



NETWORK

THE OFFICIAL PUBLICATION OF AUSTRALIAN FITNESS NETWORK

AUTUMN 2019

THE MOST IMPORTANT MONTH OF YOUR CAREER ¹²

Metabolism and the calorie conundrum **19**

Putting the personal back into PT **27**

The keys to strengthening willpower **43**

Training the 7 functional moves of daily life **65**

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The Personal Trainers Council is run by PTs for PTs. Their mission - ***Connecting personal trainers by promoting events, and sharing resources that further educate trainers and help empower their businesses and careers.***



www.ptcouncil.co.nz

You're the best in the business? Show me, don't tell me



The saying goes that first impressions last, and there's probably much truth in that – though arguably, given enough time and opportunity, it may be possible to disprove someone's negative perception of you. But why waste time trying to correct a bad impression when the alternative is creating a great one in the first place?

Another saying goes that 'actions speak louder than words' and this is a message that applies to several of the '10 must-do's' to make a great first impression that Pete Gleeson details in his feature on page 12. A PT that tells everyone how great they are is not going to impress as much as the PT that demonstrates the same sentiment. From habitually tidying the gym floor in front of members, and avoiding hanging around chatting to colleagues, to conducting your own training in a time-efficient, creative and varied manner, setting an example of exemplary respect, best practice and professionalism will be the most effective marketing you can do.

Pete's presenting at FILEX, the fitness industry's annual convention that takes place next month, and so are several other authors in this issue, from Marietta Mehanni, who shares her Perspective of the current state

of play of the industry on page 7, to sports nutritionist Brian St. Pierre who discusses the challenges of the energy in-energy out equation on page 19, and exercise scientist Dr Morwenna Kirwan who has some interesting tactics to strengthen clients' willpower on page 43.

The Network team will be checking out these guys' sessions, and a whole lot more, at the ICC in Sydney between 12 and 14 April. In the feature on page 10 we look at what else not to miss at FILEX. And remember, as a Network Member you get the best available rates, so we hope to see you there!

Oliver Kitchingman, Editor
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NETWORK'S CORE PURPOSE

'To inform, inspire and educate our members to be the best they can be'

NETWORK MAGAZINE

Editor, Oliver Kitchingman

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Unless otherwise specified, all competitions/giveaways contained in this issue commence on 12 March 2019 and conclude on 30 April 2019. Each competition is a game of skill and chance plays no part in determining the winner. The judge's decision is final and no correspondence will be entered into. Winners will be selected by the editor and will be notified by email no later than 7 May 2019. Click [HERE](#) for full Terms and Conditions.

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Your Network Membership provides you with access to 8 CECs or 1 PDP annually at no extra cost.

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FILEX

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James Breese – Balance & Coordination in Strength & Conditioning & Strength Summit

Dr John Rusin – Functional Hypertrophy Model & Foundational Movement Patterns

Nardia Norman – Becoming the Ultimate Hybrid PT

Vanessa Leone – Rigid + Stable + Flexible + Mobile = ABLE



IN HIS OWN WORDS

Watch Dr John Rusin show you exactly why you need to be at his two incredible half-day Strength & Conditioning FILEX super-sessions.

> 12 – 14 APRIL 2019 / ICC, SYDNEY >

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Key ExerciseNZ Events in New Zealand



ExerciseNZ Roadshow 10-19 June 8 cities around NZ

The roadshow supports New Zealand's exercise and movement industry with a half day workshop held in 8 cities around New Zealand.

www.exercisenz.org.nz/roadshow



Exercise Industry Awards 23 November

Nominations and entries are now open for the prestigious 2019 Awards (closing Monday 1st July 2019). The Exercise Industry Awards have been recognising excellence in the exercise industry since 2005, awarding those contributing to the health and wellness of New Zealanders through exercise and movement.

www.exerciseindustryawards.co.nz



The Science & Business of Fitness & Exercise

FitEx Conference 22-24 November, Auckland

FitEx is the conference for the exercise and movement industry in New Zealand. This event features the latest in science and business for every facet and role within the industry - from facility owners through to personal trainers and group exercise instructors. Over 100 sessions with 40+ presenters packed into 3 days.

www.ftex.co.nz



DELIBERATE. INTEGRATE. MOTIVATE

FitEx LITE 18 May - Christchurch

A one day education intensive featuring 15 sessions, eight world class presenters with topics including exercise, business, movement, performance aqua and indoor cycle. Includes workshops, masterclasses and practical sessions.

www.exercisenz.org.nz/fitexlite



HAUORA
Yoga Conference

Hauora Yoga Conference 22-24 November, Auckland

Hauora Yoga Conference is a three day educational event where the professional yoga community in Aotearoa New Zealand connect, discuss, learn, innovate and practice together.

www.hauorayoga.org.nz

KEEP MOVING, KEEP GROWING, KEEP SUCCEEDING

Exercise trends come and go, then come around again. By moving with the flow and continually honing your skills you can build a fluid yet solid career, writes group fitness guru and FILEX Presenter of the Year 2018, **Marietta Mehanni**.

I smiled recently when I overheard a class participant ask a friend 'Do you remember the grapevine we always used to do in classes?' I certainly recall that! I also remember that before the grapevine we used to run around in circles – an activity that I had just been observing in a BODYATTACK class.

Exercise fads and fashions come and go, and then come again, taking it in turns to have their moment in the spotlight before shuffling to the back of the class and waiting quietly to push their way back to the front a few years, or decades, later, decked out in some fancy new gear.

I remember the dreaded burpee in PE at school 35 years ago, and now it seems to be a go-to exercise for many high intensity workouts (despite still being dreaded by many!) People often scoff at the concept of 'aerobics', yet it has simply changed names to 'group fitness' or 'group ex'. I taught circuit classes in the late 80's and early 90's before it fell out of favour. It's back from the wilderness now though, and with a little rebranding has become the cool thing to do.

Trends may cycle, but with each revolution the industry has become more mainstream. In the early 90's 'being in the fitness industry' was a part time job that you did on the side of your 'real' job. In my neck of the woods I was one of the very few career fitness professionals. Now it's a desirable industry to work in, fuelled in part by that juggernaut of our times, social media, which has created Insta-celebrities that share their 'fitspo' training tips and tricks to achieve six-packs and poppin' booties.

Active wear (formerly known as 'workout gear' and before that 'aerobic outfits' and worn strictly in the aerobics studio) is now common attire for just about any occasion, regardless of whether or not a workout is planned. I frequently overhear people chatting in cafes and other non-fitness environments about what exercise program they are doing and who they are following.

I never used to hear people talk about exercise outside of the gym.

It appears that the concept of moving for health has needed to be branded to encourage people to move, and the more sedentary society has become, the more we have to sell it. In fact, moving for health now appears to be more like moving to achieve the currently desired look, ripped muscles for men and, now, also for women. The social media workouts are intense and focus on grit and determination, yet this seems to have polarised the market. While some take inspiration and motivation, others turn away from what appears to be an impossible task.

Positively, though, more members of our growing older population are participating in physical group activities and enjoying the benefits of healthier eating in a bid to continue living independently for longer and avoid the ravages of ageing that they witness in friends and family.

What will be the 'next big thing'? Who knows, but I can guarantee that exercise itself will not be unfashionable – it will just be a case of what is 'cool' to do right now. Ensuring that you are always delivering what your demographic are 'into' right now is key to a thriving fitness career. Ongoing



education and events like FILEX keep you up-to-date and make sure that you are both ahead of the pack with regards upcoming trends, and equipped with the knowledge to answer the 'why' that your savvy clients will want to know. **N**

Marietta Mehanni

Marietta is a multi-award-winning presenter with over 30 years' teaching experience in both land and water-based group fitness. She is also an instructor mentor, World Master Trainer and education coordinator for Gymstick International, co-creator of MyGroupMove and mSwing, and Pelvic Floor Ambassador for Continence Foundation Australia. marietamehanni.com / mygroupmove.com / mswing.com.au

FILEX

> 12 – 14 APRIL 2019 / ICC, SYDNEY >

THE FITNESS INDUSTRY'S BIGGEST WEEKEND IS BACK AND NETWORK MEMBERS SAVE!

Marietta, named Presenter of the Year at FILEX 2018, is back in 2019 to share more of her wealth of water exercise and group training experience:

- All Floor
- Only One
- Heart Pumping H2O

Go to FILEX.com.au to check out the full program, featuring sessions on everything from PT and Business, to Group Fitness and Nutrition.

Network Members get the best available prices: simply register for the Member Rate using your Network Membership number.



INDUSTRY INSIGHT

| News, views and lessons learnt



FIRST AID, CPR AND MORE NOW ELIGIBLE FOR CECS

Industry registration body Fitness Australia has introduced new ways for Australian Registered Exercise Professionals (AusREPs) to obtain Continuing Education Credits (CECs). Those registered with Fitness Australia need to complete 20 CECs worth of ongoing education in every 2-year registration period. Two years of membership with Australian Fitness Network provides members with access to 16 of these CECs at no additional cost.

'We're listening to our AusREPs and acknowledging the importance of safety standards by introducing CECs for CPR and First Aid credentials by all AusREPs, as well as adding several new relevant and cost-effective ways to gain CECs, including through affiliated learning that's been undertaken' said Barrie Elvish, the recently appointed CEO of Fitness Australia.

'Having an experienced and robust workforce like ours means that many of our Level 2 & 3 AusREPs work and learn across related

industries. These AusREPs can now claim CECs for upskilling with an appropriate education provider or association, outside of Fitness Australia, which complements their work as a Trainer or Instructor.'

In addition to claiming CECs for completing their First Aid (3 CECs) and CPR (1 CEC), AusREPs can earn credits for reading journal articles and research-based publications, affiliated education, completing a Unit of Competency in the VET Fitness training package; and in-house training. To see all of the ways to obtain CECs go to fitness.org.au/CECs.

'With many so-called fitness experts around, it's even more critical that continuous education plays a role in the career of an exercise professional. And not just any education, but upskilling through a system that meets a benchmark set by industry experts should be the aim for professionals' explained Barrie.

Source: Fitness Australia & Australian Fitness Network

FITNESS INDUSTRY TECHNOLOGY SUMMIT

NEW TECH SUMMIT AIMS TO FUTURE-PROOF FITNESS BUSINESSES

This July will see the inaugural Fitness Industry Technology Summit take place in Sydney. The event will feature a number of speakers from outside the fitness industry who use technology to analyse consumer behaviour and sharpen their marketing messages. Modelled on overseas technology summits, the event has been designed to deliver the latest content from digital marketing experts.

'As a fitness business we have loads of data on our prospects and members and this event will teach business owners to use this data to refine their services and marketing messages' said the host of the summit, Justin Tamsett, Managing Director of Active Management.

'We have specifically lined up speakers who will bring a strong technological context to running a business. These experts play in a different space to fitness

business owners and we can learn so much from them' said Tamsett.

In addition to the out-of-industry voices, two fitness businesses will be showcased, with a focus on their use of technology. Troy Morgan, Director of Willows Health & Fitness in Toowoomba and Adam Skinner, Chief Data and Technology Officer from the Fitness & Lifestyle Group, will be on stage answering questions on what technology they use to make their businesses stronger.

'I believe this will be a landmark event for the fitness industry in Australia. Two days with 100% focus on technology will help future proof every fitness business' Tamsett said.

For more information go to fitnessindustrytechsummit.com.au

Source: Fitness Industry Technology Summit

1 thing I've learnt



Chris Stevenson,
Club operator & fitness
business presenter
stevensonfitness.com

"One thing I've learnt from my years in this industry is that you need your members to be involved in more than one aspect of your club. There are just too many options and too much competition out there to be reliant on one drawcard. If you've got a member who's only coming to you for one thing, at some point they will leave. So, you want to diversify the way that you engage with members, and that happens in different ways. You want to get them involved in more aspects of the club. You need ancillary programs to drive them into Group Exercise, and to work on ways that your staff can create relationships with members that will make them stay members forever."



The way we were...

In 1993 Michelle Gibson gave readers an overview of body sculpting classes:

"A Bodysculpt class is a predominantly non-impact workout that focuses on total body muscle conditioning using light hand weights. You might know it as 'Tone & Firm', 'Abs, Butts & Thighs' or 'Contours'. By adding the use of a step to this workout, you can dramatically increase your exercise repertoire while providing a safe controlled workout for a large cross section of your members.

...Before adding step Bodysculpt to your repertoire spend a little extra time at home practising these exercises to ensure that they focus on developing a specific muscle group, utilise good form and maintain correct body alignment.

Once you are comfortable with them and have developed a few more of your own you will be ready to begin teaching this new class style."

FILEX

**CHRIS WILL PRESENT 3
MUST-ATTEND BUSINESS
SESSIONS AT FILEX 2019.**

Click here to check them out and to register. Network Members get the best available prices: simply register for the Member Rate using your Network Membership number.

WHAT NOT TO MISS AT

FILEX 2019

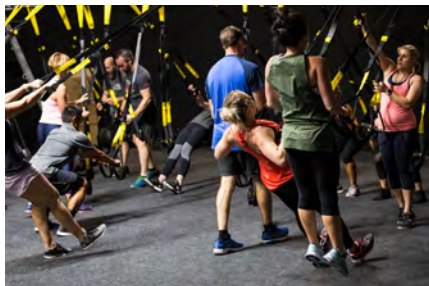


If you're think about going to FILEX, the fitness industry's biggest weekend of learning and networking at the ICC Sydney, but haven't registered yet, this feature might just help you make up your mind.

Several of these event highlights are included in the FILEX Gold Pass, which offers the best value in terms of inclusions, so it's definitely worth checking that out ([click here for details](#)).

For three decades FILEX has been delivering the best face-to-face fitness upskilling experiences, and by the looks of things 2019 looks set to do the same. Network Members get the best available prices, you just need to register for the Member Rate using your Network Membership number.

The Network team look forward to seeing you there!



3 days of sessions

Friday 12 – Sunday 14 April

FILEX has a huge program – at any one time you can select from a whole array of sessions, so you're in no danger of being forced to sit through a lecture or workshop that isn't really your thing. In fact, some timeslots have up to 17 sessions to choose from, across 11 different topic areas, delivered by some big names in fitness from Australia and overseas. FILEX has a stellar reputation globally, so the big international names are keen to present Down Under, and this year the faculty includes Bobby Cappuccio, Dr John Rusin and Dr Emily Splichal, among others. From Business and Nutrition lectures, to interactive PT and Group Training workshops, we really are spoilt for choice.

[Click here to check out the full 3-day program](#)

Business Summit, 11 April, ICC

1-day pre-convention event

If 3 days of sessions isn't enough and you want to immerse yourself in an extra day of business know-how before the event proper kicks off, then the highly respected FILEX Business Summit is just the ticket – and if you get the Gold Pass then it's included in your overall FILEX registration. With the tagline 'Inspiring Success & Profit', the day has a series of presentations on topics ranging from integrating tech into your business, and member experience to building a high calibre team, and how to become truly influential. In between sessions there's morning and afternoon tea, a networking lunch and even a cocktail function to wrap the day up (or maybe to kickstart the evening if you're so inclined!)

[Click here to find out more](#)



Strength Summit, 11 April, ICC

1-day pre-convention event

This year, for those who just can't get enough strength and conditioning in their lives, FILEX has a one-day workshop that promises to deliver 'the practical systems and tools you need to improve client results, increase retention, earn more money and build a fitness business that works for you'. Sign up! The day features three distinct segments: Assessments 101; How to address and fix the most common mobility, stability and balance issues; and Program Design and Energy System Essentials.

If you get the Gold Pass then the Summit's included in your overall FILEX registration, and between sessions there's morning and afternoon tea, as well as a fully catered lunch and the chance to let your hair down at the end of the day at a cocktail function.

[Click here to find out more](#)



The Fitness Show, Friday 12 – Sunday 14 April, ICC

FILEX is co-located with The Fitness Show, which is basically shopping nirvana for fitness professionals and a great place to see some of the latest gadgets and developments in fitness. Over the 3 days, FILEX delegates get unlimited entry to the Show, which is also open to the public. Of particular interest to club operators and professionals, though, is the Industry Zone, which has been created to provide fitness professionals with access to the latest equipment and suppliers.

[Click here to find out more](#)

Delegate Welcome Drinks, Friday 12 April

As always, the end of the first day at FILEX sees delegates requiring some liquid refreshment. FILEX isn't just about learning new skills, it also doubles up as the industry's weekend to party. The Delegate Welcome Drinks provide the opportunity to relax with industry peers, mingle with FILEX presenters, make new friends and reconnect with old ones (and you can grab yourself a free drink, so that's always a good start!)



Round Table sessions for Sales, Retention and Team Performance

This year, FILEX has introduced 'Round Table' sessions to the main 3-day program. By providing the opportunity to share experiences, ask questions and debate the challenges facing fitness businesses in 2019, the Round Tables look like a really valuable new addition to the program. Facilitated by leading names in fitness business sales (Steve Jensen), retention (Paul Brown) and team performance (Justin Tamsett), these have been designed to help club operators and fitness business owners run smoother and more profitable operations.



Keynote Addresses, Friday 12 & Sunday 14 April

FILEX is renowned for its inspiring keynote addresses and this year is no exception, with mindset coach, athlete and burns survivor Turia Pitt and strategic thinker Matt Church performing the honours. If you've ever heard Turia speak, you'll know that her story is really quite something, and her FILEX presentation will undoubtedly motivate you to reassess your life, make the most of your abilities and embrace them like never before. One of Australia's leading speakers, Matt is also no slouch, and if his previous form is anything to go by, his presentation will provide not only heart-pumping motivation but also lightbulb moments to help you guide your fitness career through the challenges of our continually disrupted industry.

[Click here to find out more](#)

The FILEX Big Breakfast, Saturday 13 April

The FILEX breakfast event is always a superb way to start the day. This year, leading social media strategist Jordana Borensztajn will be giving attendees the lowdown on boosting engagement, gaining more followers and achieving maximum cut-through in the fiercely competitive online space. As well as learning some valuable insights to enhance the effectiveness of your time spent online, it's a great opportunity to enjoy breakfast while connecting, or catching up, with industry colleagues from around the country.

