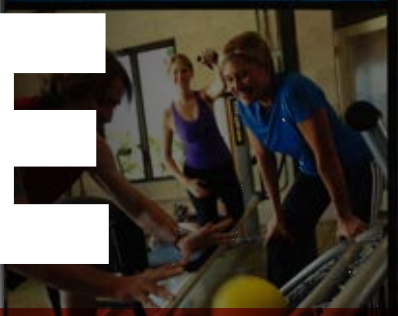




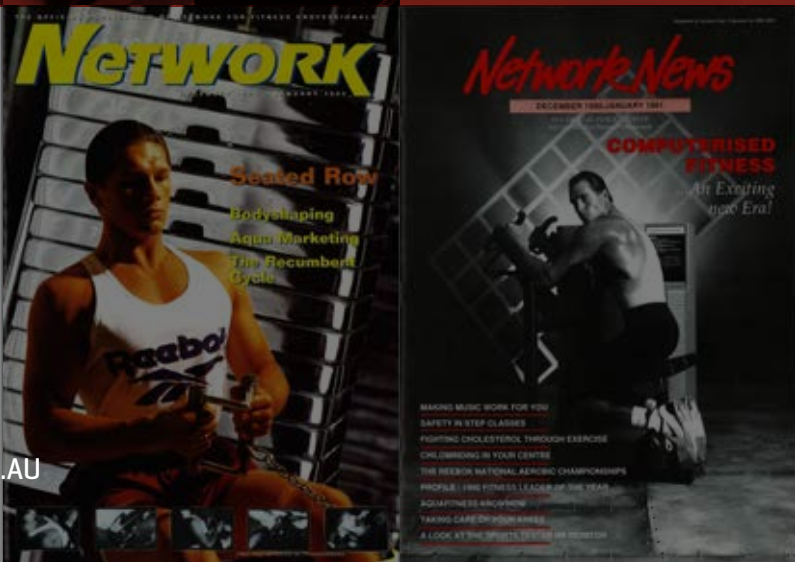
# NETWORK

THE OFFICIAL PUBLICATION OF AUSTRALIAN FITNESS NETWORK

SUMMER 2021



Looking back through the pages, and through the years, of Network magazine



**Inside this Issue**

**PROFIT AND AVOIDANCE FOR YOUR FITNESS AND BUSINESS COEXIST**  
Student Success - What is Next?

**DECEMBER**  
DECEMBER  
DECEMBER

**AQUA**

**SHOP 'TIL YOU DROP: EXCLUSIVE 16 PAGE FITNESS DIRECTORY**

**Network News**

**UNDERSTANDING EATING DISORDERS**

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**NETWORK '90 CONVENTION - A REVIEW**

**PLAY HARD WORK HARD**

Transform clients' workouts into play sessions

**PERSONAL TRAINER**

The official publication for personal trainers from Network

**The 7 Characteristics of a Master Trainer**

by Matt Church

There are seven key characteristics that master trainers around the world actively have:

- 1. Honesty and Integrity:** Apart from alternate recovery for the body, it is vital for trainers to be honest. If you have a price or policy for one, then a different price or policy for another, you could create tension in your client relationships that is destructive. A person with high integrity does not cheat and change rules to their own advantage. It is all about building relationships in honesty. If you are that someone could have significant amounts of body fat, eventually you will lose a client. If a client asks you a question and you do not know the answer, tell them so. You must be able to make good decisions for your clients.
- 2. Understanding:** You must be able to understand the needs of your clients and what they want to achieve. This is not about being a therapist, it is about understanding their goals and what they need to achieve them. You must be able to understand their needs and what they want to achieve.
- 3. A Desire to Help:** Some great fitness leaders have asked if they want to work in the fitness industry, answer gently that they will be paid to help. If you would not see the value in helping someone, then you should not be in the fitness industry.

**"At the heart of all long-term training relationships is honesty."**

Trainers will come and go like a flood in the sea. Choosing your clients to become a master trainer should be the desire to help and understand others. Nothing is more contagious.

**7 Characteristics of a Master Trainer**

1. Honesty and Integrity
2. Understanding
3. A Desire to Help

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# Farewell Network magazine, you've had a great run



When I took the reins as *Network* editor many years ago, I must confess to feeling a little daunted by the responsibility, because it was immediately apparent just how passionate and loyal a membership our publication was serving. Framed editions of previous *Network* magazines adorned the walls of the office, a reminder of the legacy carved out by my predecessors in the editor's chair: Analee, Justine, Jan and Lyn.

For many years, including the earliest days of the fledgling Australian fitness industry, *Network* magazine was the only source of information, the 'bible' as many called it, for the new 'fitness leaders' and club operators that were eager to learn about new aerobics choreography and music, pick up tips for writing exercise programs and improve their sales processes.

Times change, the internet arrived and with it the way we consume information. While adopting new online formats we continued to create the magazine, each issue for the past 15 years beautifully designed by Jack Lee. A few years ago, we stopped printing, and now, after more than 30 years and around 200 issues, we're bidding a fond farewell to *Network* magazine. We are continuing to publish PT, GX and business articles, profiles, competitions, CEC opportunities and more, just in formats that better suit

how we all interact with media today.

To every *Network* Member and contributor that has supported the magazine at any point, and for some of you at every point, over the past four decades, we say an enormous thank you. On page 16 many of those involved in the magazine over the years share their reflections. For myself, and the editors before me, it's been incredibly rewarding putting each issue together, and I'm personally very proud of the breadth of content we have covered, and the way in which it has evolved over the years to reflect the increasing diversity and inclusivity of our industry.

While we look forward to seeing you at [fitnessnetwork.com.au](http://fitnessnetwork.com.au), now it's time to bid a fond farewell to *Network* magazine. I hope, as with every issue before it, you will find value and interest in the pages of this final issue.

**Oliver Kitchingman, Editor**  
[editor@fitnessnetwork.com.au](mailto:editor@fitnessnetwork.com.au)



## NETWORK'S CORE PURPOSE

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

ABN 36 624 043 367

### NETWORK MAGAZINE

Editor, Oliver Kitchingman

*Network* magazine is the official quarterly publication of Australian Fitness Network. It is distributed in March, June, September and December. While every effort is made to ensure accuracy, Australian Fitness Network accepts no responsibility for the correctness of any facts or opinions. All information including prices (quoted in AUD) is correct at time of publishing, but may be subject to change. Where CECs are stated, they may only be applicable within Australia. We welcome articles from all industry professionals on the understanding that the author ensures the work they submit is their own. No material in *Network* magazine may be reproduced in any form without the written consent of the publisher. © 2021 All material copyright to Australian Fitness Network. All rights reserved.

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### COMPETITION TERMS & CONDITIONS

Unless otherwise specified, all competitions/giveaways contained in this issue commence on 21 December 2021 and conclude on 7 February 2022. 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 14 February 2022. 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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NEW NETWORK COURSE



# TRIUMPHANT TEAM TRAINING GROUP TRAINING DYNAMICS

Small Group Training is here to stay. By offering this service in addition to one-on-one training, more PT's are reaching more clients, some due to its cost-effectiveness and some due to the camaraderie of working out in a group.

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In this course from PT and fitness educator Shaun Radford, learn how to program genuinely effective sessions that will have every client working towards their goals and then leaving with huge smiles on their dials. By doing so, you'll join an elite group of PTs with the skills to get the jump on the competition, leave clients saying 'WOW!' and take their businesses to the next level!

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- What group training is and its definition
- Safety requirements
- Components of a successful group session
- Creating the environment
- Examples of group sessions

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## ABOUT THE COURSE CREATOR



### SHAUN RADFORD

Working in the fitness industry for over a decade, in his role with the Australian Institute of Fitness (AIF), Shaun has helped thousands of personal trainers and clients reach their full potential. Running Group Training sessions for companies including Orangetheory® Fitness and TotalFusion, he has hands-on experience delivering the skills he now also teaches to industry professionals. From clients to fellow PTs, Shaun is passionate about educating whoever is in front of him, helping them to grow team dynamics and apply these skills both to training and to business practices.

# THE MORE YOU KNOW THE BETTER

When we learn something new, we open the door to opportunity. To grow in this industry, you must keep continual learning at the core of everything you do, writes industry educator and group fitness guru *Marietta Mehanni*.

**W**hen a comment on one of my recent social media posts mentioned the name of a fitness industry colleague that I hadn't thought about for a long time, it brought the power of the word 'learn' vividly to mind. The name was Meredith King, and as my aqua coordinator at the Ivanhoe Aquatic Centre in the early 90's, she was one of the first people that I worked for in this industry. As an instructor in my early 20's, I was well aware that she knew a lot more about delivering great exercise experiences than I did, and to be honest, I was a little intimidated by her - while also respecting her enormously. Meredith never missed a thing, and when she was on duty I could feel her gaze on me as I taught my aqua classes. I desperately hoped that she liked what she saw: it was important to me that she felt I was a competent instructor. So, the day that she came up to me to provide me with some feedback following a class, I was anxious. 'Marietta, why don't you teach anything in the deep water?' 'I haven't really done anything in the deep water before, Meredith' 'Learn' I'm sure she said some other words, but that's the one that made a huge impact on me. To this day, I hear it reverberating in

my head every time I quietly say to myself 'I don't know how to do this', or 'This is really hard.' Ten years later, I was asked by Jennifer Schembri-Portelli (affectionately known as JSP) to co-present with Meredith at an Aqua Summit that was the annual highlight of the Victorian aquatic industry. It had been several years since I had last had any real contact with Meredith, and here I was, being asked to present with her. Yes, I was much more knowledgeable and experienced now, but so was Meredith. JSP requested that I deliver a lecture, complete with PowerPoint presentation - something that I'd never previously done, as all my sessions to date had been practical. 'Jenny, I can't - I don't know how to use PowerPoint and I'm about to go on holiday to Greece'. 'How long's the flight?' 'It's about a 24 hour transit' 'Then you have time to learn'. There was that word again - and in a context that highlighted how powerful it was in comparison to the weaker ones of 'can't' and 'don't know'. JSP and Meredith are women who greatly impacted my life and how I view challenges. I feel blessed to have benefited on



numerous occasions from their very simple, yet very effective advice. Life changes can be instigated by some of the most simple, but powerful, words, and 'learn' is, unquestionably, one of these. When you find yourself challenged by the need to do something you've not done before, remind yourself that you have the ability to do hard things. Through learning, you are capable of overcoming any obstacle you set your mind to. That's what has got you to this point in your life. It will take you to the next. **N**

*Marietta Mehanni*

*Monash 'Outstanding Contribution to the Industry' 2019 award winner and Australian Fitness Presenter 2018, throughout COVID Marietta provided hundreds of free online live workouts. She is the international Master Trainer and Education Coordinator for Gymstick International Oy, co-founder of My Group Move and co-creator of mSwing, a fascia-based group fitness program.*



***Through learning, you are capable of overcoming any obstacle you set your mind to.***



# INDUSTRY INSIGHT

Developments in the world of fitness.

## FITNESS AUSTRALIA REBRANDS TO AUSACTIVE



**AUSactive**

Fitness professional registration provider Fitness Australia has rebranded itself as AUSactive as it widens its remit to represent the interests of the broader health and wellbeing industry. Announced during a live online event, the rebrand symbolises a reinvigorated approach to fighting the nation's inactivity crisis.

The change, resulting from extensive stakeholder consultation, takes account of how the industry now houses a diverse range of providers beyond the traditional fitness offering, from gyms, Pilates and

yoga studios, and indoor cycle boutique clubs, to dance, aqua fitness, wellness and complementary health.

Shifting from its former 'We professionalise exercise' messaging, AUSactive's new tagline embodies its broader new mission of 'Activating: Every body. Every way. Every day'. In January, AUSactive will follow up this industry-focused rebrand with a public launch.

*Source: AUSactive & Australasian Leisure Management*

## MINDBODY ACQUIRES CLASSPASS

Wellness experience technology platform Mindbody recently completed its acquisition of the ClassPass fitness and wellness subscription service. The deal creates the most comprehensive technology platform for wellness business owners and positions Mindbody as the world's largest fitness and wellness experience marketplace.

'We are thrilled to complete the

acquisition of ClassPass and are excited to welcome their team to the Mindbody family' said Josh McCarter, Mindbody CEO.

ClassPass CEO, Fritz Lanman will serve as President of ClassPass and Mindbody Marketplace and ClassPass CFO and COO, Tom Aveston, will serve as CFO of the new combined company.

*Source: mindbodyonline.com*

mindbody + classpass





# AS RESTRICTIONS EASE, FACE-TO-FACE FITNESS SUMMIT RETURNS

As travel returns to some semblance of normal amid easing of restrictions and government promises to not return to lockdowns as we ‘learn to live with the virus’, in-person events are making a return to calendars across the country. Among them, the previously postponed Fitness & Recreation Industry Technology Summit.

Scheduled to take place in Sydney on 22-23 February, the summit promises to be a great opportunity to gain some cutting edge fitness tech insights and to connect with industry colleagues and leaders face-to-face. The program includes sessions on Behaviour Change in 2022; The Ultimate Blueprint for Fitness Sales Operations;

Building a Brand With Canva Tools; The Future of Smart Speakers; Building a Loyalty Program For Retention; and Leverage The Power Of LinkedIn.

For peace of mind, the event has a COVID Guarantee, so should you be unable to attend owing to changes to local rules, regulations and travel, you can receive a full refund or transfer your registration to a later event. As a partner of the Summit, we can offer all Network Members a \$100 discount for the event by using the code AFN2022 when registering at [fitnessindustrytechsummit.com.au](https://fitnessindustrytechsummit.com.au)

Source: Fitness & Recreation Industry Technology Summit

## The way we were...

Well what can we say? ‘The way we were’ is ‘a magazine’ as the feature on page 16 of this final issue fondly recalls as it looks back on more than 30 years of *Network* magazine. Time then, perhaps, for this final ‘The way we were’ to revisit the earliest issue of the magazine ‘proper’ in our archives.

