making things
discuss with shop staff	try on, handle or test
listen to recommendations	imagine the experience
discuss with friends	test-drive what you fancy
I talk through with the teacher exactly what I am supposed to do	I like to give it a try and work it out as I go along by doing it
I talk through the options in my head	I imagine what the food will taste like
I listen to the lyrics and the beats	I move in time with the music
discuss the problem and possible solutions in my head	move around a lot, fiddle with pens and pencils and touch unrelated things
saying them aloud or repeating words and key points in my head	doing and practising the activity, or imagining it being done
being spoken to	doing something
talk over in my head what worries me most	can't sit still, fiddle and move around constantly
what they say to me	how they make me feel
I talk over my notes, to myself or to other people	imagine making the movement or creating the formula
explain to them in different ways until they understand	encourage them to try and talk them through the idea as they try
listening to music or listening to the radio or talking to friends	physical/sports activities or fine wines, fine foods or dancing
talking to friends	doing physical activity or making things
I talk to them on the telephone	I try to get together to share an activity
sound and speak	stand and move
I shout lots and tell people how I feel	I stomp about, slam doors and throw things
names	things I have done
their voice changes	the vibes I get from them
I say "it's great to hear your voice!"	I give them a hug or a handshake
AUDITORY	KINESTHETIC/PHYSICAL

# LES MILLS CULTURE

## HAKA AND HONGI

### MAORI TRADITIONS IN THE LES MILLS CULTURE

Two of the most popular Maori traditions are the Haka and the Hongi. The haka is an ancient warlike challenge with fierce movements performed to a Maori chant. It is famously used by New Zealand's national rugby team, the All Blacks, and other national representative teams at the start of their matches.

It is now also a regular custom at Les Mills events to symbolize the global challenge for our 'warrior-like' instructors in the war against obesity. Also part of the Les Mills culture, the hongis is the Maori welcome expressed by the pressing of noses, something akin to the Western custom of kissing someone by way of greeting.

The literal meaning of hongis is the 'sharing of breath'. In the hongis (traditional greeting), the ha or breath of life is exchanged and intermingled. Through the exchange of this physical greeting, you are no longer considered manuhiri (a visitor) but rather tangata whenua, one of the people of the land. When Maori greet one another by pressing noses, the tradition of sharing the breath of life is considered to have come directly from the gods.

In Maori folklore, woman was created by the gods molding her shape out of the earth. The god Tane (meaning male) embraced the figure and breathed into her nostrils. She then sneezed and came to life. Her name was Hineahuone (earth-formed woman).

## MANY COUNTRIES HAVE LES MILLS NEWSLETTERS CALLED "KIA ORA" – A COMMON MAORI GREETING

Les Mills trainers and instructors often greet each other with a strong Roman-style handshake incorporating the hongis into their greeting.

Many of the original Les Mills trainers have Maori heritage and have enriched the culture of Les Mills with their traditions and customs.

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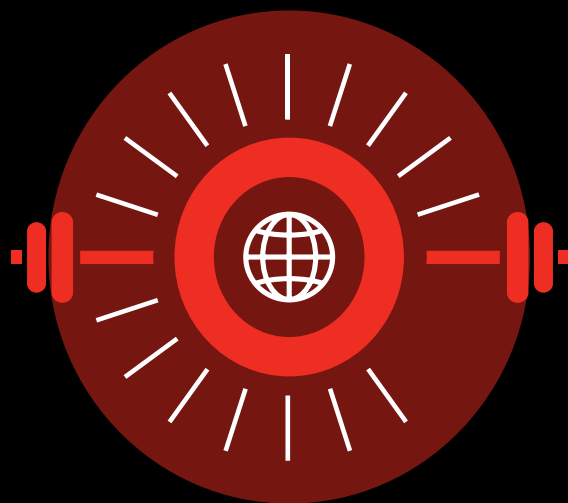
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