[Click here to find out more](#)



Women of Influence Forum, Saturday 13 April

New to FILEX 2019 is the inclusion of the Women of Influence Forum in the standard FILEX program. This panel-led session promises to enable attendees to 'share in the wisdom, experiences, lessons and losses experienced by key women of influence in the fitness industry'. Facilitated by Chantal Brodrick, who has proved herself a highly proficient MC at recent FILEX events, this super session is a rare chance to gain first-hand insight into some of the industry's most prominent and influential female leaders and discover what they've achieved, the influences that shaped them, and how and why they approach business and life in the ways that they do.

[Click here to find out more](#)



THE FIRST MONTH OF YOUR CAREER IS THE MOST IMPORTANT

Pete Gleeson, Head of Personal Training for Goodlife Health Clubs, looks at what you must do in your early days as a PT to ensure many more busy, long and successful ones in the years to come.

Why should the first month be free? Because if you want to be running a pumping PT operation in the months to come, you'll need to free up your first month, be prepared to give away as much free advice as possible, deliver free sessions at the drop of a hat, and have an abundance of initial consultations for, you guessed it, free. Now, this is not necessarily advice, but more like reality for the majority of personal trainers. Once this reality is accepted, you can ensure this 'free' month sets you up for a successful career packed with high earning ones!

First impressions count, but don't get hung up on the old adage 'you only have 7 seconds to make an impression', because with that thinking all opportunity is lost by the eighth second. Not here. You've got one month to create the right impression of yourself as you enter the gym to embark on your PT career.

So, here, in no particular order, are 10 must-do's to set the foundations on which to build a solid second, third and fourth month... and beyond (and considering your PT business is unlikely to hit financial freedom in the first 31 days, what have you got to lose?)

1. Create a champion network

Meet everyone that's 'gym famous'. Fame in the gym is defined as staff members, team members or (the best type) members that are known by more people than they know themselves. These champions are well respected, they've been around for a while and, without a doubt, they are the most influential people in the gym. Every time something amazing happens, whether it's good or bad, these people not only share it, but influence it with their take on reality.

You need these people to be the ones that share your 'story', because it has more impact when others tell it than when you tell it yourself. Your story may be filled with amazing achievements and attributes; you've completed an Ironman, you've competed at bodybuilding, you've won a powerlifting competition, you've earned honours in your Human Movement degree, you've undergone a mind-boggling transformation, you're prepared to care for your clients like none other and will be going the extra mile to get the desired results for everyone you work with... but if you tell it to everyone you encounter, you risk sounding like a bragger. If your club champions, the social influencers of your gym floor, regale



You can ensure this 'free' month sets you up for a successful career packed with high earning ones



others with these impressive feats, however, it becomes that Holy Grail of marketing that beats all others – truly impactful word-of-mouth. Think about it: 'I'm awesome' versus 'He's awesome'.

2. Tidy your 'office'

Your office is your gym. Pretty awesome office, eh? Ensure you keep it tidy, and are seen keeping it tidy, by clearing things away not only before members arrive, but during their visit. Have respect for your office right there in front of the members. It may take three times as long because there are people in the way, but that's part of the point. Every weight plate you unload should be done with your head up and a smile on your dial. Every time someone finishes, be there with a 'Let me help you rack the weights... great work by the way!'

Your approachability will grow exponentially for members with every interaction that happens naturally. Not only is it pleasing for a member to see a PT tidying up after the 'other' members have left their equipment out, it becomes the easiest inducer of head-turner marketing. For your success, you need members to know who you are, how you carry yourself and what your style is. This can be done by doing funky exercises and solid coaching with your client and, of course, making some noise. But, if all of the trainers are being awesome then there'll be no head-turn as it's simply the norm. Tidying is different. It's not degrading, it's invigorating. It's pride building. And it's such a head turner that you'll have members saying, or at least thinking, 'It's so good to see you tidying up after the members that don't unload their weights'. The attitude you take into a tidy office will transfer into the positive profile that you're attempting to pass onto the members. This is not direct marketing, but it's real, and it's long lasting.

3. Become an appointment addict

Set appointments to set appointments with prospective clients, set appointments to confirm appointments, set appointments to follow up appointments, set appointments to complete appointments... get addicted to appointments! Start by locking in non-negotiable appointments, just like you would with your doctor or accountant.

Hit the phone, or your other preferred method of communication (if it's effective), like crazy. Hit it non-stop. Hit it like Rocky Balboa! You can build up the amount of time that you spend doing this: start with 15-minute blocks in which you contact people, and then build up to 30, 45, and 60-minute blocks. Do this at a different time each day, and once you're within your appointment, give it 100% focus.

4. Stay fit

Look after yourself. Don't get sucked in by the advice to always carry your client's water bottle: instead, always carry your own water bottle! Eat clean and live lean to stay energetic. Don't stress



THE QUICK READ

- You've got one month to create the right impression of yourself as you embark on your PT career
- Be prepared to give away free advice, free sessions and free consultations
- Make yourself known to the most influential members and staff within the club
- Be tidy and professional in your behaviour and presentation and lead by example when it comes to your own fitness and wellbeing
- Be relentless, but not pushy, in booking appointments and making friendly contact with members in the club
- Keep moving, avoid distractions, train acquaintances in your 'downtime' and remain positive.

about having to eat a meal every two to three hours, but do trickle away at high energy whole foods just like a Tour de France cyclist would. Sleep well.

Train efficiently, keep it interesting, avoid training alone and wear gym clothes on brand rather than on point. You don't have time to waste, so show everyone what a 30-minute session looks like. Train via multiple methods. Get creative and always learn. Setting quick sessions with fellow trainers and staff members is key. Try to attend at least one group fitness class per week, again opting for 30-minute classes if they're available because your time is super valuable. Follow up your workout with a cold shower, kill the sweat and don some clean clothes. Be a rockstar of a neatness and professionalism, with a pleasant aroma to boot. Check yourself. Click, point, and wink... you're ready to get back to work.

5. Ask

It's true what they say 'Don't ask, don't get', so strengthen your power to ask. Asking is the most powerful way of getting what you want, and when what you want aligns with what the other person needs, you'll have an instant agreement. Practise asking everything from 'Can I help you unload those weights?', 'Can I show you a cool feature of the treadmill?' and 'Can I help write you a new gym routine?' to 'Can I book in to see you tomorrow to record your body composition?' and 'Can I help you with your training by being your trainer?! Ask, and you shall receive.

6. Stay positive

The story of the rotten apple in a barrel goes that one rotting apple will rot the whole barrel (by giving off excessive ethylene gas that in turn quickly over-ripens the rest of the fruit, if you want the scientific explanation!). Often used to illustrate the dangerous impact that one negative person can have on a group, don't allow anyone else's thoughts or opinions to 'rot' your own. Follow Arnie's advice regarding naysayers: 'pay no attention to the people that say it can't be done'. And as another wise person also said, 'If people are trying to bring you down, it only means that you are above them'.

7. Keep moving

WARNING: Standing still for too long will often lead to sitting down. Members don't want to hire a trainer that stands still and is often seen lounging around. This happens very easily if you stop to talk with other team members. Keep these conversations to the office to avoid being seen hanging around with other staff, which can look cliquy and lazy and be off-putting. If you're standing still and chatting, make sure it's with a member. Consider the behaviour of wait-staff at your local restaurant: you're OK with the staff talking with other patrons, but if you witnessed a lengthy chat between wait-staff when you were waiting to give your order, you'd soon become irate.

8. Mates rates

Train your friends and family as often as you can squeeze them in. Train them for free in your free time. Your free time currently yields \$0 per hour, so you may as well get some bang for your buck by showcasing your talents to the gym floor and training your mum or your neighbour! Members will

always want to train with the busy trainer – so get busy!

9. Distractions

Slightly controversial in 2019, and ironic as you may well be reading this on your phone, but my advice is to delete the distractions for your first 31 days. You only get your first month once. If you can't help yourself, deactivate your accounts! They'll still be there once you're up and running. Yes, you'll miss some 'crucial' followers. While there might be a 1,000 people on your Instagram that can marvel at your nice technique and strong back squat, this is worth nothing compared to the gold-plated, platinum laced, diamond-studded market that you have right in front of you: club members just champing at the bit to get results. Put your black mirror down.

10. Go for it

You've studied hard to become certified in the greatest job in the world (I'm biased), you'll work with the most amazing people, and the results you get with your clients will not only be life changing for them, they'll totally enhance your life forever. Be proud of your career, it's awesome! The early days can be hard work, a steep learning curve and financially unrewarding, but they can also set you up for a fantastic future, so stick it out and keep going until it's going. Giving up is the fastest way to coming last, so never give up. **N**

Pete Gleeson

The head of personal training at Goodlife Health Clubs, Pete has a passionate drive to ensure all PTs have a successful client base that delivers an abundance of results. This passion has led him on a 16-year journey across four Australian fitness brands, encompassing roles from PT to management positions. goodlifehealthclubs.com.au

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BASE GX

— 2019 —



RECIPES: AUTUMN 2019

CAESAR, SMOOTHIE & COOKIES

Breakfast, lunch and even morning tea are taken care of thanks to these nutritious bites from The Healthy Chef, Teresa Cutter.

Smoked salmon Caesar salad

A quick and healthy nourishing salad that's rich in protein, antioxidants, minerals and heart-healthy mono-unsaturated fats to boost metabolism, support glowing skin and restore hormone health.

Serves 2

Ingredients

Salad:

1 baby cos lettuce, washed and cut in half
200g smoked salmon or ocean trout
1 avocado, cut in half
2 tablespoons hemp seeds
½ small red onion, thinly sliced
2 toasted nori sheets
2 tablespoons capers

Apple Cider Vinegar Dressing:

2 tsp Dijon mustard
2 tbsp apple cider vinegar
6 tbsp extra virgin olive oil

Vegan Parmesan:

¼ cup brazil nuts or macadamia nuts
½ small clove garlic
Pinch sea salt
½ teaspoon ground turmeric

Method

1. Make the vegan parmesan by placing the nuts, garlic, salt and turmeric in a food processor or blender.
2. Process for a few seconds until crumbly and golden.
3. Combine the dressing ingredients and set aside.
4. Arrange cos lettuce onto 2 serving plates.
5. Top each salad with ½ avocado and sprinkle with hemp seeds.
6. Garnish with sliced red onion, nori, parmesan and capers.
7. Arrange over the salmon then spoon over the dressing.
8. Enjoy!

Notes and inspiration:

Macadamia Parmesan will store in the fridge for up to 2 weeks.



Strawberry glow Smoothies

This is a wonderful body shaping smoothie to enjoy for breakfast or lunch. It's high in protein, healthy fats and essential nutrients that will nourish a glowing complexion and support a lean, toned body.

Serves 1

Ingredients

1 cup frozen strawberries
½ avocado
1 sachet Healthy Chef Vanilla Body Shaping Smoothie
1 cup water

Method

1. Combine all ingredients in a blender.
2. Blend until smooth and creamy.
3. Pour into serving glass and enjoy.

Notes and inspiration: Top with fresh berries.



Lunchbox-friendly nut-free cookies

Dairy and nut-free, these lunchbox-friendly cookies take just a few minutes to make and kids and adults alike love them for morning or afternoon tea. Made from all-natural ingredients, they are free from the processed sugars and preservatives found in many store-bought cookies.

Serves 12

Ingredients

2 smashed ripe bananas
1 tsp vanilla extract
1 tsp ground cinnamon
60ml extra virgin olive oil or coconut oil
60ml organic maple syrup
150g rolled organic oats
100g desiccated coconut
100g sultanas
1 apple, finely chopped
¼ cup protein powder (natural or vanilla)
Generous pinch sea salt

Method

1. Preheat oven to 160°C fan-forced.
2. Combine smashed banana, vanilla, cinnamon, olive oil and maple syrup.
3. Add oats, coconut, sultanas, apples, protein powder, and sea salt.
4. Mix together well and allow to sit for 5 minutes to allow the oats to soften.
5. Form into 12 cookies. I like to use a small ice-cream scoop for this.
6. Bake for 30 to 35 minutes or until golden.
7. Cool and enjoy.

Notes and inspiration: Keeps in air tight container for one week.

Teresa Cutter, aka The Healthy Chef

Teresa Cutter is one of Australia's leading authorities on healthy cooking. A chef, nutritionist and fitness professional, she is author of the *Purely Delicious* and *Healthy Baking* cookbooks, available from thehealthychef.com. The *Healthy Chef Recipe App* is available from the App Store and Google Play.

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HUMAN METABOLISM

AND THE CALORIE CONUNDRUM

'Energy in minus energy out' is not as simple as it may seem, with a host of factors affecting both parts of the equation, writes dietitian and sports nutritionist *Brian St. Pierre*.

Gaining and losing fat changes the way your brain regulates your body weight. To understand this, let's have a refresher on how human metabolism actually works and explore what that means for your clients, most of whom are probably counting calories.

Energy balance

You need a certain amount of energy (in the form of calories) to stay alive, as well as to move around. You can get this energy from food, or you can retrieve it from stored energy, such as your fat tissue. If you consume less energy than you expend, you will lose weight – and if you do the opposite, i.e. consume more energy than you expend, you will gain weight.

In other words: *Changes in bodily tissues = Energy in - Energy out.*

This relationship between 'energy in' and 'energy out' is called the Energy Balance Equation, and it's the most commonly accepted model for calculating how much weight one will lose or gain over time.

Understandably, people get very frustrated and confused with the Energy Balance Equation when the numbers don't seem to add up, or their results don't match their expectations. And it's a fair frustration. Most of the time, the numbers don't add up.

Expectations versus reality

This mismatch between expectations versus reality is not because the Energy

Balance Equation is wrong, or a myth. Nobody's body defies the laws of physics, even though it seems like that sometimes. It's because the equation is more complicated than it sounds.

Many factors affect the Energy Balance Equation. What you do to 'energy in' affects what happens to 'energy out' and vice versa. The opposing sides aren't mutually exclusive.

'Eat less, move more' is a good start – but that advice alone isn't enough, because it doesn't take all of the complex, intersecting factors and feedback loops into account.

Let's take a look at some of these factors, starting with the 'energy in' part of the equation.

Energy in

'Energy in' is trickier than it first sounds, for two main reasons:

Reason 1: Inaccurate nutrition labelling

It might sound hard to believe, but the number of calories in a meal probably doesn't match the number of calories/kilojoules on the labels or menu. The way companies, and even the government, come up with energy (kilojoule/calorie) and nutrient estimates is incredibly complex, rather imprecise, and centuries-old. As a result, the Nutrition Information label that's mandatory



THE QUICK READ

- The Energy Balance Equation of 'Energy in - Energy out' is commonly used for calculating weight loss, or gain, over time
- People's frustrations at failing to lose weight despite following the equation is due in part to inaccurate nutrition information labels, and in part to variations in how much energy we actually absorb and how much energy we use
- The factors that affect absorption include how processed the food is; how the food has been prepared or cooked; and our unique gut bacteria
- The amount of energy we use is affected by four main factors of resting metabolic rate; thermic effect of eating; physical activity; and non-exercise activity thermogenesis
- Altering any one of the variables causes adjustments in other, seemingly unrelated variables.



Nutrition Information labels can have a margin of error of up to 25%

on the packet of every foodstuff in your local supermarket can be off by as much as 20-25%, making it hard to accurately gauge what your 'energy in' actually is.

Even if those food labels were correct, there's another reason that 'energy in' is no picnic to calculate.

Reason 2: We don't absorb all the energy we consume

The amount of energy a food contains in the form of calories is not necessarily the amount of energy we absorb, store, and/or use.

Remember that the food we eat has to be digested and processed by our unique bodies. The innumerable steps involved in digestion, processing, absorption, storage, and use — as well as our own individual physiological makeup — can all change the energy balance game.

How processed?

We absorb less energy from minimally processed carbohydrates and fats because they're harder to digest, and we absorb more energy from highly processed carbohydrates and fats, because they're easier to digest. The more processed a food is, the more digestion work is already done for you.

Research has shown, for example, that we absorb more fat from peanut butter than from the same volume of whole peanuts. The researchers found that almost 38% of the fat in peanuts was excreted in the stool, rather than absorbed by the body, whereas seemingly all of the fat in the peanut butter was absorbed.

How prepped?



The way in which a food is prepared and whether it is cooked can affect its bioavailability

We often absorb more energy from foods that are cooked (and/or chopped, soaked, blended) because those processes break down plant and animal cells, increasing their bioavailability.

When eating raw starchy foods (like sweet potatoes), we absorb very few of the calories. After cooking, however, the starches are much more available to us, tripling the number of calories absorbed. Interestingly, allowing starchy foods to then cool before eating them decreases the amount of calories we can extract from them again — mostly due to the formation of resistant starches.

Gut bacteria

We may absorb more or less energy depending on the types

of bacteria in our gut. Some people have larger populations of a Bacteroidetes (a species of bacteria), which are better at extracting calories from tough plant cell walls than other bacteria species.

Margins of error

By eating a diet rich in whole, minimally processed foods, the number of calories you absorb can be significantly less than you may expect. Plus, they require more calories to digest.

Conversely, you will absorb more calories by eating lots of highly processed foods, and burn fewer calories in the digestive process. In addition, highly processed foods are less filling, more energy dense, and more likely to cause overeating.

Since the number of calories someone thinks they're consuming could be off by 25% or more, their carefully curated daily intake of 1,600 calories could really be 1,200... or 2,000.

Taking all of these factors into consideration, it becomes clear that this part of the equation should more accurately be: Energy In = Actual calories eaten - Calories not absorbed

Clearly, there's a big margin of error with regards energy input, even if you're a conscientious calorie counter. This doesn't invalidate the Energy Balance Equation. It just means that if you want an accurate calculation, you probably have to live in a fancy metabolic lab. For most people, it's not worth the effort.