Featuring the era’s poster boy for ‘fitness’ Arnie Schwarzenegger, this December 1990 publication led with a prescient prediction about the future of fitness being computerised... *“As these first generation workhorses reach adolescence, the research and development teams and the lateral thinkers in the industry will conceive and develop new models and new challenges for the consumers of the future. Technology is an established part of our society and will continue to influence and have an impact on our industry”*.





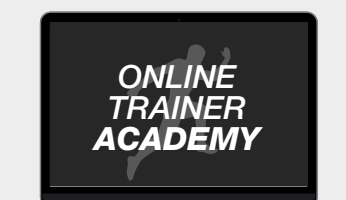
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# TRE AND MUSCLE HEALTH

## CAN YOU PRACTICE TIME-RESTRICTED EATING WITHOUT LOSING MUSCLE MASS AND STRENGTH?

Eating within a limited time frame has been shown to have a number of physiological benefits, but its defining characteristic goes against recommendations for optimal protein intake and muscle health. Strength coach *Tony Boutagy* looks at whether it's possible to successfully combine both strategies.



**W**hile enjoying breakfast with some fellow presenters at a conference in New Zealand back in 2002, I was asked by someone who was having just a black coffee for 'breakfast' as to my thoughts on the 'Warrior Diet'. To my shame, I hadn't heard about this approach to eating. It was quickly explained to me that it was based on the practice of ancient warriors who would eat little to nothing during the day, and then consume one large meal at night. The creator of the diet, Ori Hofmekler, popularised what would be known a decade later as 'time-restricted feeding', and several years after that as 'time-restricted eating' (TRE), as the early studies were conducted on animals (which are fed) and the subsequent ones on humans (who eat).

TRE falls under the banner of dietary approaches that do not seek to change what people eat, but rather when they eat it. It is often loosely viewed as one of the several strategies known as intermittent fasting, which includes the 5:2 diet, alternate day fasting, the fasting mimicking diet, the one-meal-a-day diet and true extended water only fasting.

### What does intermittent fasting achieve?

Two decades of research on intermittent fasting has shown broad-spectrum benefits for many health conditions, such as obesity, diabetes mellitus, cardiovascular disease, cancers and neurologic disorders. One of the primary explanations for the health promoting benefits of intermittent fasting is the switching of fuel substrates, from glucose to fatty acid derived ketone bodies. This change in fuel source is referred to as 'flipping of the metabolic switch' and research has shown that it not only provides the ketones that are necessary to fuel cells during the fasting period, but also creates a highly orchestrated total body response that carries over into the fed state to increase mental and physical performance, as well as disease resistance.

In 2012, Satchidananda Panda, from the Salk Institute in California, began the modern era of investigations into time-restricted feeding by examining compressed feeding windows in mice. Mice, of course, are nocturnal, so a lab assistant needed to be there late in the evening and early in the morning to administer the 'breakfast' and 'dinner'. Due to family work-life pressures, they settled on an 8-hour feeding window and a 16-hour fasting period to use as the experimental model - and that is how the popular 16/8 came about.



## THE QUICK READ

- Research indicates that time restricted-eating (TRE) can reduce blood glucose levels, improve insulin sensitivity, deplete glycogen stores, decrease oxidative stress and inflammation, lower blood pressure and improve sleep
- Data indicate a compressed eating window of between 6 to 8 hours can significantly improve health
- TRE aligns the supply of food with the time period during the day in which the body is best able to receive and use it
- Studies suggest that the physiologically ideal time for food consumption could be in the earlier hours of the day and in close proximity to exercise sessions
- TRE alters the pattern and frequency of protein ingestion in a manner that is not consistent with the current recommendations for protein intake and muscle health
- Studies have indicated that in order to prevent a reduction in muscle tissue, TRE requires adequate energy and protein intake to be combined with resistance training.

### The benefits of TRE

All of the early knowledge on the benefits of TRE was derived from animal studies, which makes the extrapolation of recommendations to humans tenuous. However, the last several years have seen a number of trials conducted on a range of human subjects, including obese, normal weight and athletic males and females, allowing us to feel far more confident in our understanding of the benefits of this dietary approach.

Studies have shown that time-restricted eating can promote weight loss as well as health benefits independent of the reduction in body weight. Research indicates that TRE can reduce blood glucose levels, improve insulin sensitivity, deplete glycogen stores - which results in the elevation in circulating ketones - decrease systemic oxidative stress and inflammation, lower blood pressure and improve sleep patterns.

### The ideal ratio

The ideal eating-to-fasting ratio is not currently known, but the totality of the data indicate a compressed eating window of between 6 to 8 hours (fasting 16 to 18 hours) can result in significant improvements to health outcomes. Interestingly, more time spent fasting is not necessarily better, with one study finding that reducing the feeding window to less than 6 hours did not confer additional benefits: obese adults implementing 4 hours (3–7pm) or 6 hours (1–7pm) of time-restricted eating for 8-weeks showed comparable reductions in body weight, caloric intake, oxidative stress, and improvements in insulin sensitivity.

### In rhythm with the body

Time-restricted eating typically aims to align the feeding-fasting cycle with the light-dark periods of our circadian rhythms. This synchronises the supply of food with the time period during the day in which the body is best able to receive and use it.

Researchers have long noted a condition known as 'evening diabetes', where evening meals result in greater glucose and insulin spikes compared to the equivalent meal consumed in the morning. These findings have also been confirmed in other research to include poorer triglyceride control and weight regulation with late night eating. One study found that adults who consumed the majority of their calories in the morning showed more significant weight loss and decreases in waist circumference than those who consumed an equivalent amount of calories in the evening,

Studies suggest that time-restricted eating causes positive effects on cardiometabolic parameters, particularly when food consumption occurs early in the day and in proximity to exercise and the active phases of the day.

It has been well noted that most of our modern society has almost uninterrupted access to food, especially products with high energy density and low nutritional quality, which has been shown to have negative health outcomes, especially with regards body weight and metabolic disease. The compressed eating window seen in TRE protocols causes a reduction in access to unrestrained food consumption, especially late night snacking.

From an evolutionary perspective, humans were highly active during the day and inactive overnight. In line with this, it appears that our circadian system has developed to ensure that physiological processes are most active during the day and conserved while we sleep. However, modern culture encourages behaviours that strongly contribute to circadian disruption, owing largely to artificial lighting, social jetlag, shift work, eating jet lag (variability in the timing of food intake), as well as the nearly uninterrupted access to food. All of this amounts to the development of numerous adverse health conditions.

In an attempt to investigate the effects of aligning food intake to the time of the day where we are most active, Elizabeth Sutton and her co-workers (2018) examined a specific type of time-restricted eating called early time-restricted eating (eTRE), in which feeding occurs early in the day to be optimally aligned with our biological circadian rhythms. The researchers showed that eTRE with a 6-hour eating period (8am to 2pm) for a duration of five weeks showed improvements in insulin sensitivity and greater beta-pancreatic cells responsiveness, as well as important reductions in blood pressure levels, oxidative stress markers and hunger perception at night, compared to the control condition (eating period of 12 hours; 8am to 8pm).



***A potential concern of time-restricted eating is the potential to impair muscle mass and strength***



These findings, combined with those from similar eTRE studies, suggest that the physiologically ideal time for food consumption could be in the earlier hours of the day and in close proximity to exercise sessions, which promote alignment of the feeding-fasting cycle with the circadian rhythms of human metabolism, resulting in improvement to our cardiometabolic health.

## Potential downside to muscle mass?

Maintaining muscle mass and strength as we age is a priority, as muscle and strength trend downwards after the age of 50 by approximately 1% and 3% a year, respectively. It is well known that increased dietary protein intake in conjunction with resistance training halts the loss of muscle tissue and strength as we age and during periods of caloric restriction.

Several investigations indicate that dietary protein should be evenly distributed throughout the day to maximise its anabolic effect on muscle tissue. Numerous studies have shown that following consumption of a meal containing protein, serum concentrations of amino acids and muscle protein synthesis rates will be increased and remain elevated for three to five hours after the meal. Owing to the rise in muscle protein synthesis after a meal, it has been demonstrated that protein intakes spaced by approximately three to four hours throughout the day lead to more favourable changes in whole-body muscle protein synthesis, compared to less frequent ingestion. TRE alters the pattern and frequency of protein ingestion in a manner that is not consistent with these current recommendations for protein intake and muscle health. Therefore, based on these considerations, a potential concern of time-restricted eating is the potential to impair muscle mass and strength.

It has been previously noted that muscle mass contributes approximately 30% of total body weight loss in participants who are in energy restriction. In theory, less frequent feeding occasions and prolonged fasting periods could contribute to greater muscle loss with time-restricted eating. To date, only eleven studies conducted on TRE have presented data on muscle mass. Three reported a reduction, seven showed no change and one found an increase in muscle mass (and that study used resistance training.)

Six studies have examined the effect of time-restricted eating on muscle strength and power using handgrip, vertical jump, bench press, leg press and leg extension tests for assessing one repetition maximum and repetitions to failure at 65-70% of 1-RM. It was found that time-restricted eating had either no effect on these performance indices or these indices improved similarly between time-restricted eating and the free eating controls.

As noted, one study found an increase in muscle mass during time-restricted eating when resistance training was performed. The investigations using strength training, now totalling four studies, have been conducted by Grant Tinsley and his colleagues. They have sought to evaluate the effects of time-restricted eating in combination with resistance training on health parameters, body composition and muscle mass. The first study, which was conducted on trained male participants, used an 8-week strength training program and a TRE pattern of an 8-hour eating period (12pm to 8pm). The researchers found a significant reduction in fat mass and a preservation of muscle mass compared to the 12-hour feeding group (8am to 8pm).



Similarly, Tinsley et al. (2019) reported no reduction of muscle mass or maximal strength in active females performing eight weeks of TRE (12pm to 8pm) while performing progressive resistance training, compared to a control group with an eating window of approximately 13-hours.

In another investigation, Tinsley et al. (2017) examined the effects of 8-weeks of resistance training in trained men, with TRE performed only on days without strength training and the eating period being a more intense 4 hours in the day. Compared to the group with unrestricted time to eat, no significant differences were found in weight and body composition, highlighting the important role resistance training plays in preserving muscle tissue in the absence of nutrition.

In all of the other Tinsley studies, daily TRE with an eating window of approximately 8 hours was employed. The findings have demonstrated equivalent muscle mass changes in TRE and control groups when both groups consumed 1.6 to 1.9 grams per kg of body mass per day of protein and similar total energy.

Taken as a whole, the studies from Grant Tinsley and co-workers strongly indicate that time-restricted eating requires resistance training in combination with adequate energy and protein intake to prevent a reduction in muscle tissue. Tinsley has noted that although the pattern and frequency of protein ingestion is important in certain contexts, the overall daily intake of protein and resistance training must be considered as the primary factors for increasing or maintaining muscle mass.


## Summary

Time-restricted eating seeks to align our eating patterns with the time of day when we are most active. Studies suggest that shifting our eating periods to earlier in the day and in proximity to our exercise sessions is a strategy better matched to our evolutionary circadian biology and can improve many markers of health. To help preserve or even build muscle mass during time-restricted eating, a daily protein intake of 1.6 to 1.9g per kilogram of body mass is recommended in combination with resistance training. **N**

For references read this article at [fitnessnetwork.com.au](https://fitnessnetwork.com.au)



**Dr Tony Boutagy, PhD**

Tony is a strength coach and personal trainer who has been providing training and education in the fitness industry for over two and a half decades. He holds a PhD in sports science and can be found at [tonyboutagy.com](https://tonyboutagy.com). 

NEW NETWORK COURSE



# DEEPEN YOUR UNDERSTANDING OF FUNCTIONAL ANATOMY WITH THE BODYMAPPER

Network now offers online courses from The BodyMapper, designed to help fitness professionals gain a deeper understanding of the human body.

By using The BodyMapper's unique Multi-Sensory Learning System, you'll expand your knowledge of anatomy and physiology and gain insights that will enable you to educate your clients too.

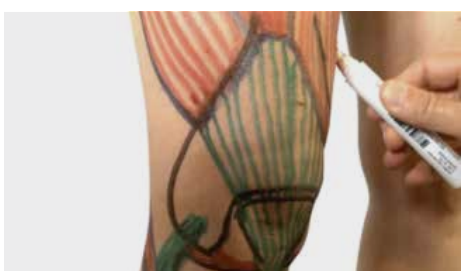
Since 1996, The BodyMapper courses have made functional anatomy into an art form. Choose from courses focusing on the hip, knee and ankle, or complete all three to gain a thorough understanding of how all these joints of the lower body are influenced by the multitude of muscles around them.



BodyMapping: The Hip

\$99 | Network Members

2 CECs/CPDs



BodyMapping: The Knee

\$99 | Network Members

1 CEC/CPD



BodyMapping: The Ankle

\$99 | Network Members

1 CEC/CPD

FIND OUT MORE AND ENROL HERE





# 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:

- ▶ Can you practice Time-Restricted Eating without losing muscle mass and strength?
- ▶ Grab the opportunity to make your fitness business more inclusive
- ▶ Research Review: I'm hitting the weights rack, three cups of coffee please
- ▶ What's in store for 2022? Industry Trend Predictions
- ▶ Let's get started: creating great GX class intro's

To earn yourself 1 CEC or CPD, simply **click here** to find the '**Network Summer 2021**' course in your Member Portal. 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](mailto:info@fitnessnetwork.com.au).

**ACCESS YOUR NEW COURSE HERE**



# LOOKING BACK THROUGH THE PAGES, AND THROUGH THE YEARS, OF NETWORK MAGAZINE

In 2022 Network will be evolving to increase the value and relevance of our offering for you, our fitness professional members. As part of these changes, we are ceasing production of the digital *Network* magazine. After around 200 publications over more than 30 years, this is the final issue.

For several years, the digital magazine has straddled the old print design format and the online world, but times have changed and it's no longer the most user-friendly way to consume information, especially with more people accessing content on their phones.

We already publish the magazine content as web pages, which is how most of our audience engages with us, and we will continue to do so. As with the print version of *Network* magazine that we stopped producing in 2017, it will be sad to see the digital iteration go - the end of an era - but we are still firmly focused on publishing thought-provoking, interesting and inspiring articles, features and profiles in the format that suits today's readers.

As we wrap this final issue, we share some reflections from some of the countless fitness and associated industry

professionals who have contributed articles to, or been involved in, *Network* magazine through the decades. *Network's* authors generously donate their time and insights because they are passionate about sharing the benefit of their experience and expertise, from the broad to the niche. I would like to thank each and every one of them for their contributions, which have helped numerous fitness professionals improve their own careers in this industry.

I would also like to thank you, our Network Members, past and present for reading and supporting our magazine over the past 30 plus years. For myself, and the editors before me, it's been incredibly rewarding putting each issue together. While we look forward to seeing you at [fitnessnetwork.com.au](http://fitnessnetwork.com.au), now it's time to bid a fond farewell to *Network* magazine.



**Oliver Kitchingman,**  
Editor





When we formed the fledgling company that later became Australian Fitness Network, there was no internet, no government-recognised training courses, no personal trainers and music for 'aerobics' classes was played on cassette decks. A lot has changed in 35 plus years!

In those early days we realised that the fitness industry needed a publication that provided instructors with current trends, latest research and industry happenings from Australia and around the world. So, we produced a black and white newsletter that we called the *Network News*. Little did we know that it would eventually morph into a full-colour, beautifully designed and edited 72-page magazine! We took great pride in the magazine being a leading-edge source of information for tens of thousands of Australian and New Zealand fitness professionals.

Producing the *Network* magazine has been a mammoth task, and we would like to take this opportunity to acknowledge

the very talented and dedicated editors who, over the years, committed their time and energy to the task. They are Lyn Guilhaus, Jan Smeaton, Justine Northcott, Annalee Gale and, for the past 15 years, Oliver Kitchingman. We'd also like to warmly acknowledge Jack Lee, whose creative design skills have made the magazine look so professional, as well as the hundreds of contributors who, over the years, shared their knowledge and expertise. Thank you to you all.

The saying 'all good things must come to an end' is now true, and it's a bit sad to say farewell to this legacy, but we feel very proud of having been a part of the creation and development of *Network* magazine. Knowing that so many fitness professionals loved the publication and found it incredibly useful makes us feel that all the hard work was very well worth it.

**Nigel and Lisa Champion,**  
Co-Founders, Australian Fitness Network

Well that has been a long journey. Our first publication in 1987/88 felt revolutionary. It coincided with the emergence of the Macintosh computer and Pagemaker. Self publishing was in its infancy and it was a two colour print in orange and black, but under the direction of several great editors the newsletter grew to become a beautiful glossy magazine. The *Network* magazine was a trailblazing publication for a sunrise industry. It grew in tandem with the fitness industry and together became more professional, diverse and far-reaching. Thank you to every person who worked on, contributed to, or read *Network* magazine. Sure, it is sad to have a final edition, but I also feel joy about 34 years of uninterrupted publication and 200+ editions. What a ride we had.

**Greg Hurst,**  
Co-Founder, Australian Fitness Network

This publication, literally, changed my life and the lives of so many others - for so many different reasons. Well done to everyone involved in its production over the years. When Justine Northcott handed the *Network* mag gauntlet over to me I was not sure that I had the kahunas required to do this important role justice. But, I gave it a red hot try and managed to keep it alive and breathing, before passing the baton on to Oli!

Back then, I used to receive the hardcopy proofs via Tony Perini from IntoPrint, whose company grew alongside us. We would mark them up by hand, and then return them, often multiple times before the edition was signed off on! Slowly, but surely, email replaced the fax machine (thank goodness), yet what never wavered was the eagerness of industry experts to continue generously sharing their knowledge in exchange for the exposure that the magazine afforded their profile.

Many an industry superstar were born from within those pages, and many careers blossomed as a result of that magazine - mine included. And I, for one, will always be grateful for that.

**Analee Gale,**  
former *Network* editor and Director of All Smiles Creative

Feeling rather emotional working on this last issue of *Network* magazine. The magazine has been part of my creative career for more than 15 years. I can say it's the one publication I have worked on that truly holds its integrity and quality, I'm sure it will be missed by many.

**Jack Lee,**  
*Network* designer and Director of Novu Creative



When I heard the *Network* magazine was being retired, a casualty of the digital age, I couldn't help but remember back to its very non-digital beginnings. When I joined as *Network* editor in 1996, the only email we had access to was on a single computer in the meeting room, so everyone in the office had to book time slots to use it. The magazine's contributing authors sent their articles to me on the fax machine; I still remember the long sheets of fax messages spilling out all over the floor! When the designer finished mocking up each issue, they sent the paper proofs to me via courier. I'd mark up the amendments and courier them back. I loved the six years I was editor at *Network* and recall these days fondly. We were never short of contributors who were happy to write articles for us just for the glory of being published in *Network* magazine! It was a great publication that encapsulated the spirit of the fitness industry as I remember it – bright, vivacious, generous and supportive.

**Justine Northcott,**  
former *Network* editor and Director of JN Editorial

*Network* magazine - Wow! Edition 1, black and white with orange highlights. I remember when it was a double sided piece of A4 paper, and I wrote a music column for it. Gradually it became A3 folded in half. So many articles, photos, stories - it was the 'Aerobics Instructors Bible'. We did silly photo shoots trying to replicate movements and then added verbose written explanations of the moves. It was the way we communicated and shared information, and being on the cover meant you were fitness royalty.

**Lesley Gray,**  
Group Ex Freestyler and original contributor

What an amazing and extraordinary resource *Network* magazine has been, providing Australian and New Zealand fitness professionals with years of education, inspiration and connection. On a personal note, thank you for the wonderful opportunity to contribute to the magazine, writing on numerous topics over more than 20 years. Words cannot express how grateful I am to Nigel, Lisa, Justine, Analee, Oli and everyone else involved with *Network* magazine. It was your encouragement, support and editing that allowed me to develop my writing and, thus, so many opportunities, including my four books, are all thanks to you!

**Lisa Westlake,**  
Fitball exercise specialist, former  
*Network* Author of the Year

These may be the last of my words that will appear in the magazine format, but this prehistoric man is moving with the times, and will continue publishing the Research Reviews on the *Network* site. To Liz Dene, I thank you for initiating this journey; to the *Network* magazine team, especially Oli our editor and Jack the primary designer, you make us look damn good. I thank you all for your patience and support, which my Research Review colleague and friend Dr Joe Walsh and I continue to enjoy.

**Assoc Prof Mike Climstein,**  
*Network* magazine's most published contributor

I was only recently going through my old files and found all of the articles I used to write for *Network*. It brought back memories of how proud I felt that I was trusted to write for them. Until that point my confidence with writing was quite low and working with the team, mainly Analee, helped me hone my craft. When I was reading back the articles I could see my voice growing and becoming stronger. It was a great time to be a part of the *Network* family. I will always be so grateful for the support and the camaraderie and the teamwork that was ingrained in me from those early days. I don't think I would be the presenter and collaborator that I am today without those times under and beside the *Network* banner.

**Marcus Irwin,**  
Group Fitness legend and multiple magazine cover star

Well, with the last issue of *Network* magazine in December 2021, my thoughts turn to what the magazine has meant to me over the last 35 years. I must admit to being a hoarder and still have some of the black ink editions prior to the colour printed version. When *Network* arrived, I would pore over the information, reading the magazine from front to back several times. Many issues were revisited over the years, taking pride of place in the bookcase. *Network* magazine gave us information specific to our industry and to our work, it kept us informed and, most importantly, it kept our fitness family and friends connected. To all those involved over the years, THANK YOU.

**Laraine Dunn,**  
Aqua fitness educator and contributor



With thought provoking editorials, practical insights and new trends in every issue, I truly honour what the magazine represented. It helped set the standard for fitness instructors to be professional, poised and pretty damn excited about being in the industry. The publication was by instructors for instructors! Congratulations to Oli and all the *Network* magazine team for always recognising and providing equal kudos to all elements of our fitness world, including aqua exercise. I remember doing an aqua photoshoot for an article in the middle of a fountain at Jupiters Casino! Thanks again.

**Jennifer Schembri-Portelli (aka JSP),**  
Aqua fitness educator, former *Network* Author of the Year

The *Network* magazine has been an incredible source of learning and connection amongst fitness industry personnel. It has been my complete pleasure to be a contributor to the magazine, and it will be sorely missed. It is definitely the end of an era, but I know that information and connection will continue via new platforms and I look forward to being a part of that.

**Leisl Klaebe,**  
Group Fitness Manager

Since nearly the beginning, the *Network* magazine has been an industry leader and authority on training professionals and personal trainers. It was the first Australian magazine that focused solely on the growing and dynamic industry of personal training and fitness. From training techniques to business management tactics, *Network* provided everything I needed to succeed in this fast-paced environment.

**Marietta Mehanni,**  
Group Fitness Guru, former *Network* Author of the Year

I loved getting the *Network* magazine - and contributing to it. The article I was most pleased to write was 'Train to Retain'. I know a club owner who actually implemented the system this year to attract and retain a new member segment. The magazine has had a long successful run. I'd like to thank the editors and all authors for their fantastic contribution over the years.

**Jamie Hayes,**  
Network National Fitness Leader of the Year 1987

Receiving the printed copy of the *Network* mag always felt special. It made me feel a part of the broader fitness community. I felt proud of what we were all achieving and honoured to be asked to contribute. Thanks to Oli and all the team for your passion, inspiration and support over many, many years.

**Dominic Gili,**  
Aqua fitness educator, former *Network* Author of the Year

*Network* was always my go-to for what's happening in the industry, and I could always rely on it to help with those extra CECs too! Loved the mag, it's a shame to see it go.

**Bel Fong,**  
former *Network* team member

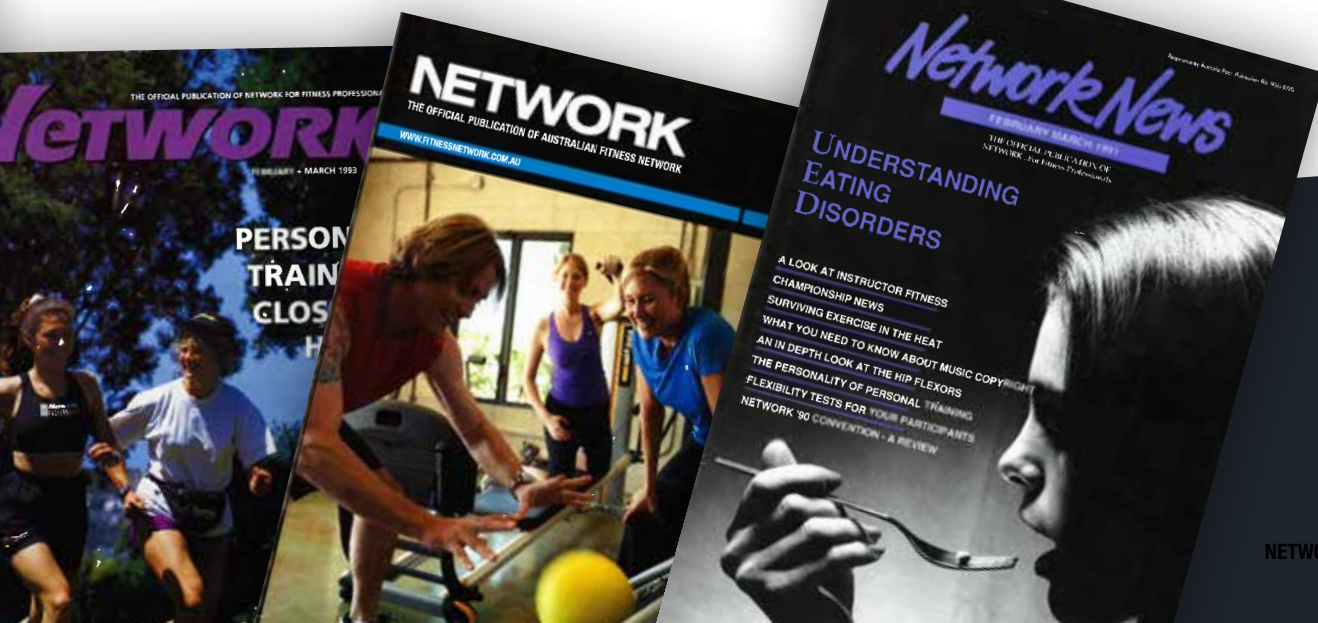
*Network* magazine has provided such an incredible foundation to my knowledge as a trainer. It is a sad day when we say farewell to such an industry standard and beacon of educational excellence. I will always feel very privileged to have contributed a number of articles over the last 20 years. A huge congratulations to the *Network* team for providing this incredible resource and it will be sorely missed by many of us.

**Dr Tony Boutagy PhD,**  
Strength Coach, former *Network* Author of the Year

Everything evolves and *Network* is no different, but as an old school, analogue, fuddy duddy I will miss Australia's premier fitness journal. Back in 1988, I became an Australian Fitness *Network* member for really one reason: the magazine!

Since then, I have been blessed to write many articles for this incredible publication. After all these years, my heart still skips a beat when I'm invited to submit an article. That is the high esteem in which I hold this magazine. RIP my good friend, you have shaped thousands of careers over the past 34 years - the industry is indebted to you.

**Justin Tamsett,**  
Director Active Management



ONLINE COURSE

# MEASURING PROGRESS, NOT BODY WEIGHT

Contrary to popular belief, body weight is not the sole – nor best – indicator of a client’s fitness during or following a training program. In fact, the majority of progress from training programs can be measured through a variety of methods, including health marker tests, body composition tests, and strength tests, to name a few.

This course brings to light the myriad tests available to the informed fitness professional, helping you to choose better ways to measure your client’s progress.