Energy out

'Energy out' varies a lot from person to person: it's a dynamic, always-changing variable.

There are four key parts to this complex system:

1. Resting metabolic rate (RMR)

RMR is the number of calories you burn each day at rest, just to breathe, think, and live. This represents roughly 60% of your 'energy out' and depends on weight, body composition, sex, age, genetic predisposition, and possibly (again) the bacterial population of your gut.

A bigger body, in general, has a higher RMR, but, crucially, RMR varies up to 15% between individuals. So, a 90kg guy with an RMR of 1905 calories might find himself running alongside an identically-sized guy on the next treadmill who burns 286 more, or fewer, calories each day with no more, or less, effort.

2. Thermic effect of eating (TEE)



The less processed a food is, the greater the amount of energy you will burn digesting it

Digestion is an active metabolic process. Thermic effect of eating (TEE) is the number of calories you burn by eating, digesting and processing your food. This represents roughly 5-10% of your 'energy out'.

In general, you'll burn more calories in your effort to digest and absorb protein (20-30% of its calories) and carbs (5-6%) than you do fats (3%).

And, as noted before, you'll burn more calories digesting minimally processed whole foods than you will highly processed foods.

3. Physical activity (PA)

You're a fitness professional, so you know this, but we'll recap anyway. Physical activity is the calories you burn from purposeful movement, such as walking, running, working out at the gym, gardening and riding a bike. Obviously, how much energy you expend through physical activity will change depending on how much you intentionally move around.

4. Non-exercise activity thermogenesis (NEAT)

Non-exercise activity thermogenesis (NEAT) is the calories you burn through fidgeting, staying upright, and all other physical activities except purposeful exercise. This, too, varies from person to person and day to day.

Considering all of these factors, this part of the equation should more accurately be:
 $Energy\ out = RMR + TEE + PA + NEAT$

Each of these is highly variable. Which means the 'energy out' side of the equation may be just as hard to pin down as the 'energy in' side.

Revising the equation...

So, while the Energy Balance Equation sounds simple in principle, all these variables make it hard to know or control exactly how much energy you're taking in, absorbing, burning, and storing.

So, revisiting that 'simple' Energy Balance Equation, we can see that, actually:

$Changes\ in\ bodily\ tissues = [actual\ calories\ eaten - calories\ not\ absorbed] - [RMR + TEE + PA + NEAT]$

Knock-on effects of variables

Even if all the variables in the final equation above were static, the Energy Balance Equation would be complicated enough. But things get crazy when you consider that altering any one of the variables causes adjustments in other, seemingly unrelated variables.

This is a good thing, of course. Our human metabolisms evolved to keep us alive and functioning when food was scarce. One consequence is that when 'energy in' goes down, 'energy out' goes down to match it, because we burn fewer calories in response to eating less.

Likewise, when 'energy in' goes up, 'energy out' tends to go up too, because we burn more calories in response to eating more.

This isn't the case for everybody, and it doesn't work 'perfectly', but generally, that's how it goes and how our bodies avoid unwanted weight loss and starvation. It's how humans have survived for two million years. The body fights to maintain homeostasis.

To illustrate this point, here's how your body

tries to keep your weight steady when you take in less energy and start to lose weight:

- Thermic effect of eating goes down because you're eating less.
- Resting metabolic rate goes down because you weigh less.
- Calories burned through physical activity go down since you weigh less.
- Non-exercise activity thermogenesis goes down as you eat less.
- Calories not absorbed goes down and you absorb more of what you eat.

It's important to note that if you have lots of body fat to lose, many of these adaptations don't happen right away or are very modest initially. As you become leaner, however, this adaptive thermogenesis really ramps up.

Reducing calorie consumption can lead to a much lower rate of weight loss than might be expected, and can even lead to weight re-gain

Calorie cutting counterproductive?

In addition to these tangible effects on the equation, reducing actual calories eaten



Reducing calorie consumption can lead to a much lower rate of weight loss than might be expected, and can even lead to weight re-gain

also causes hunger signals to increase, causing us to crave (and maybe eat) more. The net effect leads to a much lower rate of weight loss than might be expected – and in some cases, could even lead to weight re-gain.

Setting better expectations

The calorie-cutting effect is just one example of the amazing and robust response to trying to manipulate one variable. There are similar responses when trying to manipulate each of the other variables in the equation. The point is, metabolism is much more complicated, and interdependent, than most people realise.

Therefore, trying 'what used to work' for you, or relying on calorie counting, often won't get you the results you want. As your energy balance evolves, so must your strategies for losing fat or maintaining your weight.

Understanding energy balance means setting better expectations about body change. Losing weight, and keeping it off, is accompanied by adaptive metabolic, neuroendocrine, autonomic, and other changes.

It's also important to remember that how your metabolism reacts to changes in energy balance will be unique to you. How much you can lose or gain will depend on your age, your genetic makeup, your biological sex, if you've had relatively more or less body fat and for how long, what medications you're taking, the makeup of your microbiome... and probably a whole lot of factors we don't even know about yet. **N**

Brian St. Pierre, MS, RD, CSCS

Brian is a US-based registered dietitian (RD), certified sports nutritionist (CISRN) and certified strength and conditioning specialist (CSCS). He spent three years as the Head Sports Nutritionist and as a Strength and Conditioning Coach at Cressey Sports Performance and is a nutrition coach with Precision Nutrition. precisionnutrition.com

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WATER FITNESS

ALL AGES, ALL ABILITIES, ALL WELCOME

Delivering a water exercise class to a group of mixed ages and abilities needn't be a constant tug-of-war between opposing options, writes aqua instructor *Marlee King*.

From increasing muscle strength to alleviating pressure on the joints, the health benefits of aquatic exercise have long been known: it's the quintessential 'all-rounder'. It's not surprising, therefore, that when it comes to group exercise, the pool is a suitable environment for people of all abilities and all ages. However, as a certified aquatics instructor, I am often presented with the challenge of creating a class plan that suits, and appeals to, all ages.

When preparing a class plan, instructors can easily get caught in a game of tug-of-war – being pulled between opposing options; 'How do I make my class gentle yet challenging, trendy yet classic, new yet familiar?' No one option is the clear winner, but there are several factors that you can consider when creating a class plan that's suitable for all ages.

1. Implementing fitness variations and modifications

One of the core principles we learn when training to become instructors is to offer fitness variations or modifications. In aquatic fitness, it would be surprising to find a certified instructor that is not familiar with the hand variations (i.e. slice, fist, scoop, flat palm). There are a plethora of articles offering advice on fitness modifications, so rather than

elaborate on those here, let's reiterate some useful advice:

- Implement progressions. Instruct different levels of the same exercise to accommodate participants with different fitness levels. You may introduce the progressions over the course of the song/routine or over multiple classes.
- A simple routine doesn't mean an easy routine. It's helpful to include a couple of simple routines that encourage muscle load. This is a nice compromise between those who like things simple and those who want a good workout.
- Learn to read your participants' faces. Look for signs of boredom, overexertion, confusion and, of course, excitement. This will keep you on your toes and will tell you when you need to mix things up.



THE QUICK READ

- Learn to read participants' faces and adapt your class accordingly
- Instruct different levels of the same exercise to accommodate participants with different fitness levels
- Use a mixture of music genres and modern remixes of older, familiar songs
- Don't underestimate the capacity of younger participants to appreciate the classics, and older participants to enjoy newer tracks
- Entertain your class and make it clear that every single moment is for everyone to enjoy.

2. Music moves us all!

Music is our greatest tool in creating a class plan that appeals to all ages. Nietzsche was alleged to have said 'We listen to music with our muscles.' This is true, and often without our knowledge or volition. Take a moment to note how your body reacts to music. When music plays, do you nod your head? Tap your feet? Do you sing along or even change your facial expressions? You'll find that your body does indeed react in some way to music, regardless of what age you are.

The belief that certain genres are too old/too trendy or too fast/too slow for certain ages is simply not true. Most songs are useable when paired with appropriate routines and taught correctly. So why not put a variety of genres in your playlist or consider using songs with various beats per minute? If you're looking for a sure thing, use songs that are familiar and that everyone can sing along to.

There are some songs and artists that most people seem to know, as if they transcend age. Using hit tracks from (or cover versions of) artists like Madonna, Elvis, Queen and Beyoncé can strike a chord with twenty-somethings to eighty-somethings. Songs from movie soundtracks such as Dirty Dancing or The Greatest Showman are also worth exploring. If you have a selective preference for music, try to find a happy compromise between your musical tastes and those of your participants by using a mixture of music genres or remixes of popular songs.

3. Don't make assumptions about participants

Imagine for a moment that you are standing on the pool deck in front of a new class comprising seniors, mothers, teenage girls and male athletes. What would you do? Do you have a class plan to accommodate the wide-ranging needs and interests of this diverse group? If your answer is yes, then the next question is, what do you think their needs and interests are? How have you come to this conclusion?

Most instructors who have long-term classes come to learn about participants' abilities, likes and dislikes, but what about new classes or unfamiliar groups? One method to guide your class planning is to

use the group's demographics to roughly ascertain preferences for music style and intensity. I recently used this to guide my song choice for a group of high school students. As such, I used more recent and energetic songs. But demographics is just a guide and never a hard and fast rule.

Regarding music style, don't underestimate younger participants' capacity to appreciate the classics. I have literally used classical music with teenagers, with much success. Equally, don't assume that older participants just want popular genres from the 50s, 60s and 70s. I learnt this music lesson when I started a new Aqua Zumba® class. I was told that most of my participants would be over 65, so I put rock'n'roll, swing, disco and Motown songs onto the class playlist in place of genres including EDM, reggaeton and merengue. The class was fine, if not overly exciting. So, over time, I introduced a variety of genres. Today, my class enjoys music from across the decades and from all over the world. The most requested song? 'Fireball' by Pitbull.

Just as with musical tastes, you shouldn't make assumptions about ability based on age. You might find that your oldest participant is your strongest, so don't be afraid to shake things up. Include a variety of music, a range of exercises from gentle to challenging, and even try using interval music formats such as Tabata. Your participants might just love it.

4. Be an entertainer

The saying goes that 'Time flies when you're having fun' and it's true. Research shows that individuals in a high state of boredom tend to perceive time as moving slower, compared to those in a low state of boredom. This appears to occur when individuals perceive their task as a chore. No one likes chores and everyone has the capacity to get bored. Therefore, your class needs to be fun and enjoyable. But how do you achieve this? Music and dynamic



When you keep participants entertained, they don't have time to look at the clock, be self-conscious or think about how much effort a certain move is





routines are of course essential, but the answer actually lies in your capacity to entertain your participants while they're working out.

When you keep participants entertained, they don't have time to look at the clock, be self-conscious or think about how much effort a certain move is.

Being entertaining during class requires creativity. It might sound strange, but in my introduction I sometimes describe the upcoming class like a dinner menu: an entrée with some heavy beats, a big hearty main, and a cooldown with some yummy stretches for dessert. This makes the class sound like an unmissable treat. Don't say things like, 'And I have some 50s music for our older participants'. Make it clear that every single moment in your class is for everyone to enjoy.

Don't be afraid to do things like pick up an imaginary microphone and encourage your participants to sing along. Not everyone will sing, but it might humour them. Gestures like this engage your participants and keep them open to trying a range of different things.

It is worth noting that you need to also sell your class to your participants. If you don't believe that your participants will like your class plan, then they probably won't. Us humans are quite attuned to other's emotions and can sense an instructor's lack of confidence in their program. This affects the participants' perception of the class because if you don't like it, then why should they? Simply being enthusiastic and energetic will help to convince your participants that coming to your class was an excellent choice, because enthusiasm is contagious.

5. A class for all, by all

Make it clear that everyone is a crucial part of your class, regardless of age and ability. There are very simple ways to achieve this. The first is to be adaptable. For example, some classes may not like a certain song, even if it's a hit in another class. Therefore, it's important to note what doesn't work, and implement alternatives when necessary.

Finally, and perhaps most importantly, when it comes to creating a class that is a hit with all ages and abilities, make sure that you are approachable to all. Encourage participants to make song requests, talk to participants before and after class, introduce yourself to newcomers; learn their names and make eye contact during class. These seemingly minor actions reinforce to participants that no matter their age or ability, this is the class for them. **N**

Marlee King

A certified aquatic fitness and licensed Zumba® instructor, Marlee holds a PhD in Health Psychology and is an academic at Western Sydney University. Her experience in fitness, combined with her interest in the mind-body connection, gives her a deep understanding of her participants.

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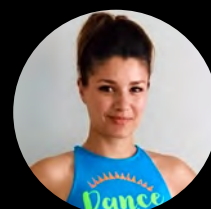
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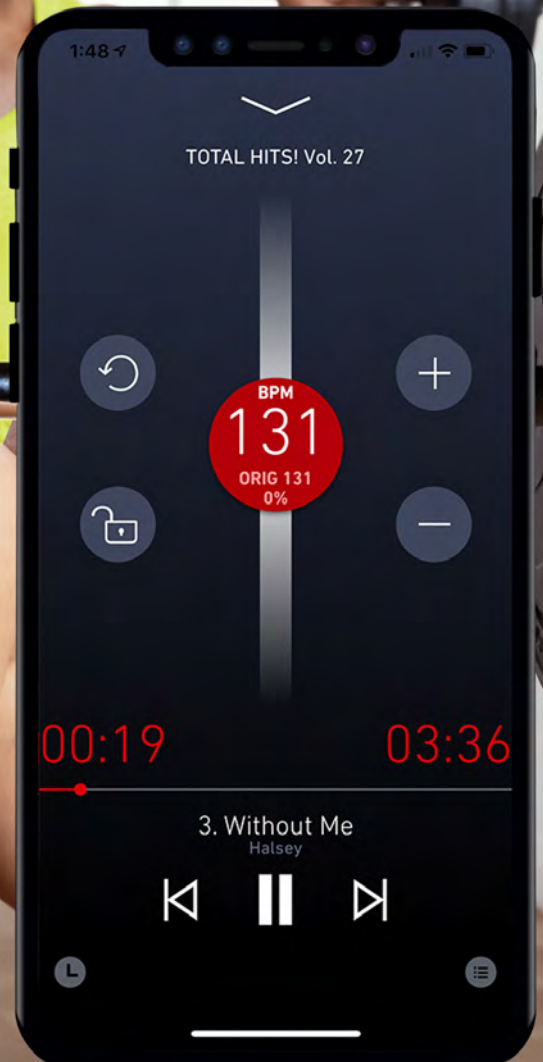
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PUTTING THE PERSONAL

BACK INTO PT

After accepting that the PT-client relationship goes both ways, personal trainer *Katelyn Bartlett* realised that both parties had much to gain from more open communication.

I've been a personal trainer for half a decade now. When I first started in this industry I made sure to know more about my clients than they did about me. I always directed the conversation in training sessions to make it focus on them and their lives. I'd made notes of their important upcoming events, such as their birthday, anniversary, work projects, school events or upcoming holidays. I'd learn their favourite food, restaurants, places they shop and the names of their family and best friends. I'd ask probing questions to find out as much as I could to discover what motivates them and what their pet peeves are. All of this allowed me to keep them

focused on our training sessions and plan sessions that would help them reach their fitness/health goals in an enjoyable way.

As time went on, clients that I'd been training for over a year started to ask me questions about my goals and what I did at the weekend. In my mind, the client was paying for my time and knowledge to help them, not to hear about my goals or my personal activities, so I'd keep my responses short. I'd say something along the lines of 'maintaining my health and getting a new PB' in whatever it was I was training for at the time, whether it be running a faster 5k fun run, tackling an obstacle course or lifting heavier weights.

From private to personal

However, I came to realise that keeping my personal goals and life away from my clients didn't enable them to see that I'm just like them and that they too could achieve the things I achieve. I shifted my



focus away from being a private trainer to an approach of ‘putting the personal back into personal trainer’.

I learned to open up and start sharing – but not oversharing – more of my personal life with them. They learnt when my birthday was and when I got engaged and then married. They learnt the real details of my personal fitness goals. Sharing more about myself created a stronger bond in our client: trainer relationship and the support for achieving goals ended up going both ways. We worked together to keep each other accountable. They had always been accountable to me, but for the first time ever I found that I was also being kept on track by them.

Team support

The biggest goal I shared with my clients started three years ago when I first decided to compete in a fitness model competition. I was on the fence about competing because I’d heard about the negative impact it can have on health and hormones for females. My clients, however, were excited about the idea of me competing because they wanted to watch me transform myself and be up on stage. They

encouraged me, saying they knew I could do it because I’m so strong minded.

Initially, I had my doubts as prepping for a comp requires consistency and structure when it comes to training and eating. As a personal trainer my schedule was all over the place. I’d grab a coffee, protein bar or banana bread to quickly give me energy between sessions. As a trainer, my daily schedule would often alter according to changes to my client’s availability. In a nutshell, my days were the opposite of consistency and structure!

Transparency

After meeting with my comp coach, Steve Baudo, who was my original mentor back when I was studying my Cert III and Cert IV, I learnt that if I wanted to achieve my goal and win, I’d have to be clear with all my clients about my goal. This transparency would allow me to tell them, guilt-free, that I would be unavailable to train them at specific times. It gave me the confidence to block off my schedule to sit and eat a proper meal, and the time to get my own training session in each day.

With the support and encouragement of my clients I trained harder than ever before.

“

In my mind, the client was paying for my time and knowledge to help them, not to hear about my goals or my personal activities

”



THE QUICK READ

- Being more open about yourself in response to questions from genuinely interested clients can help to 'humanise' you and create a stronger bond
- Sharing details of your own training aspirations may actually motivate clients to work harder to achieve their own goals
- Share information that you feel comfortable divulging, but be mindful not to overshare and make the session too much about you.

I made sure I used the time I blocked off in my schedule to prepare my meals and eat at the scheduled times (every three hours). I shared pictures of my meals and my weekly body check-ins, video clips of me prepping my foods and energy-burning tips and tricks I learnt along the way.

A bigger 'why'

I've now competed in numerous regional, national and international competitions and won several of them. Each year I've competed I've been motivated and driven by my clients to be better than the previous year. When I prep for shows, it's no longer just my own personal goal: I'm trying to win for my clients as well. Having this bigger reason 'why' I want to achieve my goal helps me stick to my food and training plan. Knowing my clients will ask me how my measurements went each week and having them ask me what I did regarding my food has kept me at the top of my game.

A word of warning here: when you share your own fitness goals with your clients, there is no turning back! You're accountable now, and you need to finish what you have told them you are going to do. Clients view their personal trainers as role models, looking to us for inspiration. When they become a player in your personal goals, it can actually motivate them to work harder to achieve their own goals.

Recently my clients shared in my celebrations when I brought home gold for Australia, winning the title of WFF Ms World



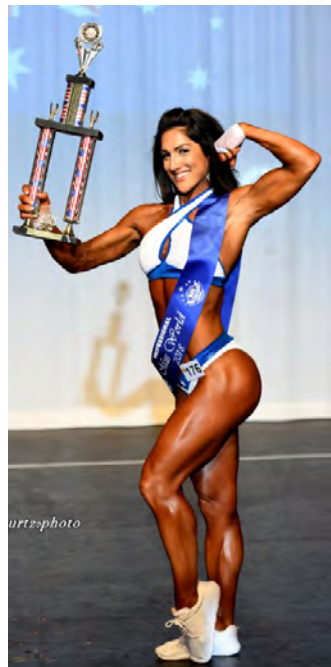
When clients become players in your personal goals, it can actually motivate them to work harder to achieve their own goals



Pro Sports Model 2018 in Huntington Beach California. I truly felt as though my win was a victory not only for myself and our country, but also for my clients. My new motto is 'team work makes the dream work' because I now believe this more than ever. It takes a team of people behind the scenes to turn dreams into goals and goals into reality – and that's a truth that applies equally to us as to our clients. **N**

Katelyn Bartlett

One lunchtime Katelyn walked out of her corporate workplace in tears of frustration and found herself outside the Australian Institute of Fitness. After completing her Cert IV she turned her passion into her new career and hasn't looked back. katalistpt.com / fb.me/katalistpt / instagram.com/katalistpt



Katelyn Bartlett winning the title of WFF Ms World Pro Sports Model 2018 in Huntington Beach California



ARE YOU MAKING THE MOST OF YOUR FREE COURSES?

We received some great feedback recently from Naki, a Network Member of 6 years who was full of praise for the 1-CEC courses that are included in your Network Membership each quarter.

'I'm very appreciative of the 1-CEC courses offered by Australian Fitness Network' Naki wrote; 'In addition to giving me the opportunity to make up any shortfall in required CECs following major training and development opportunities, they also allow me to expand my knowledge in areas that I might not immediately think of. The 1-CEC courses can be of benefit to us all, no matter which field in the industry we are active in.'

Login to your Member Portal to complete this quarter's new CEC course 'Network Autumn 2019' which is based on features from this issue of *Network* magazine.



THE SOCIAL NETWORK

Click to check out these recent posts from Network's socials.

Good news for the time-poor, HIIPA could solve your exercise issue

With a bit of tweaking, but no additions to your busy schedule, you can turn everyday tasks into High Intensity Incidental Physical Activity.



A great read on the bad science of exercise recovery

'Basically everything we've heard from the exercise recovery industry – which has an estimated worth in the billions – has no scientific validity.'



What your microbiome really needs is fibre, not kombucha

'In many cases, our focus on which foods to eat to benefit the microbiome has been misplaced.' Time to become besties with broccoli.



What does it mean if you binge eat when you're not unhappy?

'As I had experienced, the urge to binge eat still comes when we are happy and successful and all is well with the world.'



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YOUR CHANCE TO WIN!

Free as a bird!

Building on their legacy of true wireless innovation for runners, Jaybird RUN XT True Wireless Sport Headphones are the second generation of Jaybird's all-terrain true wireless earbuds.

Combining a streamlined, ultra-comfortable fit with premium sound, RUN XT features an updated, fully water- and sweatproof IPX7 design for added reliability in extreme conditions. You can also unlock a custom sound experience with the Jaybird app, or access Google Assistant or Siri with the push of a button while on the move.

Maintaining their lightweight design, strong Bluetooth performance and Single-Bud Mono Mode, which allows for the right earbud to function individually, RUN XT (RRP \$279.95) helps passionate runners maintain awareness of their surroundings in pursuit of their limits.

For your chance to win a pair of Jaybird RUN XT headphones, email editor@fitnessnetwork.com.au and let us know in 50 words or less why the new generation of Jaybird should be winging its way to you. jaybirdsport.com



Walk tall with perfect posture

A study by Safe Work Australia found that the annual productivity loss due to back or neck pain averaged \$3,354 per worker. UPRIGHT GO is a smart wearable device that gives people the power to comfortably train themselves throughout the entire day to become upright, with proper posture.

Slim and unobtrusive, it is placed on the upper back and employs a sensor-led, learning algorithmic model that detects the body's movements, upper body position and other postural nuances. It emits a gentle vibration whenever the user slouches, therefore prompting and training the user to sit or stand with correct upright posture.

Able to be worn while sitting, standing, walking or driving, this habit-forming device has an accompanying app and can also be put into Tracking Mode to record posture data without emitting vibrations.

For your chance to win 1 of 3 UPRIGHT GO devices (RRP \$119.95), email editor@fitnessnetwork.com.au and let us know in 50 words or less why you need to straighten out your posture and walk tall this Autumn! uprightpose.com

Run and walk with compression

Perform to your peak with the Bauerfeind Run and Walk Sports Compression Socks. Specially developed for endurance sports, they boost the regeneration of your leg muscles, allowing you to train harder with more vitality.

Made with ultra-thin, light, airy microfibre fabric, these durable socks feature cushioning of the sole area and cut-out sections on the Achilles tendon to prevent pressure and friction.

These high-quality German-made socks exert perceptible gradient compression in accordance with medical standards. This improves circulation and thus reduces unpleasant muscle vibrations in the calf muscles, allowing you to keep moving longer while experiencing less fatigue.

For your chance to win 1 of 3 pairs of Bauerfeind Run and Walk Sports Compression Socks, email editor@fitnessnetwork.com.au and let us know in 50 words or less why you're ready to run and walk with compression.

motionislife.com.au





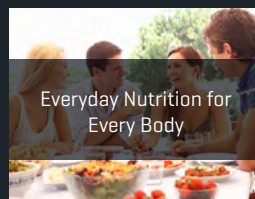
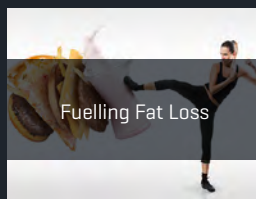
COACH CLIENTS TOWARDS POSITIVE DIETARY CHANGE



Gain the skills to provide your clients with nutritional support and coaching, by completing the Nutrition Intensive from Australian Fitness Network, the fitness industry's leading continuing education provider.

ABOUT THE COURSE

Comprising three comprehensive modules, the Nutrition Intensive equips fitness professionals with the skills to motivate clients to make positive dietary changes.



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Network Members make HUGE savings on this – and all courses at fitnessnetwork.com.au.
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EARN YOUR **FREE** CEC OR CPD!

Every issue of *Network* magazine includes articles linked to a 1-CEC or CPD [NZ] course that is **FREE** to Network Members.

This quarter, the course is based on the following features:

- ▶ The first month of your career is the most important [p12]
- ▶ Human metabolism and the calorie conundrum [p19]
- ▶ Research Review [p34]
- ▶ Injury & Rehab [p38]
- ▶ Reward the passion, skills and loyalty of your team [p49]

To earn yourself 1 CEC or CPD, simply login to your **Member Portal** **HERE**, click on the 'My CEC Courses (Purchased and FREE)' tab in the Quick Menu and select '**Network Autumn 2019**'. Read the articles, successfully answer the multiple-choice questions, and you're done!

For help logging in to your Member Portal, call our friendly team on 1300 493 832, or email info@fitnessnetwork.com.au.

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RESEARCH REVIEW

WORKOUT

WHILE YOU WORK...

With the bulk of many people's sedentary hours being in the workplace, what does the research say about the efficacy of desk-bound physical activity? Review by Dr Mike Climstein PhD & Joe Walsh

Title: Energy expenditure while using workstation alternatives at self-selected intensities

Authors: Dr's Schuna and colleagues. (College of Public Health and Human Sciences, Oregon State University, USA)

Source: *Journal of Physical Activity and Health*, 16, 141-148.

Introduction: It's never ending, patients are referred to see us as they either have a number of risk factors predisposing them to chronic disease and/or conditions (i.e. high blood pressure, high cholesterol – including low high-density lipoproteins – and high blood sugar) or they have developed a chronic disease and/or condition and the general practitioner or specialist wants exercise or physical activity to be a component of the patient's treatment regime. Simple – or so you'd think.

The majority of these patients have very busy lives: work and family (kids and often grandchildren as well), so a big part of clinical thinking on my feet is to find 'potential exercise/physical activity' time

in their days. Often, this is no easy task! Now, if the average person sleeps 7.5 hours per night, that leaves potentially 16.5 hours, or as I like to think of it, almost 1,000 minutes to complete 30 minutes of exercise (minimum recommended daily amount by the American College of Sports Medicine). So technically, I'm asking for a mere 3% commitment of their awake time to complete exercise/physical activity – not a big ask by any means.

However, when you hear the patient describe their day, up at 6am, get the kids ready for school, then go off to work, then home to shuttle the kids to karate lessons, music lessons, gymnastics lessons, after school tutoring, all of which require a high degree of chauffeur work (aka sedentary time). Then it's home for dinner, school work with the kids, bath time, and suddenly that 30 minutes exercise time I'm requesting of them is looking like a big ask... But there is one time during most people's weekdays when, if all else fails, the patients can complete exercise, and that is at work. This leads us to the topic of this Research Review, and I must declare that although I am an alumnus of Oregon State University, that had no influence whatsoever on selecting this article: good research is good research.

Dr Schuna and his colleagues initially discuss the increased risk of obesity, cardiovascular disease and cardiovascular-related mortality (i.e. deaths attributed to cardiovascular disease) associated with sedentary behaviour. Other chronic diseases attributed to sedentary behaviour includes type 2 diabetes and certain cancers. The authors then state that a substantial portion of the sedentary behaviour occurs in the workplace where most workers spend an average of 8 hours (or more) a day for 5 days each week. The focus, naturally enough therefore, turns to the concept of office-based exercise.

The researchers actually designed a very novel study in which they compared the metabolic costs (VO₂, HR, energy expenditure) for study participants at rest (not that you're actually resting while at work); while seated and typing; while using a stationary foot cycle and typing (a concept discussed in a past Network Research Review, 'Paid to exercise at work: does this make you a 'professional exerciser?'); and while using a treadmill desk and typing. All

“

If the average person sleeps 7.5 hours per night that leaves potentially 16.5 hours to complete 30 minutes of exercise

”

participants were instructed to self-select their exercise intensity, and completed each of the four settings. Both the cycling and walking exercise was self-selected by the participant; however, they were required to keep typing while completing the exercise. Typing performance was assessed using typing performance software. All data was collected for 10 minutes at each station.

Results: A total of 16 volunteers (8 men and 8 women) with a mean age of 34 years participated in the study. The average pedal rate was just below 50rpms (ranged from 20 to 100rpms) while the cycling power output was low at an average of 18watts. The average treadmill walking speed was also low, at 2.1km/h, with no difference in walking speed between men and women. With regard to oxygen consumption, seated rest was the lowest averaging 3.6ml/kg/min (roughly 1 MET). The highest oxygen consumptions were seen, not surprisingly, with typing while exercising on the treadmill (approximately 10ml/kg/min): the typing while cycling was approximately 7% lower. With regard to heart rate, the lowest was seen at rest, approximately 65bpm, while the highest was seen with treadmill walking at approximately 79bpm (approximately 42% of the participants age-predicted maximal heart rate). Cycling while typing was slightly lower, with an average heart rate of 75bpm. Caloric expenditure was the highest, with typing while treadmill walking followed closely by typing while cycling at their desk.

With regard to typing performance, men typed the slowest while simultaneously treadmill walking and the fastest during pedal desk typing. Women had similar results, with their slowest typing rates during seated typing and treadmill walking and the fastest rates during pedal desk typing. With regard to accuracy, the highest was during seated typing for men and pedal desk typing for women.

The authors concluded that the self-selected exercise (treadmill and cycle) had substantially higher energy expenditures as compared to traditional office seated typing, and this ranged from a 1.8 to a 2.3-fold increase.





THE QUICK READ

- Many people struggle to dedicate the recommended minimum 30 minutes each day to exercise
- A large percentage of many people's waking hours are spent in sedentary office jobs
- Researchers compared the metabolic costs (VO₂, HR, energy expenditure) for study participants at rest; while seated and typing; while using a stationary foot cycle and typing, and while using a treadmill desk and typing
- The study found that both the treadmill typing and cycle typing scenarios resulted in substantially higher energy expenditure than regular seated typing, with no detriment to typing capacity.



Given the poor health outcomes associated with sedentary behaviour and sitting time, there is merit to a little extra work at work



Pros: This is an interesting study. It is not surprising that typing while walking on a treadmill had the highest energy expenditure, however, if we consider the big picture, the findings indicate the potential of such behaviour to significantly impact caloric expenditure. For example, if a person were to use a treadmill desk for just 30 minutes per day each working day, they would burn 460kcal per week, which over a year would equate to over 22,000 kcal. If a kilo of fat equates to approximately 7,700kcal, then a person could potentially lose 2.8 kilos of fat a year (not that you can lose only fat). If you have a client or patient who is seriously interested in improved weight management, we believe this is a small investment that would be worthwhile, provided they complete the exercise on a regular basis.

Cons: None. We price checked and found a number of bike desks (i.e. bike is under the work desk, or a bike with a work desk mounted on it) available in Australia ranging in price from \$30 to \$600, although these devices are somewhat limited in terms of the intensity of exercise (i.e. watts). Treadmill desks that include the actual treadmill are understandably more expensive at up to \$1,400). However, when you consider the accumulative effect of a small daily change in an individual's energy expenditure at work over a yearly period, these devices can have a significant impact. Given the poor health outcomes associated with sedentary behaviour and sitting time, there is merit to a little extra work at work. **N**

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Schuna, J., Hsia, D., Tudor-Locke, C., & Johannsen, N. (2019). Energy Expenditure while using workstation alternatives at self-selected intensities. *Journal of Physical Activity and Health*. 16: 141-148.

Climstein, M. & Walsh, J. (2011) Research Review: Paid to exercise at work: does this make you a 'professional exerciser'? *Australian Fitness Network*, Winter 2011: 28-29.

Dr Mike Climstein, PhD FASMF FACSM FAAESS AEP

Dr Climstein is one of Australia's leading Accredited Exercise Physiologists. He is a faculty member in Clinical Exercise Physiology, Sport & Exercise Science at Southern Cross University (Gold Coast). michael.climstein@scu.edu.au

Joe Walsh, MSc

Joe is a sport and exercise scientist. As well as working for Charles Darwin and Bond Universities, he is a director of Fitness Clinic in Five Dock, Sydney. fitnessclinic.com.au

New study supports focus on physical activity for time-poor

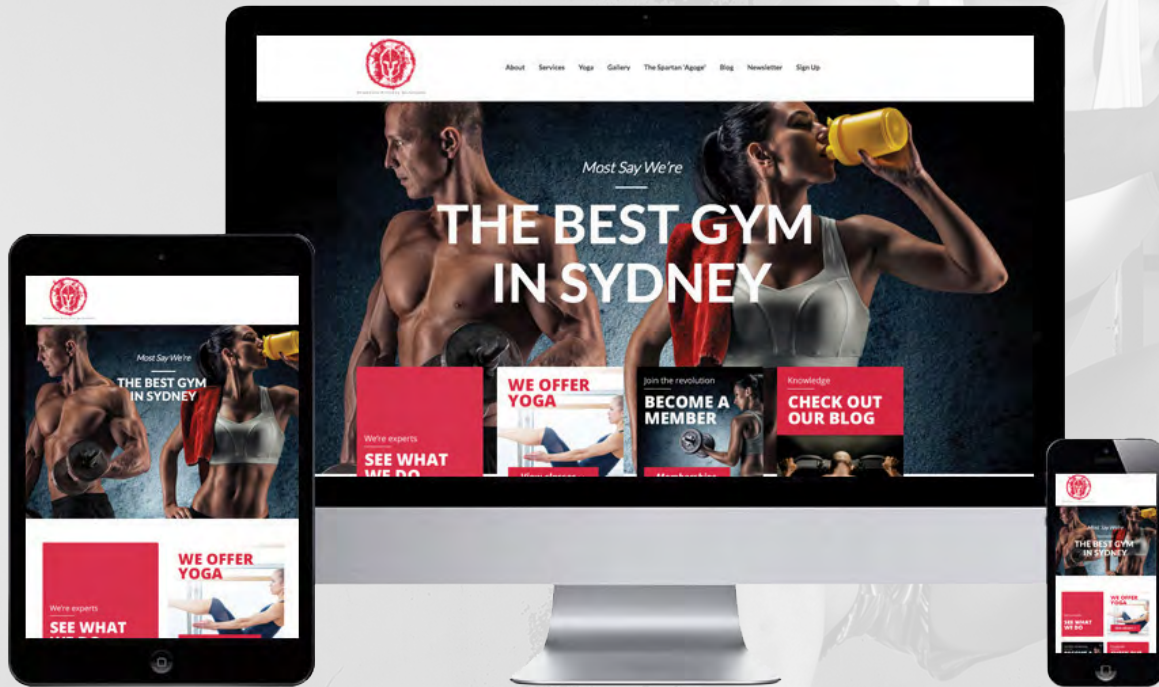
A recent study published in the British Journal of Sports Medicine shared a similar theme to Schuna et al, in its focus on high intensity incidental physical activity (HIIPA), which it defines as 'any activity that is part of one's daily living that is not done with the purpose of recreation or health and requires no sacrifice of discretionary time.' [Click here to read more.](#)



Image courtesy Lifespan Fitness lifespanfitness.com.au

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IS POST-NATAL RECOVERY LIKE RECOVERING FROM A SPORTING INJURY?