**THE COURSE INCLUDES:**

- Direct and indirect Health Marker Progress Tests
- BMI: The elephant in the room
- Strength Progress Tests
- Stamina Progress Tests
- Suppleness Progress Tests
- Intensity

**\$39**

for Network Members

**1**

CEC/CPD

**ENROL HERE!****ABOUT THE COURSE CREATOR****DAVID PALERMO**

David studied at RMIT University where he obtained an undergraduate degree in Exercise Science after studying a Diploma in Sport Development. He moulded his training philosophy under some of Australia’s most successful Strength & Conditioning Coaches and started his PT business before qualifying himself as a Level 2 Strength & Conditioning Coach. David is also an experienced fitness educator, having taught aspiring fitness professionals in his previous role as Coach with AIF.



# GRAB THE OPPORTUNITY TO MAKE YOUR FITNESS BUSINESS

By making a few simple, low or no-cost changes, gyms can make people with unique needs feel more welcome, writes fitness inclusivity advocate *Tommy Trout*.

CEC  
ARTICLE  
1 OF 5 ARTICLES

# MORE INCLUSIVE



Can we please leave? It's too loud for me"

I stopped and stared at my little brother Jackson. It was only after he said this that I realised how loud the music was. Something that I had barely noticed was stopping him from feeling comfortable. Jackson is on the autism spectrum and is extra sensitive to noise, crowds and lights. Too much of any of these can leave him feeling overwhelmed and wanting to retreat.

We sought out the gym manager to ask if they would be able to turn the music down. After I explained why, she agreed, and my little brother was put at ease and had a great workout. Importantly, not a single other gym goer was impacted, as most were listening to music on their own headphones anyway. With a flick of a switch, that gym became just a little bit more inclusive.

That simplicity is at the heart of what inclusion means and how the fitness industry can improve. Turning the music volume down for a short time so that someone feels comfortable enough to complete their workout is just one example of a minor adjustment that standard commercial gyms can make in order to make someone with unique needs feel more welcome.

When we think about accessibility and inclusion in the fitness industry, for most of us, one of the first things

that comes to mind is wheelchair ramp access. While this is important for gym access. While this is important for gym goers in a wheelchair, it is just the tip of the iceberg. The great thing about inclusion and accessibility, however, is that it can be really simple and doesn't always require large or costly structural changes. A small adjustment to the usual way of doing things can often make a world of difference.

## The bridge to inclusion

I founded WeFlex, a service that connects people with a disability to mainstream fitness and health providers, in order to help bridge the gap between current offerings and currently underserved needs. WeFlex has developed training modules for personal trainers and gym staff to provide them with the tools they need to be more inclusive in their practice.

At the heart of everything WeFlex creates is the co-design process, which means the training is co-written with the people with the unique needs we wish to serve. During these



“  
**With a flick of a switch, that gym became just a little bit more inclusive**  
 ”

co-design sessions we consistently hear the same comments as to how we can be more inclusive as personal trainers and gym staff.

- “Treat me like you would anyone else”
- “Be nice to me”
- “Please have patience with me”
- “Look beyond my disability”

It sounds simple until you realise they are saying this because, to date, this treatment has not been their experience. We shouldn't need training to be nice to someone, or to see the person instead of the disability.

Interestingly, what we haven't heard about from people in terms of barriers to gym entry, is cost. The people we speak to would happily pay for a gym membership and PT services but choose not to, as their needs are not being met. My brother has been a paying member of his local Anytime Fitness club for nearly seven years now. He loves it and has developed real brand loyalty. Why? Because the club manager, Cade, was nice to Jack. Cade checked in on him and spoke to him like he would anybody else. It really can be that simple.

### 3 steps to improving your inclusivity

So, I ask you, as somebody who likely works in a fitness facility, if someone in a wheelchair came into your gym – would you assume they were there to train? Or would you ask if they were lost? Would you think it was out of the ordinary? Or would you not be fazed that they were in a wheelchair? You really shouldn't be, because after all, what's the point of the wheelchair ramp if they are not welcome on the inside? That my friend is a wheelchair ramp to nowhere!

To help you get started, here are three ideas you might like to try to become more inclusive and accessible for people living with a disability.

#### 1 Talk about it

Have you ever mentioned in your marketing or communications that you are open to people with disability? Over 35% of households in Australia have someone with a disability living in them. So, when you promote an inclusive gym, you are speaking the language of over 1/3 of your current members. Not only is that a very warm lead for new members – it also builds brand loyalty for their family and friends who are already members.

#### 2 Offer sensory-friendly experiences

A few years ago, Woolworths trialled 'sensory friendly' hours at their stores. Music was turned off and the lights were dimmed to allow people with sensory sensitivities to shop with more comfort. What they found was these hours became really busy, as they were preferred by a lot of people who didn't even have those sensitivities. Considering the majority of people at the gym train with headphones on, would many people even notice this simple change, let alone be upset by it?

#### 3 Make your website accessible to all



Most people with disabilities and their families will research your facility online in advance of visiting. By having one of the many Google Chrome extensions, such as UserWay, that allows for accessibility features, you can show potential customers that you are keen to meet their unique needs.

Inclusion is at the heart of WeFlex, a business I recently founded to improve the length and quality of life for those living with disability. We all know the power of regular exercise and improved fitness, and it is my life's mission to help connect people with unique needs to the immense benefits that the fitness industry has to offer. More importantly, this will help create somewhere people with disabilities can go and feel included as part of society. Sometimes, I feel that my brother's world is very small and by making the gym a more inclusive place, his world gets that little bit bigger. **N**



**Tommy Trout**

*Tommy is passionate about creating a more inclusive world after personal experience seeing the health inequality for people with disability. Seeing a clear gap*

*in the market, Tommy founded WeFlex, a business that connects people with disabilities with mainstream health and fitness providers and aims to create a more inclusive fitness industry.*  



ONLINE COURSE

**CANCER AND EXERCISE****THE BASICS**

1 in 3 Australian men and 1 in 4 Australian women will be diagnosed with cancer before the age of 75 (\*Australian Cancer Research Foundation (ACRF)). Would you be prepared if a client came to you and said they had cancer? Would you know how to adjust their exercise programme or simply even know what to say?

This course provides fitness professionals with a basic introduction to helping a client with cancer to exercise safely and effectively.

**THE COURSE INCLUDES:**

- Understand the basics of what cancer is and how it affects the body
- Understand why exercise matters for the person on their cancer journey
- Be able to plan a safe and effective exercise program for someone living with cancer
- Learn how to manage your own feelings around these issues

**\$124**

for Network Members

**ENROL HERE!****ABOUT THE COURSE CREATOR****MARION FOREMAN**

Marion is an experienced cancer nurse and a personal trainer with a Level 4 qualification in cancer rehabilitation. She runs circuit classes twice a week for people on their cancer journey. Marion also carries out the assessments for all patients referred to the 'Get Active' program run by a local charity.



# THE LANGUAGE OF DISABILITY

# WORD POWER

Many of us struggle to know how to speak to people with a disability in our clubs and classes. Fitness professional and disability advocate *Carol Syer* provides some simple do's and don'ts when it comes to the language of disability.

**I**n my thirty-plus years working in fitness, I have witnessed our industry grow and mature, and as it's done so, it has become more aware and more inclusive. We have become better educated, and with that knowledge we are becoming more welcoming for people with disability.

Having spent my life living with someone with a disability, I have never really stumbled over correct language or worried about what to say or do around a person with disability. I often see this awkwardness in others, however, though usually not through any fault of their own. The fact is, we simply don't know what we don't know. With clear and friendly communication being essential to the facilitation of safe and effective exercise delivery, it's worth our while paying some attention to the topic. Here, I'll explore the role of language and provide some easy-to-understand do's and don'ts when it comes to the language of disability.

Firstly, I want to make it very clear, I do not speak for anyone with a disability - no one can. Every person with a disability is an individual, and there is no check list of 'say this but don't say that' that will cover every person and every situation. The most important thing to remember is individuality. People with disability are professors, teachers, doctors, cleaners, factory workers, unemployed, advocates, mothers, uncles: they are unique.

## The power of words

Can you think of a word that was used to describe you at some stage in your life that you hated, or offended you? I can. I was a small-built child and my older brother called me 'Skinny Ribs', not in a fun big brotherly way, but in a 'I'm teasing you mercilessly' way, and said with offence. Working in the fitness industry I have heard the word *skinny* used in many ways, from 'You're lucky you're so skinny' to 'Oh you can eat anything you want because you're so

*skinny*'. People think they are paying a compliment, but I find the word offensive because I always wanted to be more muscly.

I know, first world problems, but can you imagine a word used to describe you every day, several times a day, that you don't want to be associated with constantly? That's how my daughter Caitlin feels. She has an intellectual disability, but it doesn't define her. A young adult going about her life like everyone else, she gets sick of the word 'disability' and just wants to be seen for herself.

## The problem with ableism

Ableism is a term used to describe favouring neurotypical people while excluding and devaluing people living with disability. As such, ableist language is offensive to people with disability. Negative, abusive, derogatory language about disability is ableist. Some words can be offensive in one context, but inoffensive in another.

For example, if I use the word 'normal' to describe my regular morning routine, that's fine, but if I'm referring to a person with disability and I compare them or the program or school, for example, to the normal person, program or school, that is offensive. If, for example, you offered an all-abilities children's class in your facility, but told people that if they didn't want their kids to attend it, that's OK because you also offer a normal kids' class, that would be highly offensive. It's great that you offer the all-abilities class, but your language around it can thwart your best efforts at making your club more inclusive.





## Making offensive terms history

Many words have their roots in the pages of medical history. For example retard, moron, spastic, insane, lunatic, crazy, mental and handicapped are words that were once used to describe patients in hospitals. Language changes over time, and society adapts the meaning of words, so that those which were once acceptable become offensive. As such, a word's valid origin doesn't make it acceptable to use it today.

The way society has used words such as retard and spastic has often been to 'have a laugh' or 'a go' at someone, often a mate, if they are uncoordinated, drop something or trip over, for example. This is putting a person with an intellectual disability or someone with Cerebral Palsy down, as if they are a lesser person. Not only should you not use these words, you should call it out if you hear others using it and explain its offensiveness. While you may not dream of using such language yourself, have you called it out if you've heard clients or members using it in your facility? Just because no one with a disability happens to be around when the

word is said, doesn't mean it's not offensive. People with disability also have parents, siblings, grandparents and family who constantly watch and hear their loved ones being subjected to this ableist language. A word's meaning cannot be erased with good intention. Ableist language shows people with disability that they aren't valued.

## Different people, different language

Language around disability is evolving and is constantly challenged and contested. Caitlin and I prefer to use 'person first' language, i.e. person with disability. As mentioned, Caitlin gets sick of her disability defining her, she wants to be seen as a person first, her disability comes last and doesn't define her. Other people we know prefer 'identity first' language, i.e. disabled person. Many people are proud of their disability, and want to be known as disabled. Everyone's story is different. Some people may like to name medical conditions or impairments, while others may be very uncomfortable with doing so. The language a person with disability favours is their choice and we should respect that: it is best not to make assumptions, and to ask or wait to be told what language they prefer.

## Swapping it out

When you are used to hearing or using terms that you don't think of as offensive, it can be confronting to actually pause and reflect upon the negative connotations inherent in them. However, I encourage you to do so.

In the language you use in your club, on your website, in your communications and, of course, in-person, avoid words that are demeaning, or paint people with disability in a bad light. Words like 'victim of', 'suffering from', 'bound to a wheelchair', 'physically challenged', 'handicapped', 'slow learner', 'midget', 'dwarf', 'special needs', 'able bodied', 'deaf' and 'dumb'.

In place of this terminology, I recommend 'wheelchair user', 'person has...', 'with lived experience of...', 'person of short stature', 'intellectual disability', 'learning disability', 'deaf person' and 'Auslan user'.

## The little differences

I'm a mum and sister of a person with a disability. In my dealings with the NDIS (National Disability Insurance Scheme) and Centrelink, my role becomes known as Carer, which differs from that of a paid worker that assists a person with disability who is referred to

as a Support Worker or Personal Assistant. It is important to understand the difference, because you will no doubt encounter both Carers and Support Workers in your career.

Some people may use an accessible toilet or accessible parking, as opposed to a disabled toilet or disabled parking. The large space around the car park and the wider access and fit out of changerooms/toilets makes them more accessible. Once again, there is a difference, and it does take effort and practice to make these changes to our language if we have always referred to something in a certain way in the past, but it's worth making the effort.

## Don't be afraid to make mistakes

The worst thing that can happen is to be worried about offending someone with a disability or saying the wrong thing, and therefore avoid talking to that person. People with disability are too often ignored and socially isolated, and we all need to work to change this.

If you are approaching the situation positively, and with the right intent, most people will not be offended if you make a mistake. If you cannot understand someone, simply ask them to repeat or ask them if there is another way you can communicate. Be ready to learn and if someone corrects you, acknowledge and be respectful. Remember: no single way works for everyone. The best people to learn more from are people with disabilities.

Ableism and ableist language are everywhere - by beginning to notice it, we can start to change. At the end of the day, we are all just people wanting to be connected, respected and included. Making people with disability feel welcome in our fitness facilities won't only improve their lives: when you increase the diversity in your life by building friendships and professional relationships with those that are different to your usual social network, your own life will also become more interesting and enriched. **N**



**Carol Syer**

*With 31 years' industry experience, Carol is a passionate group exercise instructor as well as the Program Coordinator for*

*Active Monash, a role in which she oversees programs for older adults, children, teens, those with chronic conditions, and people with a disability. In collaboration with group fitness legend Marietta Mehanni, Carol and her daughter Caitlin created an instructor training workshop called Enable to empower instructors with the confidence and knowledge to teach group classes for adults and children with intellectual disabilities..*





# NETWORK INTRODUCES THE PERSONAL TRAINER MASTERCLASS SERIES

Powered by the Australian Institute of Fitness, the new Personal Trainer Masterclass Series is an online course designed to provide PTs with in-depth knowledge and a comprehensive toolkit to safely and effectively work with specific population groups.

There are six masterclasses included in the series, covering the topics of coaching beginners, coaching for metabolic disorders, coaching for physique, coaching athletes, coaching through rehabilitation and coaching for mental health.

Accredited with AUSactive (formerly Fitness Australia) for 12 CECs/CPDs, the masterclasses explore overarching principles around key areas of exercise science. For each client group, recommended protocols are explored for screening and testing, mobility, cardiovascular training, strength training, long term programming and client retention.

[Click here for more details about the course](#)



## THE SOCIAL NETWORK

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

Always good to see more research supporting what the fitness industry has long known - that moving the body can also move the mind into a better space.



A sustainable vegan, vegetarian or flexitarian diet could slash your food bill by up to one-third.

A genuinely inspiring potted history of our incredible friends at Les Mills Asia Pacific who we've had the pleasure of working alongside for the best part of 35 years. Love your work guys!



Death. The prospect of it is a big motivation to stay alive, one study finds...



Wise words from the late US Secretary of State Colin Powell



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# YOUR CHANCE TO WIN!

## You've gotta be in it to win it!

One of our favourite tasks is contacting winners of Network competitions to let them know that there will be a prize winging its way to them. It's so nice to hear their reactions that we thought we'd share a few recent ones with you. If you want to be as excited as these guys, make sure you enter the competitions below!

- "OMGeeee!!! Thanks SO much - I'm so grateful to have won this prize! This is the best out-of-lockdown present ever! Thanks again - I really appreciate it." - Simone, NSW
- "Wow! That's amazing! Thanks!" - Nathan, ACT

- "Got the watch today, thanks again it's awesome. When I heard I'd won I thought it was a scam, imagine winning!" - Sue, VIC
- "It has arrived thank you so, so much - I never win anything, so I'm extremely excited!" - Monica, NSW
- "Wow wee! Thank you, I'm so excited!" - Dina, VIC
- "I just got home and am delighted to report that the watch has arrived. I look forward using it - thank you again" - Steve, NSW



## Intense relief from leg, shoulder and elbow pain

Using OxyWave Technology, the Revitive Medic Coach Circulation Booster pumps muscles in the legs and feet to increase oxygen-rich blood flow. Providing leg pain relief, the app-controlled Circulation Booster connects to your smartphone and has a suite of unique features, including Personalised Therapy Plans, Vigorous Program, and Hydration and Motion Sensors to coach you to the optimal intensity level and get the most out of each therapy session.

Revitive Medic Coach also provides full body pain management with body pads using EMS and TENS technology, making it great for targeted pain relief due to overuse

or injury in the shoulders and elbows. Developed by experts, and endorsed by the Australian Physiotherapy Association, Revitive has been used by millions worldwide and received hundreds of 4 and 5-star reviews on independent review site Product Review Australia.

For your chance to win a Revitive Medic Coach (RRP \$549), email [editor@fitnessnetwork.com.au](mailto:editor@fitnessnetwork.com.au) and tell us in 50 words or fewer why you need to experience the revitalising effects of this circulation booster.

Always read the label. Follow the instructions for use. If symptoms persist, talk to your health professional. Individual results may vary. For contraindications, please visit [revitive.com.au](http://revitive.com.au)

## Break through the noise with SOUNDFORM Rise True Wireless earbuds

Belkin has launched its new SOUNDFORM Audio Range, bundled with the multi-port BOOST↑CHARGE™ Power Bank 10K to give you the power on hand to keep your music flowing when you're on the move. Even without the extra power back-up, the SOUNDFORM Rise True Wireless earbuds have a day's worth of listening in them, with seven hours of power when fully charged. Plus, the earbuds feature IPX5 rated sweat and splash resistant materials that protect the inner technology from workouts and weather.

The Rise True Wireless earbuds deliver a consistent and high-quality listening experience for music and podcasts thanks to the 6mm drivers, while providing optimal clarity on phone calls with two ENC microphones in each bud. These earbuds are the perfect solution for budget conscious users who are looking for more advanced features not usually found at this lower price point (RRP \$119.95).

For your chance to win a pair of Rise True Wireless earbuds from Belkin, email [editor@fitnessnetwork.com.au](mailto:editor@fitnessnetwork.com.au) and tell us in 50 words or fewer why you deserve to treat yourself to a Happy New Ear in 2022!

[belkin.com/au](http://belkin.com/au)



### TERMS & CONDITIONS

Competitions commence 21 December 2021 and conclude 7 February 2022. Competitions are games of skill and chance plays no part in determining the winners. 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 14 February 2022. Click [HERE](#) for full Terms and Conditions.

## INJURY & REHAB

# GUIDING CLIENTS BACK FROM LOCKDOWN INJURIES

Whether your clients went too hard with their home workouts, or slipped into a screen-based sedentary lifestyle during lockdown, you are well placed to help them make a safe return to regular, sustainable exercise, writes corrective exercise specialist *Justin Price*.

**T**he pandemic has had a major effect on all areas of people's lives, and physical activity levels are no exception. Recent studies show that the pandemic and associated lockdowns prompted many people to go one of two ways with regard to their exercise program. They either decided to work out more in an attempt to get in the best shape of their lives, or chose to spend lockdowns sitting at the computer, watching TV and/or enjoying long phases of inactivity. Both of these choices, while seemingly unrelated, have led to an increased number of people experiencing musculoskeletal injuries (Clarence Valley Independent, 2021; Moses and Robins, 2021; Seshadri, et. al., 2021).

### What's causing the increase in injuries?

As we know, lockdowns and distancing rules prevented most people from accessing in-person fitness and exercise services. Consequently, those individuals who decided to increase their physical activity levels often did so without the supervision of a qualified fitness or exercise professional. In addition to engaging in unsupervised exercise, research found that they tended to work out longer and harder than would have been appropriate, while also trying more extreme forms of exercise. This has resulted in many of these people experiencing musculoskeletal overuse injuries (Clarence Valley Independent, 2021).

Alternatively, individuals who stopped exercising during the pandemic and instead spent more time watching TV, playing computer games, and generally sitting for longer periods of time became deconditioned. Once lockdowns and COVID-19 restrictions began to ease up, these people experienced musculoskeletal injuries as they tried to return to their pre-pandemic exercise levels in a deconditioned state (Moses and Robins, 2021; Seshadri, et. al., 2021).

### Guiding clients back from pain and injury

Corrective exercise specialists and fitness professionals well-versed in corrective exercise methodologies are uniquely positioned to help people overcome pain, injuries and musculoskeletal issues that have arisen as a result of over- or under-exercising during the pandemic.

#### Helping over-exercisers

Clients who sustained overuse injuries in their pandemic pursuit of ultimate fitness will benefit most from incorporating activities into their exercise regime that actively promote rest, recovery and

rejuvenation. Coach these people to take days off from strenuous activity to instead perform self-myofascial release and gentle stretching exercises appropriate for their musculoskeletal issue or condition. Areas of the body that were overly-strained, stressed and/or injured during high levels and intensities of exercise should now be prioritised with these corrective exercise techniques.

#### Helping under-exercisers

A deconditioned client trying to resume their pre-pandemic physical activity levels without adequate reintroduction will benefit from the application of gradual progression. Coach them about the need to address musculoskeletal changes that have occurred as a result of prolonged static postures like sitting, and the importance of slowly reintroducing exercise stress to help safeguard their body from the pain and injury that can result if they overdo it upon returning to the gym.

As the availability of in-person exercise and fitness services begins to resume, corrective exercise specialists are in a unique position to assist people that have sustained musculoskeletal injuries as a result of too much or too little exercise. Whether helping clients get over pain and injuries incurred during the pandemic, or reintroducing exercise safely to those who are unfit and out of shape as a result of long periods of inactivity, expertise in the area of corrective exercise is now more important than ever. **N**


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#### Justin Price

Justin is the creator of The BioMechanics Method Corrective Exercise Specialist Certification powered by Australian Fitness Network (Fitness Australia-approved). The BioMechanics Method is the fitness industry's highest rated specialty certification with trained specialists in over

70 countries. Click the link to find out more about how to become a corrective exercise specialist in The BioMechanics Method so you can help people alleviate their pain, move better and exercise without limitations. 

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# BUSTING 10 MYTHS ABOUT TEENS AND EXERCISE

With only 1 in 10 young people getting adequate physical activity, we need to do what we can to help them move more. For starters, writes *Christine Kuszniir*, let's do away with the incorrect assumptions that many people have about training teens.

**T**eenagers are busy people, their days often filled with study, exams, part-time jobs, attempting to please their parents and learning to drive, while also finding some time to chill with friends and keep on top of their Instagram feed. This can make it seem like there aren't enough hours in the day to fit in exercise. When you combine this with some common misconceptions about exercise for adolescents, it becomes clear why rates of obesity, injury and mental health issues are climbing in our teens. While we can't add more hours to their days, we can at least bust some of the common myths about young people and exercise.

## MYTH 1. Teenagers don't need to exercise

Wrong! The Australian Physical Activity & Sedentary Behaviour Guidelines for Young People aged 13-17 years (2019)<sup>1</sup> recommend that children and young people should aim for at least 60 minutes of moderate to vigorous physical activity per day involving mainly aerobic activities. The 60 minutes can be made up of shorter bursts of activity throughout the day.

Statistics show that 9 in 10 young Australians are not moving their bodies enough<sup>2</sup>. It's not just a problem here though: according to the World Health Organization more than 80% of adolescents worldwide aren't getting enough physical activity<sup>2</sup> and as they age they tend to engage in less physical activity and more sedentary screen-based behaviour.

Active children and adolescents will:

- Have stronger muscles and bones
- Have a leaner body because exercise helps control body fat

- Be less likely to become overweight
- Have less risk of developing diseases like coronary heart disease, type II diabetes, colon and breast cancer
- Exhibit lower blood pressure and blood cholesterol levels
- Sleep better
- Stay mentally healthy
- Have a stronger immune system.

## MYTH 2. Playing sport is enough exercise

Probably not! Teenagers should be doing at least 60 minutes of moderate to vigorous physical activity every day and often sports practice is not enough to accumulate this total activity.

Children and adolescents should be encouraged to participate in a variety of activities on a daily basis to develop all three components of fitness: stamina, strength and suppleness.

Stamina can be developed through regular and continuous aerobic activity. For adolescents, aerobic activity will strengthen their heart and lungs, and improve their body's ability to deliver oxygen to all of its cells.

Writing programs that incorporate strength and suppleness elements may come as second nature, but what does programming for stamina look like for teen clients? It should follow the FITT approach:

- Frequency: most days of the week if possible
- Intensity: moderate to vigorous, should be intermittent
- Time: 60 mins per day, which can be broken up into bouts of 15 mins
- Type: aerobic continuous, aerobic interval, anaerobic interval (HIIT).

### MYTH 3. Teenagers don't need to stretch

Incorrect - everyone needs to stretch! Suppleness can be developed through regular stretching activity. For adolescents stretching activities will make them more flexible, allowing their muscles and joints to move easily through their full range of motion. However, because children are more lax prior to puberty, it is important that they do not overstretch, as doing so may impair correct alignment and have negative effects later in life.

### MYTH 4. Exercise is only for the sporty kids

Definitely not! Exercise is important for everyone, regardless of whether or not you're seeking performance improvements for organised sport - and it's not just for the physical benefits. Other great 'side effects' of exercise include:

- development of positive lifelong behaviours
- learning about the body
- development of motor coordination
- development of social skills such as teamwork
- improved interpersonal communication
- enhanced self-esteem and confidence
- gaining positive psychological boost
- enjoyment of the activity itself (in addition to the endorphin release)!

### MYTH 5. Teenagers are tricky to work with

Not necessarily! Working with teenagers can certainly have its unique challenges, but it can also be a lot of fun! Teenagers can have a lot going on in their physical, emotional and social lives that can affect how they interact, and they may come across as either overly friendly or hostile.

Here are some helpful tips for dealing with individuals or groups of adolescents.

- A good exercise session could incorporate both individual and team activities, as well as a game.
- Program activities and games that combine all elements of fitness (stamina, strength, suppleness, skill, balance and coordination).
- While some competitive games can be incorporated, it is important to appreciate that not all kids like competition, so ensure teens can 'win' in other ways, such as having a game that focuses on problem-solving or teamwork.
- Have alternate exercises and activities planned to cater for a large range of fitness and skill abilities, and use progressions and regressions as required.
- Build relationships by asking about interests and activities outside of training, and show a genuine interest and care in them and their lives.
- Be genuine in the way you interact with them and talk to them at their level, not how you might do with younger children.
- Be fair and be fun: humour is a great way to diffuse problems and respond to negative comments or behaviour.
- Have empathy. If someone is not participating, or is acting out or behaving negatively, show care and ask them privately if everything is OK. They may well have lots of other issues going on, and will usually respond well to care and empathy rather than consequences and correction.



***Working with teenagers can certainly have its unique challenges, but it can also be a lot of fun!***



### MYTH 6. Teenagers shouldn't start strength training until they reach maturity

Wrong! Strength training is important for all children and adolescents. The Australian Physical Activity & Sedentary Behaviour Guidelines for Young People aged 13-17 years (2019)<sup>1</sup> recommend that activities that strengthen muscle and bone should be incorporated (in the recommended 60 minutes of daily physical activity) at least three days per week.

Evidence has found that participation in a supervised resistance training program can be a safe, effective and worthwhile method of conditioning for children and adolescents. Muscular strength is also the driving force toward performance enhancement and injury prevention<sup>3</sup>.

### MYTH 7. Strength training is unsafe for teens and will stunt their growth

Not true: in fact, strength training actually assists teenagers with healthy development. Resistance training is a potent stimulus for strengthening muscle and bone<sup>3</sup>.

Strength training is completely safe when following these guidelines:

- The teen can perform 3 sets of 8-15 reps with good technique before the weight is increased
- The focus is on quality of movement, not quantity
- Large compound movements, such as bodyweight squats, lunges and light weight training are performed
- Maximal lifts are avoided
- Fewer reps (under 8) of higher loads should only be performed when the adolescent has finished growing
- This should be performed at least 3 times a week to ensure sufficient muscular and bone development
- Adolescents should be proficient in bodyweight and dumbbell-resisted variations of a movement before moving on to a barbell.