The physical impact of pregnancy and childbirth may differ to that experienced in sporting injuries, but the need for a support team to aid recovery is just as important, says women's health expert *Dianne Edmonds*.

Professional athletes recovering from an injury will have a support team of trainers, physiotherapists, massage therapists and coaches around them to enhance and optimise their recovery. They will take the medical advice given and follow timeline guides provided, while optimising retraining and rehabilitation to strengthen weaknesses, stretch appropriately, recover balance and proprioception (joint position sense) to return to performance levels.

Pregnancy and birth changes affecting recovery

Post-natal recovery can be likened to recovering from a sporting injury, although pregnancy and birth cause physical changes of a different type. These include:

- Stretched and lengthened abdominal wall muscles
- Linea alba changes, including potential thinning and widening to cause an abdominal muscle separation
- Changes to the pelvic floor and potential stretch and injury to muscles, connective tissue and nerves during a vaginal delivery
- Scar tissue formation and healing, either following a vaginal delivery or following birth via a caesarian section





- Postural changes from pregnancy that may have caused hip flexor, back muscle or joint tightness.

Post-natal women are also affected by changing hormones, as the body adjusts from pregnancy, as well as breastfeeding hormones which can affect the body's recovery. Altered and interrupted sleep patterns are also common for post-natal women, and these can affect healing and recovery time.

Energy levels also need to be considered in the recovery process.

Forming a team of support

Fitness professionals working together with medical professionals and women's health physiotherapists can build a support team around a recovering post-natal mum. Child and Community Health nurses also can form part of this team, as can mother's groups and networks providing support groups, such as Breastfeeding Australia, to assist in the overall health and wellbeing of the mother.

Recovery timeline

Timeline guides can be given to women based on the physiological and hormonal changes known to have taken place during pregnancy and from the birth process.

Healing time for collagen and connective tissue will depend on the extent of any tissue damage incurred during the birth process. Collagen repair needs appropriate levels of force applied to assist healing which starts



Fitness professionals working together with medical professionals and women's health physiotherapists can build a support team around a recovering post-natal mum



in the early weeks following injury and can extend over 12 months or more.

When training post-natal clients, it is advisable to consider their recovery in terms of stages.

0 – 6 weeks

Early post-natal recovery exercises

Some clients will have access to a physiotherapist early post-birth, others will not. To prepare your client for this stage, you can pre-program during the third trimester of their pregnancy.

Home programs can include:

- Pelvic floor exercises
 - gently initially, and building up endurance and hold time steadily
- ensure relaxation between voluntary contractions
- Post-natal abdominal wall bracing
 - this can be done in sitting, standing and side-lying and, when comfortable after 3-4 weeks, in the hands and knees position, although some clients may prefer to wait until they have seen you before introducing this latter option.
- Pelvic tilts and back mobility exercises
- Thoracic mobility exercises
- Neck and shoulder stretches
- Walking.

REPRESENTATION OF REGAINED SOFT TISSUE STRENGTH

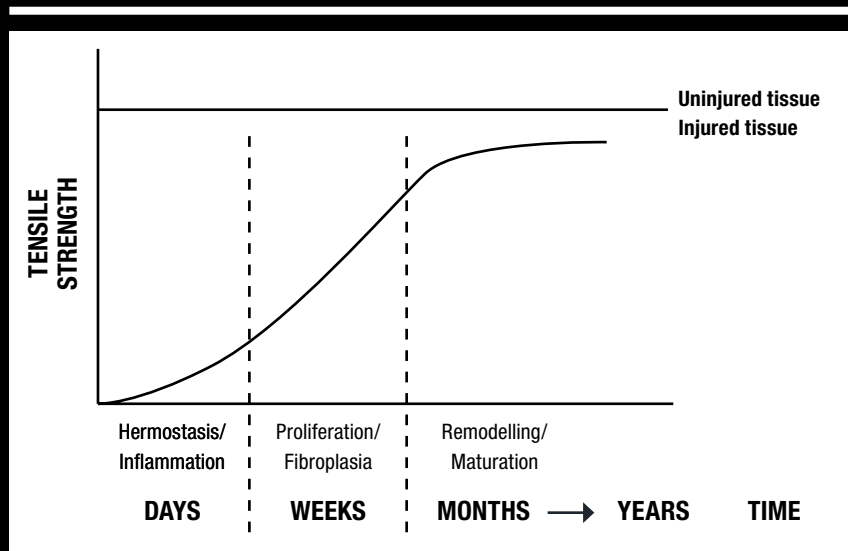


Image source: electrotherapy.org/modality/soft-tissue-repair-and-healing-review

Post-birth recovery from a caesarian section can take time with wound healing occurring in the first 2-3 weeks, then scar tissue formation deepening over the next 2-3 weeks.

6 weeks to 3 – 4 months

Regaining core and pelvic floor control and building fitness

During this time your client's pelvic floor strength, endurance and supportive capacity is being regained, so it is essential to work closely with her to ensure there is protection of the pelvic floor during training.

Focus on:

- rebuilding abdominal tone, strength and endurance capacity
- shortening the abdominal wall
- ensuring no strain on an excessive abdominal separation (if < 2cm, and no tenting or doming of the separation, then this doesn't require caution)
- enhancing recovery of excessive abdominal wall separation.

This is done through appropriate post-natal levels of abdominal wall retraining and load progressions. Progressively build strength, resistance and cardio training levels that can be adjusted to the client's energy levels, core recovery levels and desired outcomes.

One main precaution

Studies show that in Australia one in three women who have ever had a baby wet themselves, according to The Continence Foundation of Australia. Protection of the pelvic floor to promote optimal recovery when working with post-natal women will help to protect your client from becoming one of these women.

MATCHING YOUR FEMALE CLIENT'S TRAINING TO HER LIFE STAGE

Click [HERE](#) to listen to the UK's leading female health and fitness educator, Jenny Burrell, talking with The Fitness Industry Podcast about post-natal recovery, pelvic floor screening and the need for self-compassion.



One in two women who have had a baby have some degree of pelvic organ prolapse. The Boat Theory is a good way to explain to women about their pelvic floor recovery process.

Imagine that 'the boat' represents the internal pelvic organs and that as it sits on top of the water it is attached by ropes to the jetty, which are the ligaments that support the pelvic organs. The pelvic floor is the water level, so when the pelvic floor has normal supportive tone, there is no tension on the ropes.

After pregnancy and birth, if the pelvic floor muscles are stretched, the 'water level is lower'. If jumping, running, bouncing or impact exercises are added, tension will soon be placed on the 'ropes'. With time, this could cause the ropes to overstretch, and if the 'water level' remains lower, the 'boat' or pelvic organs are less supported. This can lead to a pelvic organ prolapse, if the pelvic floor is not restrengthened and the supportive internal ligaments not protected. This can occur for some women soon after the birth, or even months later. For others, a prolapse can develop years later.

Pelvic floor retraining and protection to improve pelvic floor function during the post-natal recovery stages can help to reduce the risk of a pelvic organ prolapse from occurring.

4 months to 8 - 12 months

Testing and strengthening with training progressions

Depending on the rate of recovery of your client, it can take between four to six months or longer for them to feel 'back to normal' and to be able to return to previous activity levels. Some women may choose to modify

THE BOAT THEORY

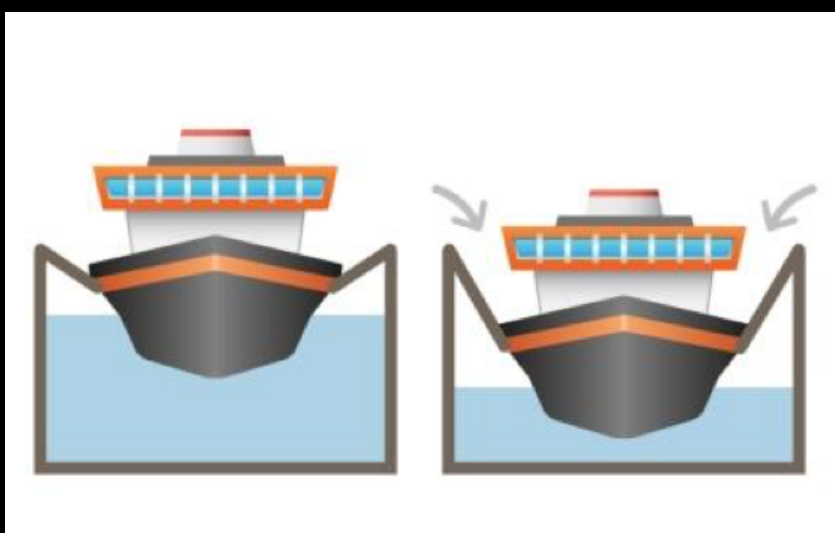


Diagram reproduced with permission from The Continence Foundation of Australia



Depending on the rate of recovery of your client, it can take between four to six months or longer for them to feel 'back to normal'.





THE QUICK READ

- Post-natal recovery can be likened to recovering from a sporting injury
- 1 in 3 women who have ever had a baby experience urinary leakage, and training of the pelvic floor will help to reduce the risk of this
- In the first six weeks early post-natal recovery exercises include walking, pelvic floor and post-natal abdominal bracing and back stretches
- From 6 weeks to 3-4 months, the focus should be on regaining core and pelvic floor control and building fitness
- From 4 months onwards, progressively build intensity and training load
- At each level of increased training, clients should not experience any 'warning signals' from their recovering body during or after training, such as back or pelvic pain or pelvic floor issues.

FURTHER READING

1. Breastfeeding Australia: www.breastfeeding.asn.au
2. The Continence Foundation of Australia: www.continence.org.au
3. Fitness Australia's Pre and Post-Natal Exercise Guidelines https://bp-fitnessaustralia-production.s3.amazonaws.com/uploads/uploaded_file/file/219/Pre-and-Post-Natal-Exercise-Guidelines.pdf
4. Tania Tian, Stephanie Budgett, Jackie Smallbridge, Lynsey Hayward, James Stinear and Jennifer Kruger (2017). Assessing exercises recommended for women at risk of pelvic floor disorders using multivariate statistical techniques. *Int Urogynecol J.* 2018 Oct;29(10):1447-1454. doi: 10.1007/s00192-017-3473-6. Epub 2017 Sep <https://www.ncbi.nlm.nih.gov/pubmed/28905083>



their program intensity levels due to sleep pattern alterations affecting energy levels, or because they still feel that their pelvic floor needs further recovery time and specific attention.

Clients returning to running, higher impact exercise and sport can progressively build their intensity and training load. At each level of increased training, they should not experience any 'warning signals' from their recovering body during or after training. These can include:

- back pain
- pelvic floor or vaginal heaviness or pressure
- leakage of urine or difficulty controlling their bladder
- pelvic joint or ligament pain
- lower abdominal wall discomfort, pressure or pain.

If any of these occur during or after training, including up to several days after training, then step down their intensity for at least one to two weeks before rebuilding it.

If any of these symptoms continue, refer them to a local physiotherapist working in women's health or back to their GP.

When a player is recovering from a sporting injury, such as a knee or ankle injury, they will be tested before returning to the full game. They may attend training

partially after a rest period, then build their training time and intensity back up again, before fully testing if they are ready to perform in the game. Similarly, post-natal women should listen to their bodies, take time to recover post-birth, and rebuild their core and pelvic floor fitness levels, along with their resistance and cardio fitness, to avoid ongoing symptoms from overtraining too soon. **N**

MORE?

To develop your expertise in training pregnant and post-natal clients, [CLICK HERE](#) to find out more about Network's range of courses, accredited for CECs and CPDs.

Dianne Edmonds

A physiotherapist based in an obstetric GP clinic, Dianne is a course creator, Women's Health Ambassador for Australian Fitness Network and the Director of The Pregnancy Centre. She has worked in women's health and fitness for 25 years and was integral in the development of the Pelvic Floor First resources.



ONLINE COURSE

100 STEPS TO PLANK: BUILDING ABDOMINAL STRENGTH

Build your clients core fitness levels systematically, particularly when working with women who have experienced abdominal muscle wall changes following pregnancy and childbirth – all while protecting the pelvic floor, spine and pelvis.



About course creator, Dianne Edmonds

Dianne is a physiotherapist with over 20 years of experience with pregnancy, postnatal and pelvic floor education, treatment and fitness programs. She was the lead physiotherapist and project officer for the Pelvic Floor First project, run by the Continence Foundation of Australia and is a Pelvic Floor First Ambassador.

\$129 (NETWORK MEMBERS)
5 CECS/CPDS



MORE INFO
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THE KEYS TO

STRENGTHENING WILLPOWER

By helping clients train their brains to get better at forgoing immediate gratification, we can assist them in reaching their long-term goals, writes exercise scientist *Dr Morwenna Kirwan*.

One brain, two minds

Researchers have long considered that although we have only one brain, we have two minds. That is, it can be helpful to think about our behaviour, and our choices, as if we have two independent 'minds' that function with different motives.

We have a mind that only cares about immediate gratification. This short-term focused mind cares about maximising pleasure and minimising stress, pain and discomfort. When this mind is most dominant, we have a narrowed focus and often make impulsive decisions, such as choosing the chocolate cake for a snack, rather than the handful of almonds. We don't consider long-term consequences.

Conversely, we have another mind: one

that sees the bigger picture, that cares about long-term goals and is willing to tolerate discomfort in order to reach them. When this mind is most dominant, we think through our decisions carefully, we weigh up the pros and cons, we consider the consequences of our choices and we check in to ensure that making a certain choice aligns with our long-term goals. When we decide to go for a run rather than sit on the couch and binge-watch Netflix, we are tapping into this long-term focused mind.

It's helpful to consider that these two minds interact constantly in the brain, resulting in a state of 'inner conflict'. We want to reward ourselves now, but we also want to attain goals that require us to forego immediate pleasure.

SHORT-TERM FOCUSED
 Immediate gratification by maximising pleasure and minimising stress, pain and discomfort.

LONG-TERM FOCUSED
 Willing to tolerate discomfort in service of a valued goal.



Admittedly, this 'two-minds' explanation is an oversimplification of the complex systems of the brain, but it helps in understanding why your clients may tell you how committed they are to losing weight, getting fitter, and making healthier choices, but within a week fall off the wagon, eating pizza and drinking beer on the couch all weekend. We are all human, and we all feel conflicted at times in making good choices.

What is willpower?

Willpower is the ability to do what matters most, even when it's difficult or when some part of us doesn't want to. To be successful in reaching our health goals, we need to align ourselves with the brain system that is thinking about long-term goals, rather than short-term needs or desires.

The good news is, we can train our brains to get better at forgoing immediate gratification. Neuroscientists have identified the area of the brain associated with this – considered the willpower centre of the brain – namely the prefrontal cortex (PFC).

Prefrontal cortex

The prefrontal cortex (PFC) is the area of the brain that lies directly behind the eyes and the forehead. Evidence from brain imaging studies has found that when an individual attempts to control their impulses or behaviour there is heightened

activity in this area of the brain. The PFC is responsible for many executive functions, including: decision making, considering the future consequences of current activities, planning, working towards a goal, predicting outcomes, evaluating those outcomes and self-regulation.

Before we focus on how you can strengthen this area of your brain, it is important to understand what behaviours and mind-states impair the PFC functioning.

Alcohol

The first and most obvious is alcohol. When you drink alcohol, you decrease the activity in the PFC. This explains why drinking alcohol can cause us to act without thinking and to make poor choices. When you are hungry after a night of drinking, you are unlikely to choose a salad!

Stress

Researchers have found that chronic stress can actually shrink the PFC and increase size of other areas, such as the amygdala – highly responsible for our basic survival mechanism: fight, flight, or freeze. The purpose of our stress response is to be impulsive, react quickly – assess the threat and fight it or flee. This stress response serves us in times of real danger, however it can undermine our ability to pursue long term goals. Adding to this is the fact that we often turn to not-so-desirable habits when we feel stressed to make ourselves feel better – eating a doughnut, scrolling Facebook, smoking a cigarette. We can get stuck in a cycle of feeling stressed and then needing to soothe ourselves.

Sleep

You don't have to be a neuroscientist to know that being sleep deprived undermines your ability to be a willpower machine. Research shows that sleep deprived individuals are more likely to give in to impulses, have less

focus, and make other questionable or risky choices. Lack of sufficient sleep (less than 6 hours) has been shown to decrease the ability of the PFC to uptake glucose (its fuel source) and use it efficiently. This also explains why when we are sleep deprived, we often experience sugar cravings.

Hunger

You have probably had clients that have 'skipped' a few meals in their effort to lose weight. You may have also noticed that many of them have a willpower failure soon afterwards and eat everything in sight. Your PFC is attuned to the level of glucose in your blood – when it drops your brain panics. It takes you out of the PFC and into the more impulsive areas of the brain responsible for seeking food for survival. We have all heard of the advice to not go food shopping hungry. In such circumstances it is difficult to make healthy decisions when you don't have the full capacity of your PFC to support you.

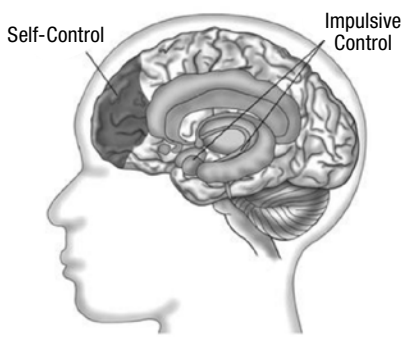
So, drinking alcohol, feeling stressed, being deprived of sleep and feeling hungry will undermine the capacity of your PFC to fire on all cylinders. Before we can explore some strategies to strengthen your PFC, and thus your willpower capacity, it is important to understand how willpower works.