### MYTH 8. Teens should only do bodyweight exercises

No: weights can be used - with care. We can overload adolescents through resistance and bodyweight training, but there are a number of things we need to keep in mind as we train them: their bodies are still developing and growing, their bones are not fully formed, their joints will not be as stable or as strong as adults, and their proprioception and balance may not be great as they learn to adjust to new limb lengths while experiencing growth spurts. This means that when performing lifts with heavier loads, we need to be aware of their technique. If their movement execution starts to become sloppy, we need to increase the rest time and get them to focus back on their technique. We want quality over quantity.

As adolescents age toward full maturation, we can look to increase the overload techniques applied.

## MYTH 9. Training teenagers is totally different to training adults

False. Teenagers, although it may not always seem like it, are still human! There are some physical considerations and a few other things to factor in, such as consent from a parent or guardian, but the guidelines for training teens are almost identical to those for training a beginner adult.

Challenges may arise, such as difficulties with learning, vision, hearing, speech, motor skills and balance, which may require you to refer to a medical or allied health professional for guidance. Teenagers may also present with specific pathological conditions that require medical clearance, such as osgood schlatter disease (pain and swelling below the knee experienced during growth spurts).

However, for the most part, any other conditions you may come across will be the same as you find in adults. Common medical conditions, such as asthma, diabetes and obesity, require careful observation and exercise modifications on the part of the PT, regardless of the client's age.

The key is to focus on technique and slow progression, which will help the adolescent build a strong foundation and ease the transition to a strong and healthy adulthood.

## MYTH 10. There are too many legal things to consider

Well, yes there are a few - but not too many to make it worth your while. This list outlines some of the major legal things to consider and will help you gain the confidence to start training teens.

### Access to gyms

Check your local facilities for details about conditions of entry and minimum age for access.

### Insurance

Ensure your insurance policy specifically covers training teenagers and young people.

### Risks and safety elements

Consider the instructor-to-teenager ratio to ensure full supervision of all activities. For school groups, a teacher must be present at all times, in addition to the instructor.

### Reporting

Any assessments or reports you make based on the adolescent must be collected and stored securely until the individual reaches the age of 25. It is your responsibility to report any risk of harm, abuse or neglect to the necessary authorities.

### Clearances

Ensure you have the relevant clearance for your state in order to work with children, such as a Working with Children Check.

Teenagers should be participating in regular strength, stamina and suppleness activities for healthy mental and physical development. This is vital to creating lifelong positive health habits. It is up to us to help guide them. You might hate the way that teenagers talk, the way they cut their hair, or the way they drive their cars. What I hate, however, is that they don't exercise enough. So, fitness professionals, let's not drop the ball on this one, because what you won't hate is training teens to become happier, healthier and stronger young people. **N**

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### Christine Kuszniir

Christine is a Fitness Coach at the Australian Institute of Fitness in Adelaide. She is also a Les Mills Group Fitness Instructor, as well as a current secondary school science, maths and VET teacher. Christine is the creator of the CEC-accredited online Network course Training Teens. 





NEW NETWORK COURSE



ONLINE COURSE

# TRAINING TEENS

In this course you'll be guided through key insights and considerations when working with teenage clients (12-17), to assist your delivery of 1-1 personal training or group sessions. Built on both current research and the course creator's experience, learn about tailoring effective communication and session strategies with teenagers, and practical ideas to include in one-on-one PT or group sessions.

## THE COURSE INCLUDES:

- The physical aspects of training teenagers – growth and development and how that will impact the program and training with adolescents
- How the teenage mind thinks
- Communication and relationship-building skills to help teens perform at their best
- Legal considerations – what boxes need to be checked, what you need to know and where you can find it.

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## ABOUT THE COURSE CREATOR



### CHRISTINE KUSZNIR

Christine is a Fitness Coach with the Australian Institute of Fitness, as well as a fitness professional, high school educator and Reebok Sponsored Athlete. A Les Mills Group Fitness Instructor and National Presenter for RPM, she teaches BODYCOMBAT, BODYPUMP, SPRINT and RPM in clubs around Adelaide. Christine's wealth of experience in the fitness and education industries have equipped her with the skills to deliver highly effective, tailored learning experiences to a diverse range of clients, participants and students.

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**RECIPES: SUMMER 2021**

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# A BURST OF GREEN

*Teresa Cutter, The Healthy Chef* shares some delicious summer lunch ideas and shows that, when done right, you can make friends with salad!



## Green peas with leaves & avocado

This salad will instantly make you feel ten years younger after eating it! The ingredients have been specifically selected to boost protein, healthy fats and antioxidants for healthy glowing skin and a lean toned physique.

Serves 4

### Ingredients

1 red onion, finely sliced  
1 lemon  
generous pinch of sea salt  
2 heads baby gem lettuce or baby cos lettuce  
250g podded green peas  
2 avocados

### DRESSING

1 tablespoon apple cider vinegar  
2 teaspoons seeded mustard  
1 teaspoon pure maple syrup  
60ml (¼ cup) extra virgin olive oil

### Method

1. Whisk dressing ingredients until creamy and emulsified.
2. Combine onion, the juice from 1 lemon and sea salt into a smaller separate bowl, then massage through the onion. Set aside for 15 minutes to soften.
3. Arrange lettuce leaves onto a serving platter.
4. Blanch peas for 1 minute in boiling water, then drain.
5. Scatter peas over the lettuce and arrange over sliced avocado.
6. Spoon over the dressing, followed by the red pickled onion.
7. Serve and enjoy.



## Kale & zucchini frittata

This is a delicious meal that I often make for my weekday lunches or dinners. High in antioxidants, minerals and protein it supports a healthy metabolism.

Makes 6

### Ingredients

- 1 leek, finely sliced
- 2 tablespoons extra virgin olive oil
- 3 zucchini cut into rounds
- 1 bunch kale or cavolo nero, washed, trimmed and finely shredded
- 90g baby spinach
- 2 tablespoons parsley, chopped
- 6 organic eggs
- sea salt to taste
- 90g goats feta

### Method

1. Preheat oven to 180°C (fan forced).
2. Saute leek until softened, then add the shredded kale and cook through for 5 minutes until soft and wilted.
3. Add the zucchini and spinach then cook for a further 5 minutes.
4. Break eggs into a bowl, season with a little salt, then lightly whisk and pour over the vegetables in the pan.
5. Crumble over the feta cheese and bake for 20-30 minutes until golden.
6. Serve warm or at room temperature.

**Notes and inspiration:** Serve with fresh leafy greens drizzled with lemon and olive oil.

Photography by Paul Cutter. Recipes from the Healthy Chef App. Visit the Apple Store to download and start a free 7-day trial.



Teresa Cutter

Founder of The Healthy Chef, Teresa is an award-winning and classically-trained chef, author, nutritionist and fitness trainer. You can find more recipes, tips and products on her NEW Healthy Chef App, [thehealthychef.com](http://thehealthychef.com), cookbooks, eBooks, Facebook and Instagram.



# A Healthy Meal On-the-go



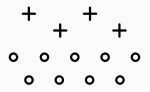
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# MANAGING MENOPAUSE WITH NUTRITION AND MOVEMENT

*Teresa Cutter, The Healthy Chef* shares her personal experience with perimenopause and menopause, as well as the dietary and exercise strategies she has used to alleviate symptoms.

**P**erimenopause is a precursor to menopause, whereby the ovaries gradually begin making less oestrogen. It's a natural phase in life and causes women to experience irregular menstrual cycles and fluctuations in hormones, along with symptoms like anxiety attacks, weight gain and drops in libido. Most women will start to experience perimenopausal symptoms in their 40s, some even earlier, in their mid-30's. However, it varies from person to person based on their genetics and health issues. Menopause is officially recognised when you have not had a period for an entire year.

Growing up, I never really worried about my period. Not even in my 20's and 30's was I concerned. My periods were always irregular, but there were times when I would go one to two years without them. I attributed that to being into fitness and competing in fitness figure competitions at a low body fat percentage, which was not a healthy state, but that was my journey.

My mother and sister started perimenopause quite early, and I did too. Perimenopause and menopause have such negative connotations, but I have viewed it as a new beginning - accepting the changes in my body and embracing them as part of life. I try not to stress about menopause and deal with it the best I can.

## Changes to the body

The changes happen over time. I get blood tests done twice a year to ensure I'm on track and to rectify any deficiencies, if needed. In the early stages of perimenopause, I noticed the falls of oestrogen, progesterone and testosterone in my blood levels. My periods

had stopped entirely, and I became anxious and started to experience dry skin and low energy, followed by hot flushes, bloating and a lowered metabolism.

I was waking up at 3am most mornings for months, and therefore missing out on the quality sleep that my body needed. I was in the throes of menopause when I turned 50. My blood test results were quite abnormal compared to what I usually get: they showed a suppressed thyroid and massively elevated cortisol and adrenal fatigue. The hormone cortisol also often plays a role in weight gain. Women in perimenopause and the throes of menopause may experience high-stress levels, which can elevate cortisol levels, leading to increased fat storage.

## Health-related conditions associated with perimenopause and menopause

It's important to get a complete check-up with your health practitioner regularly, even if you don't notice any symptoms. I do this religiously, even when I'm feeling well. Menopause is associated with increased risks of developing heart disease and osteoporosis due to drops in oestrogen. Metabolism also slows, as does collagen production, so if you are in this stage of life, it's prudent to develop a routine for checking in with your doctor or health care professional for regular check-ups.



## Can diet and lifestyle practices alleviate symptoms?

Lifestyle therapy (exercise and diet) can make a significant difference to your health and how you feel. I focus on eating a Mediterranean wholefoods diet rich in antioxidants, protein, calcium, vitamin D and healthy fats to help support my hormones, bone density, lean muscle and skin. According to research (Willett, 2006), making healthy food choices consistent with a Mediterranean diet, in combination with regular physical activity and not smoking, can help people avoid 'over 80% of coronary heart disease, 70% of stroke and 90% of type 2 diabetes'.

The recipes in my cookbooks and the Healthy Chef App focus on a Mediterranean-based wholefoods diet. Personally, I try to keep my diet gluten-free as I feel better and bloat less. Including quality protein, such as wild-caught fish for omega-3 and supplementing with pure native whey protein isolate and marine collagen, helps balance my hormones such as insulin and support metabolism. My Healthy Chef App also includes a 28 Day Menopause Diet Plan to help you eat better, reduce insulin and balance hormones. The Healthy Chef Rejuvenating Menopause Diet can be easily fine-tuned based on your unique health requirements and needs.

Exercise is important for managing several risk factors associated with menopause complications, including becoming overweight, having high levels of inflammation, getting poor sleep, experiencing bone loss or muscle wasting, and dealing with stress. I've adjusted my fitness regimen and diet to suit what my body needs. I'm fortunate that years of bodybuilding has built up my bone density, and I do yearly DEXA scans to monitor it.

Sleep is also crucial as it's the time when the body repairs itself. If



***Lifestyle therapy (exercise and diet) can make a significant difference to your health and how you feel***



we don't get enough sleep, it suppresses our immune system, affects our state of mind, and elevates cortisol, which breaks down collagen. Excessive stress and poor sleep are linked with higher cortisol levels, decreased immunity, trouble with work performance, and a higher susceptibility to anxiety, weight gain and depression. So, I try to get to bed by at least 9:30pm and take a spoonful of magnesium before bed as it helps me sleep better.

## Supplements to help with symptoms

The main reason I started my brand, The Healthy Chef, was because I needed to find nutritional solutions to support my health, as well as that of my husband. I have protein, and marine collagen shakes most days as they are the building blocks to the body - protein and collagen help support hormone, skin, bone, immune and muscle health. Protein also helps to balance blood sugar and reduce insulin spikes. I usually make a strawberry smoothie, adding protein, marine collagen, avocado and water.

I also make sure to saturate my body with vitamin C every day. Vitamin C is vital not only for immune health, but also for collagen production, supporting healthy bones and healthy skin. I love Healthy Chef Natural Immune Support and our new immune spray. Both are rich in vitamin C, D and zinc to keep my whole body in good health.

Prebiotics and probiotics are also key in my nutritional supplementation. Studies show probiotic-rich foods may assist with the management of diabetes, obesity, yeast infections, urinary tract infections and gastrointestinal disorders. As well as foods such as yoghurt or kiwi fruit, I also add Everyday Greens to my smoothies or water to help boost probiotics and nourish my digestive system.

The symptoms that accompany the onset of perimenopause and menopause can be confronting, but making some strategic nutritional and lifestyle changes can help to significantly alleviate them. My mantra during this time remains the same as at every stage of life: Eat well, Move daily, Hydrate often, Sleep lots, Love your body. **N**



**Teresa Cutter**

Founder of The Healthy Chef, Teresa is an award-winning and classically-trained chef, author, nutritionist and fitness trainer. You can find more recipes, tips and products on her NEW Healthy Chef App, [thehealthychef.com](http://thehealthychef.com), cookbooks, eBooks, Facebook and Instagram.



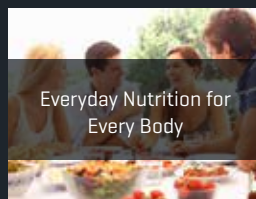
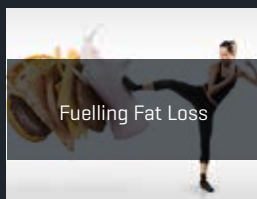
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# TRAIN YOUR FEMALE CLIENT ALONGSIDE HER MENSTRUAL CYCLE

By using a client's menstrual cycle to inform her training, you can help her achieve more with less effort, writes trainer and educator *Clare Hozack*.

**F**or women, the menstrual cycle is a significant, but often overlooked, influencer of exercise performance. When factored in, however, it can make a world of difference. I want to start by saying that this is the simple, generalised version that will only work for about 15% of your client base, because only about 15% of all women have a 28-day cycle.

To further complicate things, all women react differently to varying hormone levels; some feel amazing at certain points, while others will feel downright awful. After trial and error, however, when you get your client's unique rhythm right, it will be a game changer. It will get her working easier, sticking to dietary plans better, and consistently getting results in a way that you previously had to fight to achieve.

## Track the data

The first thing to do is start tracking information about a range of factors, including sleep quality, mood, pain, skin changes, joints, temperature and motivation levels. You can use a combination of app-gathered data and your client's personal observations to gather this information. Once a pattern emerges, you can map her training session plans to it.

After at least three cycles (which may or may not be three months) you should start to see a pattern emerge. Lack of a pattern is a symptom that may warrant a visit to a GP, preferably an integrative one or one who is passionate about women's health, or a naturopath who specialises in fertility and hormonal health.

## Matching your client's training to her pattern

Once you've established your client's pattern, the way to start matching her training to her cycle is actually very simple:

### Phase 1: Menstruation

This can go anywhere from three to five days and shouldn't require more than a super pad to absorb a few hours of blood. Bleeding that is excessively heavy, painful, or longer than five days should be referred to a GP or naturopath that specialises in hormone dysfunctions. Some women will feel excessively tired, which is also a warning sign to get their iron checked, while others will feel released and energised.

### Phase 2: Follicular

It is in this low hormone phase that women are the most like men, and characterised by a slow increase in oestrogen, followed by a sharp

increase in luteinising hormone right before ovulation. This is the most comfortable time for most women to train hard, lift heavy and diet (because of reduced insulin sensitivity). Her testosterone is at its highest in this phase, so strength gains are better. Take advantage of this by scheduling muscle building exercises for this phase.

### Phase 3: Ovulation

Ovulation will sometimes be symptomatic for some women, with back or abdominal pain, and in others it will pass unnoticed. Either way, your client is at greater risk of injury during this time, so slow down reps and cut back on plyometrics if possible. A rise in your client's core temperature indicates that ovulation has occurred.

### Phase 4: Luteal

This is characterised by a large increase in progesterone. In some ways, this hormone is wonderful, helping your female client sleep, but in other ways it can make training less comfortable. Her core temperature will rise, she becomes more sensitive to insulin, and her metabolic rate increases. This phase of the cycle is not good for dieting, and calories should be increased by at least 100 per day if she is dieting. Training can still be hard, but she's more at risk of overheating, so it is a perfect time to lengthen your sessions and work on endurance.

The end of phase 4 is the most common time for athletes to feel down, lethargic and unmotivated, so go with it and prescribe a week or so of light exercise, walking, yoga and recovery.



Performance is only impaired minimally by the late luteal or menstrual phase, so a client shouldn't need to skip important meets or competitions because of her period. For training, however, starting to sync your intensity and objectives to literally 'go with her flow' will make sticking to your program easier for her, getting better results with less effort. **N**

For references click here to read this article at [fitnessnetwork.com.au](https://fitnessnetwork.com.au)



#### Clare Hozack

A former athlete and strength and conditioning coach, Clare applies this experience to her work training and educating pre- and post-natal women to help them develop 'next level' fitness. A trainer with IntoYou studio on Sydney's Northern Beaches, she is also the Australian and

NZ Master Trainer for Burrell Education, which delivers a range of women's health and pregnancy-related courses.  



# WOMEN AREN'T JUST 'LITTLE MEN'.

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- ▶ Explains the physical and psychological changes experienced by women in their 40's, 50's and beyond, and reveals how this impacts their training approach.

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RESEARCH REVIEW

# I'M HITTING THE WEIGHTS RACK THREE CUPS OF COFFEE PLEASE

A meta-analysis of caffeine consumption in relation to athletic and strength performance finds strong evidence for significant gains - but not for everyone and not without side-effects.

Review by Assoc Prof Mike Climstein, PhD & Dr Joe Walsh, PhD

**Title:** International Society of Sports Nutrition position stand: caffeine and exercise performance

**Authors:** Dr. Guest and colleagues (Faculty of Medicine, University of Toronto, Canada)

**Source:** *Journal of the International Society of Sports Nutrition*, 2021; 18: 1; 1-37. Read free online here.

**Prologue:** A long time ago in a galaxy far, far away... OK, that may be a little over-theatrical; let's try again. Over 22 years ago I was delivering lectures on 'special populations' as it was called back then, primarily on the topics of heart disease, osteoporosis and ageing. The audience for these lectures consisted of fitness enthusiasts studying to be fitness leaders and personal trainers at 'Network for Fitness Professionals' in Sydney. A colleague and surf buddy of mine, Liz Dene (a respected figure in the fitness industry), said to me 'Mikey, you should write an article for our *Network* magazine, I know the editor would be interested in you contributing'. Now, I'm not in favour of being called 'Mikey', but Liz always gets away with it. Regardless, that was the start of Research Reviews with *Network*. It is important that I pay homage to that humble beginning as,

like all good things, it must come to an end... or must it? This may be the last Research Review that will appear in the magazine format, but this prehistoric man is moving with the times, and will continue publishing the Research Reviews through Network online. To Liz, I thank you for initiating this journey and making it possible; to the *Network* magazine team, especially Oli our editor and Jack the primary designer, you make us look damn good. I thank you all for your patience and support, which I continue to enjoy. My Research Review colleague and friend Dr Joe Walsh and I are excited to keep *Network's* fitness professional readership abreast of some of the more interesting and relevant developments in the world of exercise-related research. Which brings us, neatly, to this issue's review.

**Introduction:** Early to bed, early to rise gets Mike the best waves in the morning. It's



## THE QUICK READ

- Caffeine has easy passage to all biological membranes, with its peak effectiveness occurring from 30 minutes to two hours after consumption
- A meta-analysis showed exercise performance outputs of caffeine-consuming study subjects to be approximately 16% greater than those of subjects not taking caffeine
- For strength training, the most common dose of caffeine was 3 to 6 milligrams per kilogram of bodyweight taken
- The authors reported strength increases of up to 7% for muscular strength and muscular endurance
- Not everyone benefits performance-wise from consuming caffeine, and some negative effects, including anxiety and disrupted sleep, can occur in some individuals.

no easy feat getting up in the dark in order to be in the surf line-up by sunrise, so you might say I rely upon go-go juice, java, jitter juice, morning jolt, cupped lightning. Call it what you want, it's a cup of coffee with the all-important caffeine load that gets me going ...and keeps me going with an afternoon kick when I'm fading and need a brain boost (yes, caffeine has been shown to improve cognitive performance).

I've been in Australia long enough to know the so-called coffee I was drinking in the US was, to be polite, an evil beverage. When I came to the land of Oz I was enlightened with good, make that very good, coffee. Regardless, whether it tasted absolutely putrid or like the nectar of the gods, both had the all-important caffeine ingredient, which was a key factor when I was lifting weights, as well as when I needed to become functional early in the morning for a surf (or work). Caffeine has easy passage to all biological membranes after it has been consumed, with its peak effectiveness occurring from 30 minutes to two hours after consumption. This brings us to this Research Review, in which Dr Guest and her colleagues



# ***Less than 1% change in running speed is enough to influence the medal results at Olympic endurance events ...Caffeine has been shown to improve endurance performance by 2-4%***

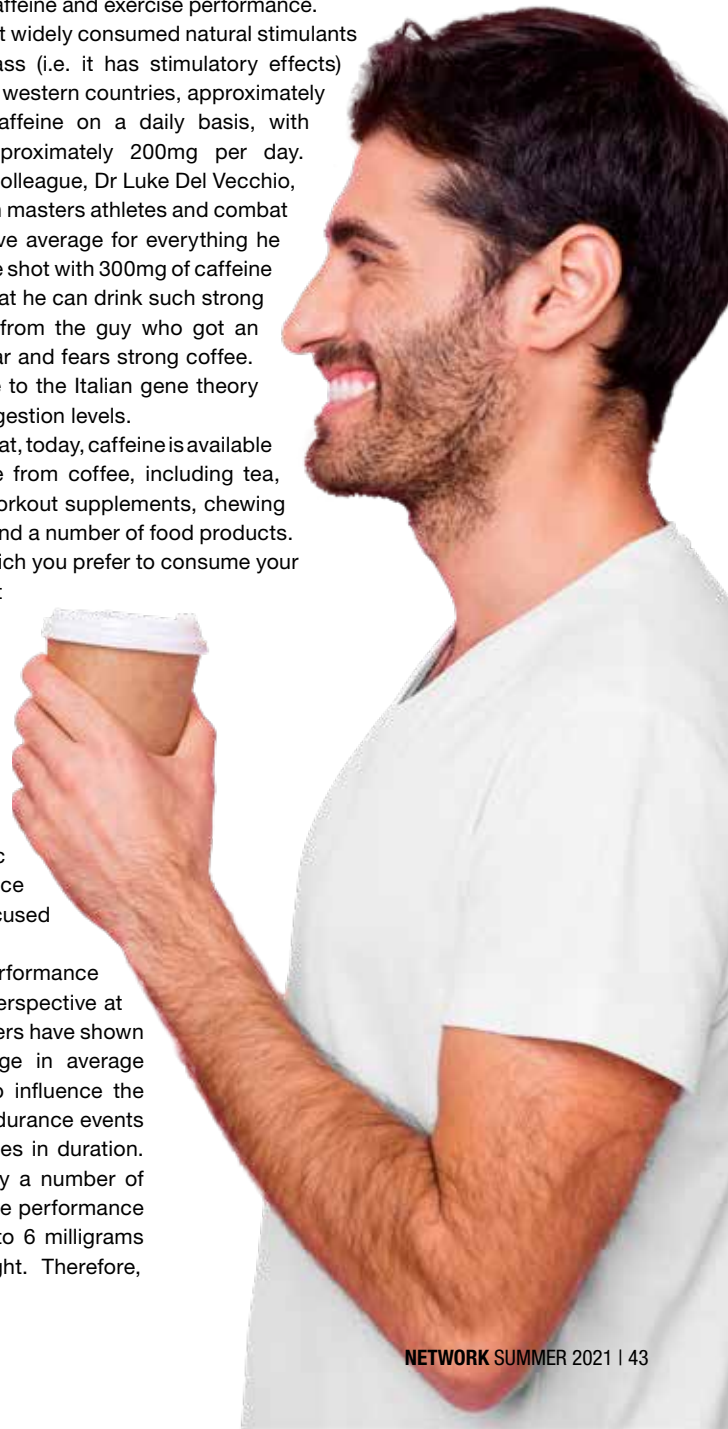


from the Faculty of Medicine at the University of Toronto published an excellent position stand on caffeine and exercise performance.

Caffeine is one of the most widely consumed natural stimulants from the methylxanthine class (i.e. it has stimulatory effects) which are found in plants. In western countries, approximately 90% of adults consume caffeine on a daily basis, with consumption averaging approximately 200mg per day. Then, of course, there's my colleague, Dr Luke Del Vecchio, a researcher extraordinaire in masters athletes and combat athletes, who is always above average for everything he does, so it's a daily quadruple shot with 300mg of caffeine for him. I am truly amazed that he can drink such strong coffee. And this is coming from the guy who got an ablation on his heart last year and fears strong coffee. Luke attributes his tolerance to the Italian gene theory and habitual high caffeine ingestion levels.

Dr Guest et al. remind us that, today, caffeine is available in numerous products aside from coffee, including tea, cocoa, energy drinks, pre-workout supplements, chewing gum, energy gels, aerosols and a number of food products. Regardless of the form in which you prefer to consume your caffeine, both health (weight loss as well as lowered risk of type 2 diabetes mellitus, Alzheimer's and Parkinson's diseases, liver disease, depression and certain types of cancer) and performance benefits have been well documented in the scientific literature. It is the performance benefits that Dr Guest has focused her position stand on.

With regard to performance benefits, let's put this into perspective at the Olympic level. Researchers have shown that a less than 1% change in average running speed is enough to influence the medal results at Olympic endurance events from 45 seconds to 8 minutes in duration. Caffeine has been shown by a number of studies to improve endurance performance by 2-4%, with a dose of 3 to 6 milligrams per kilogram of body weight. Therefore,





## The authors report increases of up to 7% for muscular strength and endurance



we see cyclists, runners, cross-country skiers and swimmers utilising caffeine to boost performance. It is reported that approximately 75% of elite athletes used caffeine prior to or during competition. To quantify this benefit, a recent meta-analysis (in which study authors take the findings from a number of related studies) found the performance outputs of the caffeine-consuming study subjects to be approximately 16% greater than those of the placebo group subjects not taking caffeine (but thinking that they were). This is a substantial increase.

With regard to the effect of caffeine on strength, the authors report the most common dose of caffeine was 3 to 6 milligrams per kilogram of bodyweight, taken either in pills or capsules 30 to 90 minutes before strength training exercises. The authors report increases from 2-7% for muscular strength and similar (6-7%) for muscular endurance. They then go on to list sports-specific improvements.

The authors also address a very important aspect of using caffeine to improve performance: interindividual variations in

the response. They conclude that 50% of participants improved their overall performance, whilst the same percentage did not. Additionally, there are a number of deleterious effects associated with caffeine consumption. For example, some individuals, especially those with habitually low caffeine intake, may experience feelings of anxiety from its usage. Also, caffeine ingestion may hinder sleep quality, which is critical to athletic training, performance and recovery. This may be mitigated by timing the ingestion of the caffeine.

The authors also review studies specific to the mode of caffeine ingestion (i.e. chewing gum, caffeine mouth rinsing, nasal spray/inspired powders, bars and gels) which is very interesting.

**Pros:** This is a very comprehensive article reviewing caffeine and exercise performance. Fitness enthusiasts using caffeine to enhance training or performance should give this position stand a read (available free online) as it will guide its use and expectations in performance outcomes.

The authors do well to also bring up the side-effects associated with caffeine consumption. These include tachycardia (racing heart rate), heart palpitations, anxiety, headaches, insomnia, hindered sleep quality, risk of heat-related illnesses if used in higher temperature environments, especially if hydration status is poor, and others. These side effects seem to increase with the dose ingested. It should be remembered that caffeine is widely used around the world and generally thought to be safe in moderate amounts, but it is a psychostimulant and can cause toxicity and even death (e.g. myocardial infarction) if consumed in high enough

quantities (Willson, 2018). If used, it should be used cautiously.