Researchers have been fascinated by willpower since the 1960s and have made a few important findings around how it works.

Willpower is like a muscle

Our capacity to utilise willpower is similar to that of a muscle – it varies in strength, not only from person to person, but from moment to moment. Even well-developed quadriceps fatigue after a hard workout, so to your willpower reserve can be depleted if it experiences too much strain. If you have slept well overnight, you might start your day having fully charged your willpower capacity. Over the course of the day you exert willpower, making decisions, fighting distractions, resisting the urge to punch someone in the mouth, holding your tongue, pretending to like your colleague, and laughing at inane jokes. It makes sense then, that our willpower failures often occur in the afternoon and evening, and usually result in cheating on our diet and skipping the gym.

The news isn't all doom and gloom. Your willpower capacity resembles a muscle in more ways than one. Not only does it show fatigue, it also gets stronger by doing certain activities. The fatigue effect is immediate, the strengthening is delayed, just like with resistance training.





THE QUICK READ

- We all have a short-term mind that cares only about immediate gratification, and a mind that is willing to tolerate discomfort in order to reach long-term goals
- By appreciating this constant state of inner conflict, we can understand why clients often behave in a manner that is contradictory to their stated commitment to their fitness goals
- Willpower is the ability to do what matters most, even when it's difficult or when some part of us doesn't want to
- Certain behaviours can be managed to strengthen the prefrontal cortex (PFC), the area of the brain responsible for willpower
- Reducing alcohol intake, hunger, stress, and poor quality sleep can strengthen willpower, as can exercising and meditating.

What strengthens willpower?

Two researchers conducted a study using a technique to improve willpower. At the end of the study the participants reported the following:

- improved attention span
- improved ability to tune out distraction
- less smoking, drinking, and caffeine
- less junk food, more healthy food
- less television
- more studying
- saving more money, fewer impulse purchases
- more in control of emotions
- less procrastination, and better at being on time.

So, what was the miracle drug? Physical exercise! Now I realise I am preaching to the converted, but it is important to keep in mind how powerful exercise is. Physical exercise induces structural and functional changes across different brain regions, including making the PFC larger.

In the research conducted on this topic, participants started off slowly with exercise – going to the gym once a week for the first month and slowly increasing frequency and intensity after that. To start getting all of the benefits listed above, support your clients in making an exercise plan that is consistent,

and not overwhelming.

Physical exercise is the first strategy to strengthen willpower, the second strategy, and the one you may not have tried, is meditation.

The holy grail of willpower

If you aren't familiar with meditation – it is essentially a practice of sitting still, focusing your attention on one point and when your mind wanders (which it will), noticing that it has wandered and coming back to the one point of focus. Often this one point of focus might be your breath.

Meditation is without a doubt the most direct way to strengthen your willpower capacity – it is a practice in willpower. It is well established that meditating activates your PFC and leads to an increase in the concentration of grey matter in that area of the brain over time.

Meditation improves a wide range of willpower skills, including attention, focus, stress management, impulse control and self-awareness. It changes both the function and structure of the brain to support willpower. For example, regular meditators have more grey matter in the PFC. And it doesn't take a lifetime of practice, brain changes have been observed after eight weeks of brief daily meditation training.

The following meditation technique will get the blood rushing to your PFC, which is pretty much the closest we can get to directly strengthening your willpower capacity.

1. Sit still and stay put. You can either sit on a chair with your feet flat on the ground or sit on the floor with your legs crossed. Try to resist the impulses to move: see if you can ignore itches and urges to change your position. Sitting still is an important part of meditation because it teaches you

not to follow your impulses automatically.

2. Turn your attention to your breath. Close your eyes and focus on your breathing. In your mind say 'inhale' when you breathe in, and 'exhale' when you breathe out. When you notice that your mind is wandering, bring it back, and keep focusing on your breathing. This activates the PFC and quiets the stress and craving centres of your brain.
3. Notice how it feels to breathe and how the mind wanders. After a few minutes, drop the words 'inhale' and 'exhale', and focus solely on the sensation of breathing. Your mind might wander a bit more without these words. However, when you notice that you are thinking about something else, bring your attention back to breathing. You can say 'inhale' and 'exhale' for few rounds when you find it hard to refocus. This part helps to train both self-awareness and willpower.

It's interesting to note that being bad at meditation is good for willpower. The more your mind wanders, the more you get to bring it back to your breath.

By helping your clients develop an exercise habit that is enjoyable enough to become consistent, and encouraging them to introduce even small elements of meditation to their day, you can equip them with the tools to strengthen their willpower and achieve their goals. **N**

Dr Morwenna Kirwan, PhD

Morwenna is an exercise scientist focusing her research on motivation and behavioural health psychology. With 20 years' fitness industry experience, her passion lies in translating the latest scientific evidence into highly practical ideas that help people improve their health. morwennakirwan.com / twitter.com/mkirwan

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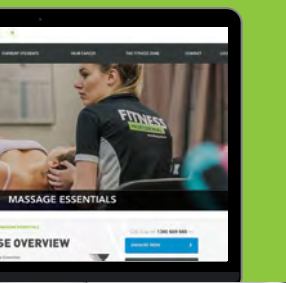
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GROUP FITNESS MANAGEMENT

REWARD THE PASSION, SKILLS AND LOYALTY OF YOUR TEAM

Reward and recognition for instructors will help build a happy and reliable team – and fortunately for budget-conscious managers, it needn't always be financial, says GFM Kirsty Nield.

Reward and acknowledgment are an important part of group fitness management. By recognising good work, the GFM is more likely to get the most out of their team of instructors. Reward is all about the GFM building good relationships with their team of instructors, which results in the instructors happily supporting their manager. They are more likely to help out with covers, contribute to launches, attend meetings and training opportunities, and be reliable and loyal to the gym. Happy instructors result in fuller classes, fulfilled members and longer-term gym memberships.

Many instructors don't teach classes just for the money – they do it because they love it. Therefore (fortunately, considering today's financial climate), reward doesn't always need to be in the form of high pay rates or financial incentives. Simple and cost-effective ways of showing appreciation

and acknowledgement often suffice.

Following the previous articles in this series, which looked at how to create a dynamic group fitness team and how to promote classes, this article provides an array of techniques to build relationships through reward and acknowledgment. These should be kept safely in the GFM bag of tricks and pulled out whenever the team needs a fresh burst of enthusiasm, a morale boost or even a bit of a kick up the butt!

Rewards

An effective way of recognising the hard work, passion and skills of group fitness instructors is by providing rewards. Here are some great, cost-effective ways of doing so.

1. Praise

Simple praise is free, it's easy to provide and will always be appreciated by the recipient. It can be as simple as a handwritten thank you note or a private conversation about how much the GFM appreciates the instructor's efforts. A Freddo Frog in the pigeon hole of an instructor that has helped the GFM or an appreciative Facebook post can facilitate an ongoing dialogue between instructors with

“

Rather than giving the instructors a lecture on how to form better relationships with people, I set them a challenge...

”

regards performance, and can improve engagement.

2. Responsibility

The amount of responsibility an instructor is given should directly correlate with how capable they are. Selecting instructors to take the lead on instructor training or giving them the authority to make their own judgment calls without the involvement of the GFM shows them that the GFM believes they're capable.

3. Showcasing

A gym's best instructors are its rock stars. Providing them with the opportunity to lead by example will reinforce their value to the club. This can be done by asking individual instructors to lead a specific program, and giving them a corresponding title, such as 'HIIT Leader', 'Head of Aqua Fitness' or 'Seniors Program Leader'. These people can be put in charge of updating other staff regarding the latest trends in their area, helping mentor new instructors and letting the GFM know if there are any problems with equipment or complaints regarding their program. As well as making them feel validated, this will also inspire other employees to compete for the top spot.



4. Event recognition

Having a whiteboard in the staff room and using it to acknowledge instructor achievements and occasions, such as 'Happy Birthday Sanuli!', 'Well done for receiving your BODYATTACK Certification Sam!' or 'Congratulations on your engagement Tom!', lets instructors know the GFM is interested in them and their achievements and wants to share it with the team.

5. Tokens of appreciation

Management may be able to supply the GFM with resources that they can give to instructors who have gone above and beyond. These could include coffee vouchers, supplement samples or free visit passes for the gym for them to share with friends. Finding one of these tokens of appreciation in your pigeon hole will always put a smile on an instructor's face.

Instructor challenges and competitions

As a leader, it is the GFM's job to lift the skills and performance of the instructor team to the highest level. This can be done by motivating and energising them to become better instructors and make more effort in their classes.

In general, instructors are people who like the limelight. They love to be noticed and are often quite competitive. Therefore, a really effective way of building team spirit and enabling instructors to interact is to set a challenge. The following are two examples of challenges that I found to be effective at getting instructors to communicate, both with each other and members.

1. Connection challenge

After attending several instructors' classes I felt there was a lack of connection between the instructors and the class participants. In business, particularly within the gym environment, customer satisfaction is vital for ongoing success. Therefore, if instructors are not engaging with the customer (their participants), class numbers may suffer. Inclusion and engagement make people feel good, which will keep them coming back week after week.

Rather than giving the instructors a lecture on how to form better relationships with people, I set them the Connection Challenge, shown on the right, on our club's Instructor Facebook group page:

Participation selfie challenge



Your Group

May 1 at 8:30 AM

CONNECTION CHALLENGE

One of the biggest keys to building class numbers and creating a real following for you and your classes is connection with members.

Getting to know your members and making them aware that you care about them and want to help them reach their goals is super important.

So, this month, during each class you teach, your challenge is to learn the name and something about at least one person. Once you have done this, post it here on our FB group. If they are ok with it, you can also post a photo.

Here are some tips:

- Try to focus on new members.
- Give yourself some extra time before and after class to get among the class to chat.
- Keep a notebook in your bag, or use the notes in your phone, to jot down the names so you don't forget them.
- Let the class know about the challenge so you can get them to volunteer the information to help you get ahead.
- Try to remember the name and use it again next time you see them.

At the end of the month, each connection will be tallied and divided by the number of classes you teach, so we end up with an average per class for each of you.

Let me know your thoughts and if you are on board with this FUN challenge!

The outcome from this challenge was fantastic. During the month, over 30 posts were made with instructors sharing their stories of meeting their class members. The instructors became more aware of how to connect with their classes and how others achieved this goal. It also helped the instructors interact with each other and commend each other on their connection skills.

2. Participation selfie challenge

I regularly attend other instructor's classes. Whenever I do, I pick up ideas for my classes, different ways of cueing and great insight into how others teach. This is a useful strategy that all instructors can benefit from. To encourage instructors to do this, I set them the Participation Selfie Challenge shown on the left, on our club's Facebook page.

This challenge was really successful, with all of the instructors attending numerous classes and taking advantage of having a reason to participate in classes they hadn't previously tried. The instructors were able to learn from each other's teaching styles, increase their fitness and show support for each other – outcomes that benefit both instructors and members.

Recognition

The life of an instructor isn't always easy. The training required to become an instructor, and the ongoing professional development and upskilling needed to remain an instructor, takes real commitment. Instructors have to continually deal with difficult members, take complaints and insults on the chin and, often, juggle another job in addition to teaching classes. They often drop what they are doing to help out with covers and in many cases don't get much appreciation. It's a tough gig!

The fastest way of winning instructors trust and loyalty is for the GFM to go above and beyond in showing appreciation and recognition of their achievements. The following are some key accomplishments worthy of recognition:

1. 100% class attendance

Each week for a month, post a list on your Facebook group page of all classes that had 100% attendance for that week. Tag the instructors who were teaching the class and congratulate them for hitting that goal.

2. Being a covers hero

Maintain a record of every time an instructor does a cover, by keeping a tally or getting the instructors to fill out a slip of paper with their name, the class they covered and date on it and putting it in a box. Every six months, count the total number of covers by each instructor and award first, second and third prizes to those with the highest numbers. Rewarding covers means the instructors know they are appreciated and will be more inclined to put themselves out to help out with covers when needed.



Your Group

June 1 at 7:30 AM

PARTICIPATION SELFIE CHALLENGE!

For the entire month I am setting you a brand-new challenge! You need to attend one other class taught by another instructor each week, or as many as you can get to. When you finish a class, make sure you get a nice sweaty selfie of you and the instructor and post it here. WHY? Attending other people's classes is a great way of picking up ideas, learning new moves and showing support and encouragement to your fellow instructors.

If you would like to get on board with this challenge, get moving, start sharing ideas and post your inspiring photos here!



THE QUICK READ

- Club budgets seldom allow for monetary bonuses as rewards for excellent work, so it's important for GFM's to make instructors feel valued through other simple and cost-effective methods
- Praise, added responsibility and small tokens of appreciation like coffee vouchers and free gym passes for their friends or family can help you display appreciation
- Challenges and competitions that encourage instructors to grow their skills and class success can also involve elements of reward and recognition
- Providing the opportunity for upskilling makes instructors feel valued, while also increasing the quality of service they deliver and their adaptability.

3. Great feedback and upskilling

Recognition can be as simple as saying 'thank you' when an instructor helps, or commending them when they complete some training or receive some good feedback. This can be done by taking photos of feedback forms and posting them on Facebook.

Communication, staff meetings and catch-ups

When instructors feel like they don't know what is going on around the gym or with the timetable, it makes them feel like their opinion doesn't matter and they are not valued. Regular communication with instructors, therefore, is very important.

This can be done by sending out a weekly email to the instructors and other gym staff addressing any timetable changes, promotions, achievements and other business happening around the gym. It is important that everyone knows what is going on in the Group Fitness space and no one feels neglected.

While Facebook groups provide a great platform for communication, nothing beats face-to-face interactions. Regularly catching up with instructor's can be quite difficult and due to clashing timetables and schedules there will be some instructors the GFM rarely sees. It is important that the GFM attends these instructor's classes once or twice a year, both to let them know they are not forgotten and to check that their teaching is up to scratch.

Other ways of catching up with instructors include:

1. Staff meetings

These are important for covering items such as general housekeeping, including timesheets, batteries, procedures and policies, qualification updates, introduction of new instructors, brainstorming for new classes, discussing launch themes, timetable changes and general discussion of the latest trends and research. Staff meetings are a good chance to get the team together and allow the instructors to connect with each other.

It is not usually possible to pay instructors to attend meetings, so their presence is generally voluntary as well as being subject to their availability around other work and life commitments. This makes it even more important to make staff meetings fun and

beneficial for the whole team. Combining staff meetings with training, workshops, social events or catch-up drinks is a good way of enticing instructors to attend.

2. Casual catch-ups

It is really important for the GFM to make face-to-face contact with all instructors from time to time. As well as allowing the GFM to see how the instructor is doing, this lets the instructor know they are well supported and provides an opportunity to discuss any changes or concerns. A one-on-one catch-up could just be a quick coffee meeting or a chat in the staff room.

3. Social events

Once or twice a year, the GFM should organise a catch-up with the whole team of instructors. This could include dinner, movies, bowling, rock climbing or any activity that appeals to the whole team.

Upskilling

Another important way of showing support for the group fitness team is for the gym to host training opportunities for the instructors. Training could be in the form of an informal practical brainstorming session, in-house training run by one of the more experienced instructors on the team, or a more formal CEC workshop run by a professional trainer

Running upskilling opportunities can be used to either train instructors in a new program or to fill a gap in the skillset of the team. Not only does upskilling broaden the knowledge of team members, it also makes them more adaptable and improves the general standard of instructors at your club.

The group fitness team is one of the most valuable assets of a gym. A cohesive team which runs like a well-oiled machine can take the group fitness program from 'ho-hum' to 'wowzers' and make classes better than those found at any other gym. The best way of achieving this is by having a team which is well informed, well-educated and feels appreciated. **N**

Kirsty Nield

Over the past 20 years Kirsty has established herself as one of Australia's leading group fitness instructors and educators. A GFM for the past decade and a fitness presenter since 2012, she is passionate about mentoring and educating fellow fitness profession



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ABOUT THE COURSE CREATOR



KIRSTY NIELD

Over the past 20 years Kirsty has established herself as one of Australia's leading group fitness instructors and educators, creating and delivering challenging and dynamic group fitness classes. A GFM since 2009 and fitness presenter since 2012, she is passionate about mentoring and educating fellow fitness professionals.

YOGA FOCUS

NEW TOOLS FOR RECOVERY

Even yoga instructors and practitioners can injure themselves. YogaFit founder, *Beth Shaw*, looks at some tools for assisting recovery.

My life of exercise sometimes leaves me feeling a little sore, depleted and, on a few occasions, injured. Knowing and listening to your body is crucial and a yoga practice gives us that gift. What happens though, when we get to the gym, the lactic acid subsides, and we overdo it without recovery? You could end up like me, currently nursing a partial Achilles tendon tear.

Fortunately, we live in an age in which a plethora of tools and technology are available that promote a more active recovery. If you find yourself injured but needing to fast-track your recovery, you may want to consider the following.

Cryotherapy

Cryotherapy is any treatment that involves the use of freezing or near freezing temperatures. Doctors have long recommended using ice packs on injured and painful muscles. Blood circulation is increased after the ice pack is removed, promoting healing and pain relief. While stepping into a freezing chamber may

not sound like your idea of a good time, it can really speed healing, reduce inflammation and flush out lactic acid. Cryotherapy can help with muscle pain, as well as some joint and muscle disorders, such as arthritis. It may also promote faster healing of athletic injuries and reduce pain. For a review of the research into the efficacy of cryotherapy, click here.

Compression sleeves

Leg compression sleeves benefit athletic performance, promote muscle recovery and can also help reduce swelling and prevent injury. The more oxygenated blood that the heart can supply to the muscles, the better the muscles can function. Wearing compressions sleeves create arterial dilatation, which increases the amount of blood flowing to the muscles, providing more of oxygen and nutrients. Compression leg sleeves add gentle, graduated pressure to your calves to help fight the effects of gravity. The circulation boost from compression reduces lactic acid, boosts the lymphatic system and reduces inflammation. With this increased circulation, recovery becomes faster from exercise with less discomfort. For your chance to win a pair of compression walking and running socks, check out the competition on page 31 of this issue of Network.

Red light beds and portable lights

Red light therapy is also known as low-level laser therapy (LLLT). It uses low-energy light emitting diodes (LEDs) or lasers as an alternative therapy for pain relief, or to

promote good cell functions. In contrast to high power lasers which can damage tissues, certain wavelengths of lasers have been reported as being effective in applications such as speeding up wound healing, reducing the symptoms of restless leg syndrome and lowering pain in diseases such as rheumatoid arthritis. It's an area worth doing some of your own research into, and you can find inexpensive handheld units to target pain areas.

Weighted blankets

Typically filled with small plastic pellets and ranging in weight from 2 to 8kg, weighted blankets reduce stress and tension in the body and mind. A weighted blanket is a lot like getting a firm but gentle hug. Weighted blankets reduce stress, anxiety and boosts mood through deep touch pressure stimulation. The result is reduced cortisol, stress levels, and inflammation. If you mention YogaFit when ordering at magicweightedblanket.com you can save 10% on blankets.

When it comes to recovery, of course, light movement, yoga, stretching and meditation are also important tools. Studies have shown active rest to be a key component to flush lactic acid, speed healing, and aid circulation. **N**

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Beth Shaw

Beth is CEO and Founder of YogaFit Training Systems Worldwide Inc. which has trained more than 200,000 fitness professionals across six continents. yogafit.com



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THE DEVIL IS IN THE DETAIL

PUSHING YOUR CLIENTS TO THE LIMIT SAFELY AND RESPONSIBLY—PART 2

Being fastidious about form may not be exciting for clients, but it will enable them to achieve greater gains while avoiding injury-induced downtime, says PT and performance coach *Susy Natal*.

Following on from the first part of this feature (click [here](#) to read), this article expands upon the topic of how to keep safe, but maximise the results of your clients who want to push hard, have big goals or who struggle to recognise their limits.

Whereas the first article focused specifically on the management of pain, how to approach different forms of pain and what they might mean, here we look at the importance of teaching precise technique and how to ensure your client successfully learns all the information necessary to maximise their results and minimise injury.

Learn before the burn

A concern that many trainers have is that if they are not smashing their client every single session, the client will not feel like they are pushing hard enough to achieve good results and they will leave. This will be true for certain personality types, but it is actually quite unsafe for clients in the long-run if they are always thrown into new movements without first mastering the correct execution. There needs to be a strong educational foundation targeting precision of technique. The best results are obtained when consistency is maximised, and avoiding injury is paramount for this.

Manage your client's expectations from the beginning, explaining that in the initial phases of training together, or whenever a new movement pattern is introduced, there will be some stopping and starting, and that the sessions will be a lot slower as you have a lot to teach them. If you back yourself from the start with an informative explanation about the importance of executing movements properly, most clients will understand this and will appreciate you taking the



“

Many mistakes occur in early stages of learning, so you need to keep your client safe while they are still figuring it out

”

time to teach properly, providing them with the extra level of detail that not everyone will give, and helping them prevent injury.

Consistent standards

It is then important to not drop this standard over time: clients will learn to perform movements well if they are consistently guided and given feedback. A client that practices more good repetitions of a movement will, over time, perform a movement more and more precisely, and see greater results than those who execute without any correction. If a client understands that they are avoiding niggles and visits to the physiotherapist, and are establishing a strong base upon which to build greater results in the long-term, they will appreciate the need for a bit less excitement at times in favour of education.

Explain to your clients that not all movement is equal. Movement that includes the deliberate activation of target muscles, passes through a specific range and angle of motion, and involves a certain level of control, will elicit a much greater result. The squat is a great example of this that you can discuss with a client to illustrate the importance of correct form. Failure to make depth will result in less activation than there should be of several muscles. Allowing the knees to cave inwards may, over time, lead to knee pain. Dropping and relying on rebound may increase risk of injury, and in many will result in less muscular activation. When you explain this to a client, they will be able to see that rushing to perform exercises incorrectly will not only expose them to injury, but will also be a waste of their time due to the lesser results they will attain.

Watch, listen, learn

When teaching movements, you need to take into account that there are multiple styles of learning, and that hardly anybody will learn in just one way. We are multisensory and social beings, and all of this comes into play in the process of learning a new skill. When you

teach a new movement, involve as many senses as possible, but not all at once. If you allow a client to absorb the same information repeatedly through several different means in sequence, you will maximise the detail that is absorbed.

When you first show a client a movement, try to have them just watch so that they can absorb the visual information of you performing several repetitions of the movement. Resist the temptation to speak immediately. You can then either start to speak after you continue performing more repetitions, or you can stop and then provide a verbal explanation from beginning to end of the movement.

When you explain a movement to a client, include information about what they should be feeling in different parts of their body – it is important to not forget tactile learning. This is then a good time to stop and check whether the client has any questions or need for clarification.

Your turn

Once you have answered any questions and can confirm that they are clear on what they are supposed to be doing, invite the client to try the movement. Note that when they are first practicing, you should never have a client try a new movement at a level of resistance that you predict to be their working weight, nor should you have them complete a large amount of repetitions. Many mistakes occur in early stages of learning, so you need to keep your client safe while they are still figuring it out. This is also the stage at which the greatest amount of tactile information is absorbed, so this is when you should check what they are feeling in different parts of their body: it may even be appropriate to move or prod them, as long as you have their permission to do so and warning them first.

Stop errors in their tracks

If you spot a systematic error, stop your client straight away: the mind is an association-making machine, and the more incorrect repetitions a client practices as a result of not being immediately corrected, the more likely they will be to continue performing these errors. Once they have completed a few repetitions, have them rest and provide them with verbal feedback on what you saw. Let them know which components they performed well so that they know what to continue doing, and then provide an explanation of what needs to change and



THE QUICK READ

- You will be able to push your clients further in the long-run if you lay a firm foundation of education about how to execute movements properly and ensure they know that correct form will never stop being important
- Ensure that clients understand how this can help with avoiding injury as well as getting more out of their training
- When teaching a movement to a client, show them the movement, explain it to them, including what they should feel, and invite questions before they attempt it
- Always provide feedback after the client first performs a movement and then have them repeat the movement, adding more detail to your feedback with each set. More involved techniques for learning include having the client teach you the movement, having the client take notes down about the steps involved and correct technique, and having the client take and submit films of movements for feedback regularly.

how. Once the client has received feedback, have them practice the movement again to check which additional pieces of information have been absorbed. Doing this a few times over will typically result in the client being able to perform the movement competently.

Advanced learning

There are some more involved steps in the learning process that not all clients will be willing to do, but for athletes or advanced lifters, and those who have injuries or great difficulty mastering a movement, the following techniques can be very helpful.

Role reversal

Have a client who has just learnt a movement explain back to you how to perform it. Teaching a movement requires in-depth understanding about it, and so you will be able to spot where the missing pieces of information may be for that client. It will also help them to reconcile the information that they have just learnt.

Retention

Learning is also greatly affected by information retention: even those who understand in great detail when you are teaching, may struggle to retain a large proportion of this information for the weeks to follow. For this reason, you should always encourage your clients to write down notes when you are teaching them new movements. The act of writing the instructions down, coupled with the fact they then have a resource to refer to, will help them to continue executing good repetitions in their solo practice.

Replay

For more complex movements, such as heavy compounds, expand upon the note-taking by encouraging clients to film themselves and submit these films to you for feedback. This may add a few minutes of work to your week, but it will ensure that your client is not undoing all their hard work by practicing incorrectly in their own time.

Step by step

When teaching new movement patterns and exercises, you need to provide as much information as possible without overwhelming the client with details. This is one of the many reasons why teaching very complex exercises to beginners does not always work, and why simple movement patterns are best for those new to exercise.

Because more involved movements typically build upon components that have been previously learnt for more basic exercises, clients are starting with a base knowledge and are therefore able to focus on, and absorb, the details of advanced movements.

It may not seem as exciting to the client to take things slowly and pay so much attention to mastering good form when they would rather be getting stuck in and smashing their way through movements, but by doing so they will achieve greater strength, size or fitness gains over the longer term through both maximising the efficiency of every movement and minimising the plateaus and downtime induced by injuries resulting from incorrect execution. **N**

Susy Natal

Susy is a Sydney-based performance coach, personal trainer, wellness writer and convention presenter. With a background in psychology and a focus on strength training for females, her integrated approach to training helps clients ranging from beginners to athletes achieve strength of body and mind. susynatal.com / [instagram.com/susynatal](https://www.instagram.com/susynatal)

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HEALTHY BODY, HEALTHY MIND

MOVING FOR MENTAL HEALTH

Fitness professionals are uniquely positioned to help clients who live with mental illness, writes movement coach and counsellor *Kylianne Turton*.

It's no secret that we feel good after a workout: we have experienced it ourselves and, anecdotally, clients report back to us their change in mood after a session. Research has also documented the benefits that exercise can have on mental wellbeing.

Mental illness is becoming one of the biggest contributors to global illness, and is a major cause of morbidity and mortality. Those who live with a mental illness are less active than their counterparts, so it would seem that the fitness industry has a significant role to play collectively, in terms of both prevention and enhancing quality of life.

As fitness professionals we are uniquely positioned to support clients who live with mental illness with a powerful protective strategy can improve their mental wellbeing.

When we break down what exercise can give do for us, beyond the aesthetic changes, it is clear to see why it is such an incredible coping strategy for mental illness clients.

Access to support, sense of community and connection

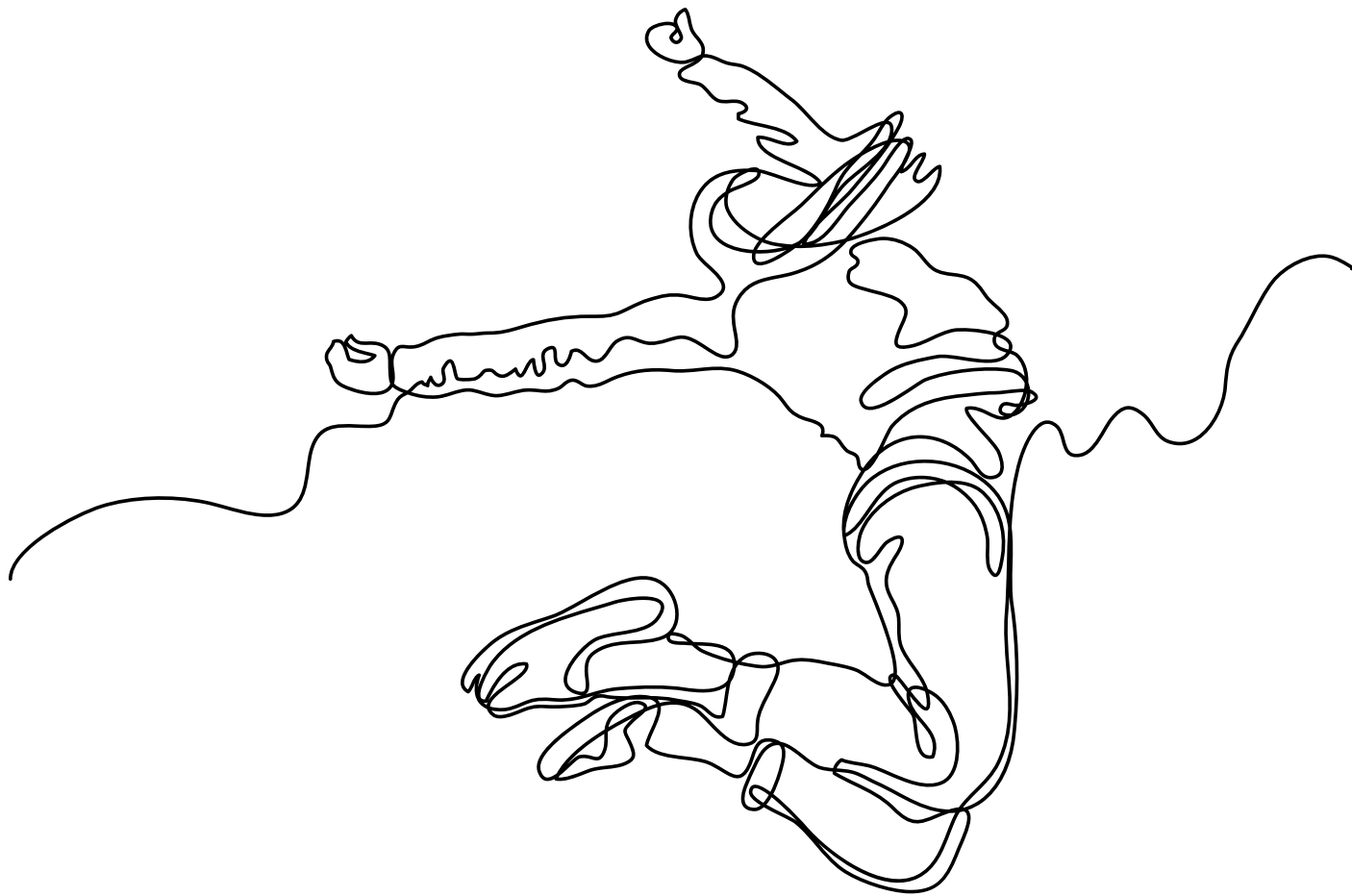
If experienced for long periods of time,

loneliness and isolation can affect our mental health and put us at increased risk of developing depression, anxiety, paranoia and panic attacks.

As fitness professionals we must not underestimate our ability to provide connection and a sense of community for clients. Whether personal training clients one-on-one, or delivering group sessions, the social interaction we provide can be incredibly valuable for those who are experiencing lack of connection and isolation. Remember to be inclusive and regularly check in with your clients or members to ensure they feel a sense of belonging within your business or facility.

Increased self-confidence, self-esteem and self-acceptance

If programmed correctly according to individual needs, exercise is an incredible tool to help clients reconnect to who they are, separate to their diagnosis. Take some time to come to really understand what it is that they need in order to build their confidence, esteem and acceptance.



Meaning and hope

Exercise is most beneficial to mental wellbeing – as to every area of health – when it is practiced consistently over a prolonged period of time. Helping clients set goals that create a sense of meaning and hope is highly recommended, and will look different for each individual.

These goals should not be based on physical changes and should instead focus on experiences or performances that promote feelings of self-confidence, self-esteem and confidence in the process. Examples are training for fundraising hikes, physical challenges or fun runs. In the process of training, clients will not only get a regular sense of achievement as they steadily increase their strength, speed or endurance, they will also learn a lot about themselves and their capabilities. When the goal is reached, have a debrief with them to discover what they learnt and discuss how they could ingrain those things going forward. I have seen incredible transformations in clients using this philosophy.

A place to safely explore creative problem-solving skills

We face challenges everywhere we turn in life, they are our greatest teachers if we allow them to be. Exercise is an incredible way for clients to be faced with a challenge and learn how to overcome their limiting beliefs and behaviours that hinder them in their daily lives.

Giving clients the opportunity to be challenged, and then giving them the support and equipping them with the tools to overcome these challenges will again help them build self-confidence, esteem and acceptance, which will feed into other facets of their lives. In pushing our bodies limits through physical achievements, we also challenge our brains.

It is important to note that this is not a message of ‘no pain, no gain’. Challenges must be chosen to suit the client’s needs and ensure there is trust, rapport and a safe environment for them to explore what they are capable of.

Debrief afterwards to see how they found the process and establish

what they learnt about themselves, what they would do differently, and what they would like to try in order to overcome it with more ease the next time.

Increased mental flexibility

Mental illness impairs cognitive flexibility, which results in continuing unhelpful thoughts and behaviours, and restricts the ability to process and acknowledge new information. It also reduces the ability to see new solutions.

Regular exercise increases the volume of certain parts of the brain, in particular the hippocampus – the area of the brain involved in memory, emotion regulation and learning. Research using animals has shown that exercise leads to the creation of new hippocampal neurons (neurogenesis). As other evidence has shown that many mental health conditions are associated with reduced new neuron creation, having exercise as a tool to keep the brain healthy and flexible is incredibly important.

Stress resilience

There is also research to suggest that exercise makes us more resilient to stressors. In his book *Spark! How exercise will improve the performance of your brain* Dr John Ratey explains that exercise activates the recovery process in our muscles and our neurons, leaving not just our bodies, but also our minds stronger, more resilient and better positioned to handle future challenges. Ratey



THE QUICK READ

- Mental illness is becoming one of the biggest contributors to global illness, and is a major cause of morbidity and mortality
- Those who live with a mental illness are less active than their counterparts
- Regular exercise can help clients experience increased self-confidence, self-esteem and self-acceptance
- Physical activity also promotes increased mental flexibility, stress resilience and serves as a distraction from internal negative thoughts.

writes that the more stress we have in our lives, the more we need to move to keep our brains running smoothly. It has been found that regular exercisers are able to maintain a more positive outlook during stress exposure, thereby minimising the compounding effects of stress that are linked with the development of disease. In a 2014 study Emma Childs and Harriet De Witt theorise that this may be because regular exercisers are able to appraise a situation and have positive strategies to resist stress.

Distraction from internal negative thoughts

Distraction theory maintains that exercise provides space and time away from the symptoms of mental illness, such as internal negative thoughts. By having to think about something else, it removes us from whatever is bothering us, resulting in an improved mood. As Ratey writes in Spark, 'Exercise also serves as a circuit breaker, interrupting the negative feedback loop from the body to the brain that heightens mental health symptoms.'

Physiological adjustments in the brain to improve mood

Exercise influences the same chemicals that antidepressants do: a study conducted by James Blumenthal and his peers found that



Goals should not be based on physical changes and should instead focus on experiences or performances



exercise was effective as medication. In the book *Conquering depression and anxiety through exercise* Keith Johnsgard writes that 'Exercise allows the brain to manufacture chemicals that are similar to many drugs that assist in altering mental functions.'

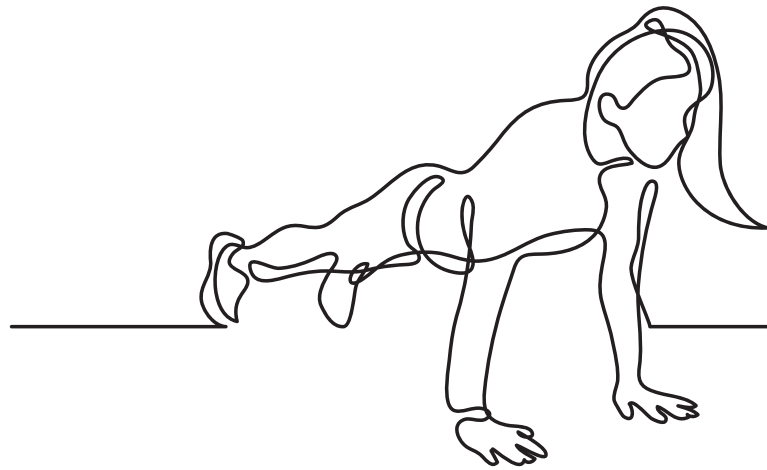
As Kate F Hays writes in her book *Working it out: Using exercise in psychotherapy* 'Exercise is deemed by clients all too often as a chore, but the ability to be active is central to being human, mentally and physically.'

As fitness professionals we can be the keepers of hope for those experiencing mental illness. We are in the powerful yet

humbling position of being able to coach clients to move more often in order to reduce the negative symptoms of their condition and boost their mental wellbeing. **N**

Kylianne Turton

Kylianne is a movement coach, counsellor, presenter and blogger. Founder of The Movement Room and the Move for Mental Health initiative, she combines movement coaching and counselling to deliver a powerful coping strategy for clients battling mental illness. themovementroom.com.au / [instagram.com/kylianne_themovementroom/](https://www.instagram.com/kylianne_themovementroom/) / [facebook.com/kyliannethemovementroom](https://www.facebook.com/kyliannethemovementroom)



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MOVEMENT

FOR MENTAL HEALTH

A GUIDE TO TRAINING CLIENTS WITH MENTAL ILLNESS

Learn how to coach clients that live with depression or anxiety and have been prescribed exercise by a mental health professional to help them on their journey to recovery.

This course has been designed to help fitness professionals confidently coach and guide clients to use exercise as a tool to reduce symptoms, reconnect to self, get to the heart of goal setting and move to feel better.

- Understand the signs, symptoms and different types of depression and anxiety
- Learn how to interpret referrals from, and create strong relationships with, mental health professionals
- Understand the benefits of exercise for clients living with depression and anxiety, to help them in their journey to recovery
- Learn how to identify risks, understand scope of practice and know when to refer a client
- Learn how to put together a creative program that empowers the client based on initial consultation

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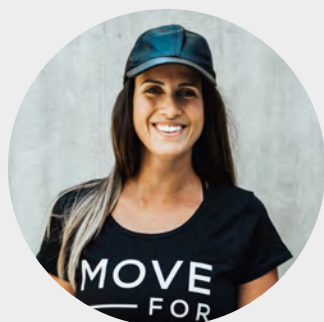
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ABOUT THE COURSE CREATOR



KYLIANNE TURTON

Kylianne is a counsellor, fitness industry educator and presenter, personal trainer, founder of The Movement Room and the Move for Mental Health Initiative. Her mission is to integrate different therapy strategies over movement and nature-based activities to overcome physical, emotional and mental challenges and boost mental wellbeing.

WATER FITNESS

TRAINING THE 7 FUNCTIONAL MOVES OF DAILY LIFE

By programming movements that mirror those used in the activities of daily living, we can deliver truly functional workouts that help participants maintain their independence, writes water fitness specialist *Marietta Mehanni*.

Functional training has become one of the most popular buzzwords in the fitness industry, and if one can claim something as being 'functional' then the activity seems to be instantly validated. But what actually is functional, and how is an exercise classified as such?

For most people, 'functional' means the functions they need to perform in their day-to-day lives. Activities of daily living (ADL) have been defined since the 1950's as a set of activities necessary for normal self-care. These activities are: feeding, bathing, dressing, toileting, continence and transferring, which is the ability to move from one activity to the next, for example, getting out of bed, or standing up to move to another space.

What has exercise got to do with ADL?

ADL's have been broken down into seven different movement patterns and these are:

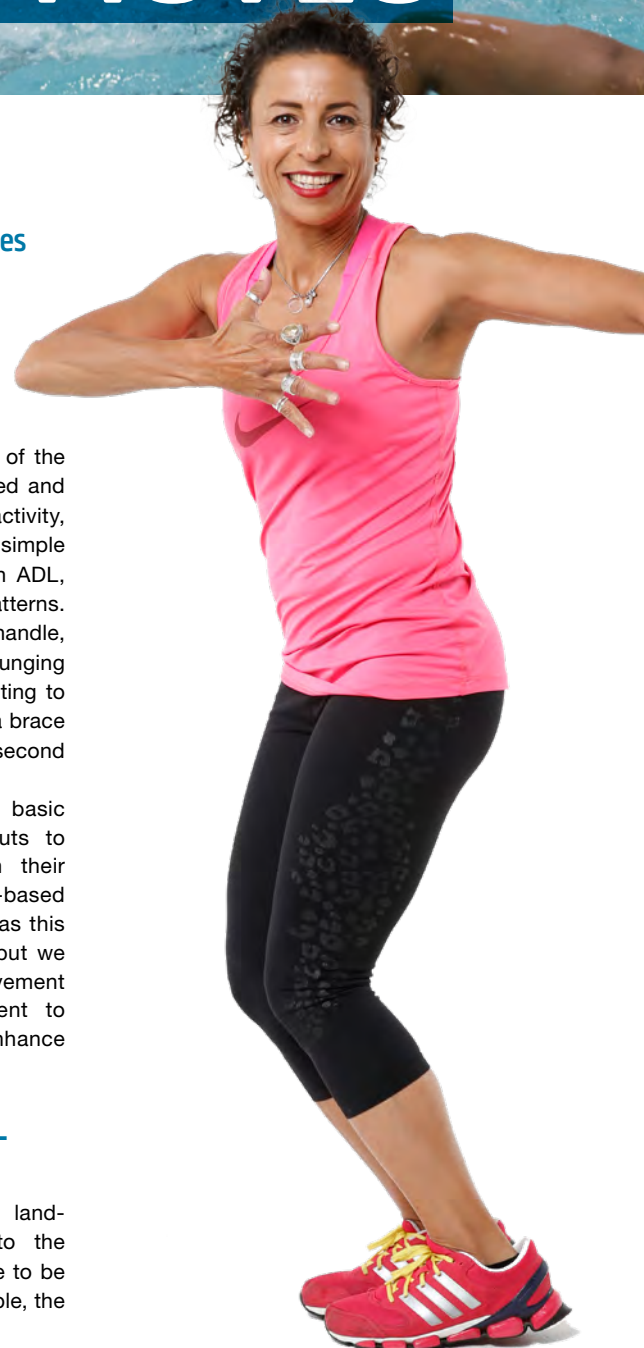
1. Squatting – both feet are in contact with the surface
2. Lunging – shifting weight from one foot to the other
3. Pushing
4. Pulling
5. Rotating
6. Hingeing – bending at the hips
7. Bracing – holding still.

In analysing ADL, several, if not all, of the seven patterns would be incorporated and are usually combined to perform an activity, for example, getting out of a car. This simple activity, which would be deemed an ADL, demonstrates six of the movement patterns. First, there is the pulling on the door handle, then the pushing the door away, the lunging out of the car with a hinge, the rotating to move away from the car, and finally a brace action to hold the body still as the second leg steps out from the vehicle.

As trainers, we can use these basic movement patterns in our workouts to ensure that clients can maintain their independence and self-care. Land-based training has a more functional role, as this is the environment that we live in, but we can certainly implement these movement patterns in an aquatic environment to maximise the opportunity to enhance quality of life.

Aqua exercise that uses 7 ADL movement patterns

When considering how to transfer land-based ADL movement patterns to the water, buoyancy and resistance have to be factored into the equation. For example, the





We can use these basic movement patterns in our workouts to ensure that clients can maintain their independence and self-care



basic definition of a squat is when both feet are on the floor and weight is lifted up and down. The basic mechanics are ankle, knee and hip flexion and extension. Feet can be pointed in any direction (do not have to be shoulder-width apart) as long as both are in contact with a surface, as in standing or sitting down onto a chair.

In the pool, the classic land-based squat loses its relevance and, essentially, doesn't work. On land, standing or sitting down requires exertion in both the concentric and eccentric actions. Performing the exact same squat action in the water does not elicit the same physical response, as water supports most of the body weight.

So what would a land-based squat look like in the pool if you were trying to include

all seven ADL movements in order for the workout to have a functional purpose?

A tuck jump is similar in movement pattern – the ankle, knees and hips all flex and extend throughout the exercise and both feet land on the bottom of the pool at the same time. In fact, a land-based tuck jump is a propulsive squat and falls into this movement pattern. Other aqua moves that fulfil the ADL squat pattern are jumping jacks, ski jumps, twisting and any move where both feet land onto the bottom of the pool at the same time.

Buoyancy and resistance

Buoyancy acts in reverse to the effects of gravity, lifting and floating the body as opposed to pulling it down towards the earth. Buoyancy thus decreases the effects that body weight has on joints, whereas gravity can increase it, as in running down stairs or jumping down from a height (the load is less on the joints when jumping up and down on the spot).

When considering how to effectively create ADL movement patterns in the pool, the effects of buoyancy have to be taken into account. In a squat, as previously mentioned, the action needs to be a pull up towards the body so that the muscles are effectively activated. With a lunge, this can be any exercise where there is a transfer of weight from one leg to the other and effort is exerted in both the lifting up and the pushing down of the legs. Hinge actions are best performed with the legs straight and the torso stiffened, as in a high kick.

The resistance of the water enhances all the other ADL patterns: push, pull, rotate and brace, because it completely surrounds the body and increases exponentially as more force is applied through the water. Using aquatic tools will also increase the effectiveness of the resistance of the water to increase the intensity of the muscles when performing these ADL patterns. What is more noticeable in water is that the push and pull patterns are usually accompanied by either a brace or a rotation, and sometimes both.



THE QUICK READ

- Activities of daily living (ADL) are the activities necessary for normal self-care
- ADL's are generally defined as feeding, bathing, dressing, toileting, continence and moving between activities
- ADL's have been broken down into seven different movement patterns: squatting, lunging, pushing, pulling, rotating, hingeing and bracing
- When transferring land-based ADL movements to the water, buoyancy and resistance have to be factored into the equation.

An example of this is a high front kick during which the arms perform an alternating swing. One arm is pulling whereas the opposite arm is pushing. To perform this exercise correctly, the torso is required to rotate to either side, and the arm is also rotating to keep changing the position of the palm. At the same time, the stronger the arm action, the more bracing is required through the torso to maintain an upright stiffened position.

Using one dumbbell

Using only one dumbbell increases the challenge to maintain stability and control throughout the movement. A simple jog with one dumbbell in the right hand will create more rotation through the torso as the body tries to balance the load created by only one side. Holding the dumbbell under the right knee will bring focus to the left leg, which is performing the movement (usually a push, pull or hinge action) while the torso braces to stabilise the body during the exercise.

With stationary actions in which the dumbbell is either pushed or pulled with the arms, the torso braces to stabilise against the turbulence. The legs also brace to assist in this stabilisation, and in doing so the feet are challenged to remain on the bottom of the pool, so there is a constant shifting of weight from one leg to the other as the participant tries to stay still (lunge action).

The term 'functional' can have different connotations. For a footie player, explosive plyometric training that mimic jumping to take marks might be deemed functional. For most of our participants, however, the functionality they need to achieve is



Alighting a car is an activity of daily living (ADL) that uses six movement patterns

Examples of ADL aqua moves

ADL movement	Land Version	Aqua Version
Squat leg action	Squatting action Standing and sitting Jumping with both feet Picking something off the floor	Tuck jump Jumping jack Cross country ski Twisting Suspended prone knee tuck
Lunge leg action	Stepping in any direction Walking/running Hopping Any weight transfer from one leg to the other	Jogging Pendulum Rocking horse Any type of kicking action Suspended baby crawl Donkey kick
Push arm action	Bench press Push ups Punching Hitting or throwing a ball Using arms to get up from any position	Any action where the arm moves against the water in any direction away from the body – jogging arms, alternate forward arm action with cross country ski, arms moving away from the midline in jumping jack
Pull arm action	Bicep curls Picking something off the floor Closing a door	Any action where the arm moves against the water in any direction towards the body – pull back action with elbows when jogging, alternate backward arm action with cross country ski, arms moving towards the midline in jumping jack
Rotate torso or any limb or part of limb	Any throwing or hitting action requires torso and arm rotation Oblique twist Walking and running Getting out of a car Warrior pose in yoga	Torso rotation in cross country ski and high front kicks Arm rotation when turning the palm Twisting and swivel actions Upper body actions across the body Hip circles Cross over kicks
Hinge at hips	Deadlift Bent over row Hamstring stretch V sit ups	Up action on a straight leg front kick Down action on a straight leg back kick Suspended straight leg kicks behind (like a flutter kick) Suspended seated positions
Brace any muscle isometric contraction	Plank Carrying a bag or load in arms Balance exercises Push ups	Holding the body still while performing lower or upper body actions While suspended, holding one leg still while performing an action on the opposite side or maintaining a seated position

for everyday activities. As water exercise instructors, we can directly link exercises that we do in classes to the seven movement patterns that they require in their daily lives in order to maintain independence. **N**

Marietta Mehanni

Marietta is a multi-award-winning presenter with over 30 years' teaching experience in both land and water-based group fitness. She is also an instructor mentor, World Master Trainer and education coordinator for Gymstick International, co-creator of MyGroupMove and mSwing, and Pelvic Floor Ambassador for Continence Foundation Australia. mariettamehanni.com / mygroupmove.com / mswing.com.au

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NZ NEWS



News and views from the **New Zealand fitness industry.**

Expanded education events in New Zealand in 2019



ExerciseNZ has recently expanded the range of education events to support the exercise and yoga industry, adding in an all-new one-day 'FitEx-Lite' in Christchurch in May. Featuring 15 sessions held across three streams, this new event provides a bite-sized version of the existing full blown FitEx which is held in Auckland in late November, and features more than 100 sessions over three days. Additionally, an all-new 'Hauora Yoga Roadshow' will be held alongside our popular Exercise Roadshow in eight cities around NZ this June. The Exercise Roadshow has been running for eight years now, and is a fantastic way for those in the regions to benefit from the insights of some of our industry's leading fitness innovators, face-to-face. The Roadshow is in addition to the three-day Hauora Yoga Conference that was held for the first time in 2018, and will return to Auckland in late November 2019.

So, taking stock, that means ExerciseNZ now runs two conferences (one for the collective exercise industry, and one exclusively for the yoga community), two co-timed roadshows (again for exercise and yoga) held in eight cities, and a one-day mini conference in Christchurch. Phew! We are expecting over 1,500 individuals to attend these events, which is more than quarter of the exercise industry in New Zealand.

We are committed to supporting the exercise industry and yoga community throughout New Zealand, and in addition to running our own events, are supporting and promoting the many excellent presenters running workshops and mentorships in New Zealand, many of whom we also work with as part of our events.

One area that is particularly exciting is the growth of Exercise as Medicine opportunities. This initiative now offers its own five-day comprehensive training (recognised by REPs NZ for 20 CPD points and additional endorsement) which not only provides new opportunities for exercise professionals, but also makes exercise accessible to more people in New Zealand.

Details of ExerciseNZ events can be found at exercisenz.org.nz/events and a full list of the numerous ongoing education events being held in NZ can be found at reps.org.nz/cpd.

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[MORE INFO](#)



5 CECs
CPDs

\$109

EXERCISE AND NUTRITION FOR TYPE 1 DIABETES

Unlike type 2 diabetes, type 1 is an autoimmune disorder that is not related to lifestyle, and little is known about prevention. However, a healthy lifestyle is important in its management. This course teaches exercise professionals how help clients balance insulin with food intake and exercise to maintain their blood glucose levels in the optimal range and safely enjoy the many benefits that exercise provides.

[MORE INFO](#)



2 CECs
CPDs

\$69

EXERCISE AND NUTRITION FOR TYPE II DIABETES

Diabetes is the fastest growing chronic condition in Australia, with almost 1 million of us having been diagnosed with type 2 diabetes and another 2 million estimated to have pre-diabetes. This course teaches fitness professionals about the role lifestyle changes can play in its management, as well as appropriate exercise prescription and possible contraindications for those with the condition.

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Note: All prices shown are Network Member rates and include GST. Non-member rates are available.

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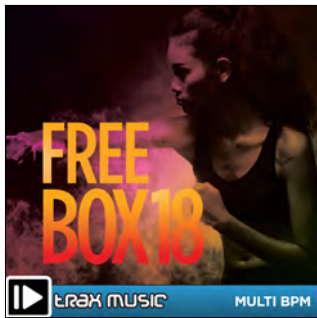
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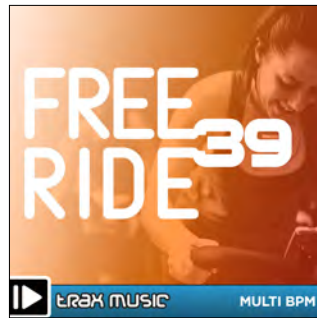
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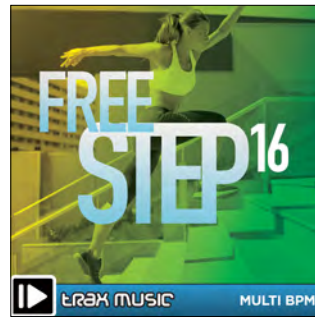
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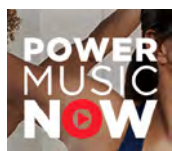
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Top 40 Vol. 71



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4 CECS/CPDS



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