**Cons:** None.

Personal story here. As alluded to, I used to consume 2 'big gulps' (~ 1.2 litres) of coffee religiously before every weights training session. Eventually, my stomach couldn't take the acidity. A Scandinavian friend who threw the hammer on the track team told me he used caffeine tablets. So, a visit to the local chemists and voila, now I'm good to go. A word to the wise, however: the first time I took the tablets my stomach turned and I was nauseous to say the least, so if you are going to try caffeine in this form, start low and go slow. **N**

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Guest et al., (2021). International Society of Sports Nutrition position stand: caffeine and exercise performance. *Journal International Society of Sports Nutrition*. 18(1): 1-37.

Willson, C. (2018). The clinical toxicology of caffeine: A review and case study. *Toxicology reports*, 5, 1140-1152.



**Assoc Prof 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).



**Dr Joe Walsh, PhD**

Joe has worked in a number of large international research teams with study findings presented around the world.

In addition to working in the university sector, he is a director of Sport Science Institute.

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POSTNATAL CLIENTS, AND WHY

Personal training female clients that have recently given birth is an incredibly rewarding experience, but it requires a unique set of considerations.

When it comes to screening, programming and training postnatal clients, it isn't sufficient for them to simply complete standard pre-exercise questionnaires.

As a trainer, you need to unearth vital information in order to be able to adequately assess, and then effectively and safely program for, your postnatal client.

Upon completion of this short video-based course from exercise scientist, PT and mother of two, Brooke Turner, you will understand the specific questions that need to be asked, why they need to be asked and what it means for your programming.

**THE COURSE INCLUDES:**

- Defining what the postpartum period is
- Adequate screening and evaluation
- The questions that need to be asked to postnatal women
- Why these questions need to be asked
- Ongoing screening and assessment for postnatal clients
- How to adapt your screening process
- Example questionnaire

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**ABOUT THE COURSE CREATOR**



**BROOKE TURNER**

Brooke Turner is an international health and fitness presenter, writer and educator with over a decade's experience in the health and fitness industry. The founder of Balance Fitness and Nutrition, she is a nutritionist, exercise scientist and personal trainer. She specialises in educating and empowering women – and fitness professionals that work with women – throughout pregnancy and post-partum.

# REAL WORLD PT

DEAN WHITE  
S&C FACILITY OPERATOR  
WA



A SNAPSHOT OF HOW TODAY'S PERSONAL TRAINERS ARE WORKING, LIVING AND SHAPING THEIR CAREERS

## ? What's your business called?

Diamond Fitness. Check us out at [diamondfitness.com.au](http://diamondfitness.com.au), [instagram.com/diamondfitnesstraining](https://www.instagram.com/diamondfitnesstraining) and [facebook.com/diamondfitnesstraining](https://www.facebook.com/diamondfitnesstraining)

## ? How long have you been a PT?

I completed Cert III and IV with AIF in 2007

## ? Are you full time or part time?

Full time

## ? What made you decide to become a trainer?

Initially it was about helping young athletes prepare for the next phase in their career. Ensuring that they are ready for the jump to adult, college or professional levels. This came from my experience in professional baseball and showing up in America being very unprepared physically and mentally, which led to injuries and anxiety that significantly impacted my career. Once I started in the fitness industry, it quickly became clear that all high performing people are very similar in how they approach life. The only difference is how they apply their hard work and discipline to their profession rather than it purely being about athletic performance. There is clearly a correlation between optimising health and optimising work performance.

## ? Do you specialise?

We specialise in strength and conditioning for athletes, from the ages of 8-80 and covering a range of sports - but we also welcome anyone who just wants to perform at a higher level in their life!

## ? Do you have a signature style of training?

Yes, our Long Term Athlete Development (LTAD) program, which allows us to identify training age and progress from beginner to advanced.

## ? How many hours do you train clients for each week?

Fewer and fewer every year. We currently have eight other trainers and sports scientists working with Diamond Fitness, so it's become



more of my responsibility to look after our staff and ensure they are set up for success. Working on new opportunities, partnerships and client groups is also a priority these days. I do, however, still enjoy training clients who I've known for years and consider close friends.

### ? How many hours do you spend working on your business?

This is how I try to spend the majority of my time these days, and it varies week to week. We've opened a new facility in conjunction with Baseball WA, so I've spent much of this year working on setting up our systems and processes. As a partner of AIF for VET in schools, we also have over 120 students in Cert III and IV classes across three facilities, so there's a large amount of work that goes into coordinating that.

### ? What hours do you work?

We open our facilities at 5:30am and close them at 7pm. We also hold workshops, info sessions and various other events, so it really depends. My usual day is up at 6:00am to start on admin before heading to a facility check-in with staff and members around 8:00. I'll then take a Cert Class or work on an existing project and fit my own workout in (practice what you preach). For the busy afternoon period I'll help out on the gym floor, and aim to be home by 6 or 7pm.

### ? What do you do in any downtime during the day?

Usually a workout is my downtime, an hour or so on five or six days a week. I generally try and run on the days I don't lift.

### ? How much do you charge?

We have a range of memberships from \$25 - \$99 per week.

### ? What do you do in terms of your ongoing education?

There are some really great podcasts that I listen to weekly and we invest in our staff



via professional development courses from industry leaders, which the team member will then report on back to our staff group. We use a range of sources including Australian Fitness Network.

### ? How many clients or members do you have?

We have about 300 members across our facilities.

### ? How long do your clients stay with you?

We are a high service facility, so most of our clients/athletes join with the big picture in mind. We have some members that have been with us since our first day, and others that have trained with us since they were kids. We take a long term approach and are very upfront about that.

### ? How do you get new clients?

Through existing client referrals and partnerships.

### ? Do you vet clients before you agree to train them?

Yes, we have a CRM system that combines screening and goal setting as part of our initial consultation.

### ? Do you ever turn clients away or refer them to other PTs if you don't feel they are the right fit for you?

Yes, for sure. We generally offer clients a two-week grace period where we can both get a feel for each other and ensure it's a good fit. We are in it for the long haul, so there's no point rushing at the start.

### ? What differentiates you from other trainers?

To be honest, we don't really worry about other trainers/businesses. We really focus on trying to improve our services and getting better at what we do every day.

### ? What is the best thing about being a PT?

Meeting lots of people and trying to make a difference in their lives.

### ? And the hardest?

Making sure you bring your A game every single day!

### ? What's the biggest misconception about working in fitness?

That every fitness environment is the same. The world of fitness has exploded and there is literally something for everyone. If you've had a bad experience, keep looking for a good fit!

### ? What are you aiming for next in your career?


To be known as the place to go for athlete development.

### ? What is your fitness philosophy?

Put great people around great people!

### ? What key piece of advice would you give to someone starting out as a PT?

Worry about the clients you do have, not the ones you don't. **N**

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# IMPLEMENTING **MANUAL RESISTANCE** **STRENGTH TRAINING** FOR PERFORMANCE AND INJURY PREVENTION

This course equips you with the fundamental skills needed to train your clients with a manual resistance training program that uses minimal equipment.

Prior to exploring the manual resistance exercises, the course covers the core principles of strength training and the importance and relevance of client performance and injury prevention.

The key areas of bodyweight and plyometric training are addressed in detail, with a focus on optimising performance technique in order to avoid injury.

## THE COURSE INCLUDES:

- Foundation for Structural Kinesiology
- Resistance Training Terminology
- Emphasis and Benefits of Manual Resistance Training
- Other methods of Strength Training
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## ABOUT THE COURSE CREATOR



### **BASSIM YAGHI**

Graduating with a Bachelor of Applied Science (Exercise & Sport Science) degree in 2010, Bass has worked as a personal trainer, small group instructor and body composition coach. Gaining a wealth of experience and skills along the way, he pursued his aspiration to become an educator with the Australian Institute of Fitness, a role in which he now helps hundreds of individuals realise their own dreams of becoming qualified and passionate personal trainers.



# INDUSTRY TREND PREDICTIONS

# WHAT'S IN STORE FOR 2022



The annual Fitness Trends survey conducted by the Australian Institute of Fitness has forecast the movements, methods and must-haves that it believes will dominate the fitness sector in the year ahead.

**C**onducted by Australia's leading fitness training organisation, the survey of AIF's top industry experts and professionals predicted that the three biggest fitness trends for 2022 will be Wearable Technology (1); Exercise is Medicine (2); and Online Training (3) - the highest new entry on this year's list.

High Intensity Interval Training (HIIT) followed in fourth place, with Health and Wellness Coaching coming in fifth and Hybrid Gym Offerings (virtual/in person) another new addition to the list in sixth position. Rounding out the top 10 were Functional Fitness Training (7), Mobile Exercise Apps (8), Outdoor Activities (9) and Mind and Body Training (10).

Commenting on the survey results, AIF CEO Steve Pettit said 'Fitness trends have changed and accelerated - especially over the past year - as industry and consumers have embedded the way they engage with fitness in the post-pandemic world. Whereas in 2020, many of us were reactively finding our feet, this year we've been able to fine-tune our approaches and lean into what works best for us -

even as things have continually shifted. Fitness professionals, establishments and consumers have "found their grooves" so to speak and, with this, have come many exciting reimagined ways to access and deliver fitness in 2022 and beyond'.

'As restrictions and lockdowns hopefully become a thing of the past in 2022, it is unlikely we'll see things return to the way they were before the onset of COVID-19. Instead, a combination of old meets new will become the norm as technology continues to drive evolutions in gym and PT offerings. Increasingly, we will likely see the fitness industry tailor bespoke programs, experiences and services to consumers' individual wants and needs through a mix of in-gym, online and hybrid models. Fitness consumers will gain the flexibility to experience more of what they want - when, how and where they want it, while the fitness industry will be able to tap new opportunities through clever diversification, personalisation and meeting consumers where they want to train.

'We will also likely continue to see fitness shift further beyond aesthetics and weight

loss towards deeper areas of holistic health and wellbeing. The key role that fitness can play in broader health outcomes - especially mental health, chronic disease prevention and management, and evolving conditions like Long-COVID recovery, will all be key areas for Australia's fitness industry to engage with.'

## AIF's top 10 fitness trends for 2022

1. Wearable Technology
2. Exercise is Medicine
3. Online Training
4. High Intensity Interval Training (HIIT)
5. Health and Wellness Coaching
6. Hybrid Gym Offerings
7. Functional Fitness Training
8. Mobile Exercise Apps
9. Outdoor Activities
10. Mind and Body Training

## Notable Trends

### Wearable Technology (#1)

With wearable technology topping the survey for the second year running, Pettit reflected on this seemingly unassailable trend; 'Health and fitness wearables continue to experience rapid growth. The personalised data that these devices provide allows for people of all ages and fitness levels to take control and improve their health, fitness and general wellbeing like never before. Their ability to not only track our bodily responses to energy expenditure, but also discover what is going on inside the body, is quite incredible.'

'Many users still don't understand the full capabilities of health and fitness wearables, including how to effectively utilise heart rate training zones, which provides real-time feedback on the intensity and energy systems targeted during a session. As such, their popularity will likely continue to grow next year as the technology further evolves and consumers become more adept at utilising all they have to offer.'

'In 2022, we expect to see brands like Apple and Garmin continue to dominate all segments of the market – appealing to everyday fitness and leisure consumers, as well as gym junkies and fitness professionals in areas of programming, training and recovery.'



### Exercise is Medicine (#2)

Exercise is Medicine was voted the second biggest trend for 2022 - maintaining its position from last year's ranking. Exercise is Medicine is an integrated healthcare model that empowers primary healthcare providers to effectively counsel patients about physical activity leading to sustained behaviour change, and to refer patients to appropriately trained health and fitness professionals to deliver exercise treatment.

AIF's Head of Compliance and Training, Kate Kraschnefski, illustrated the link between this trend and the all-consuming societal preoccupation of the past couple of years - namely, the pandemic; 'While many of us thought we would leave COVID in the rearview mirror of 2020, the reality for millions of Australians ended up being continued lockdowns, sedentary lifestyles, and physical and mental isolation. These factors wreaked havoc on the holistic wellbeing of many people, and boosted risks associated with chronic disease, mental illness and injuries.'

'We have also started to see Australians experiencing Long-COVID, who report a myriad of symptoms including fatigue, dizziness, shortness of breath, brain fog, memory loss, loss of taste and smell, numbness and muscle spasms. In 2022, the fitness industry will look to work alongside healthcare providers to develop programs to assist recovery from Long-COVID, as well as proactive programs to improve overall health, fitness and immunity.'

'There will also likely be collaboration between medical industry, health care providers and fitness professionals to start serious and consequential work as Australia tries to recover and 'live with' the virus. This work will arguably be most effective by targeting both general health and mental health.'



### Online Training (#3)

Discussing the way in which the past couple of years has impacted delivery of exercise, Pettit said; 'During the early stages of the pandemic, fitness organisations and trainers saw a need to quickly evolve and expand into the online space. Now, almost two years on, consumers have become accustomed to working out anytime they like, wherever they like. The rise of live streaming and on-demand offerings, including online apps and virtual PTs, will likely continue their upward trajectory as consumers prioritise flexibility and variety in fitness.'

'Key online fitness players to watch in 2022 include LES MILLS On Demand; Peloton; SWEAT app; Lululemon's Mirror hardware; iFit/NordicTrack; Apple Fitness+; Emily Skye FIT; Keep it Cleaner; and KIXXFIT' Pettit concluded.



### Health and Wellness Coaching (#5)

Assessing the societal shift in thinking with regards personal health, Kraschnefski said; 'Now, more than ever, we are seeing many Australians take a proactive rather than reactive approach to holistic health and fitness. Consumers not only want guidance on exercise and fitness, but also things like food, goal setting and happiness. Next year, in the new COVID-normal world where routines and priorities are being adapted and re-established, health and wellness coaches will have a key role to play in helping people achieve what they want out of life.'



## AIF's fitness trends for 2022: 11-20

11. Lifestyle Medicine
12. Virtual Fitness (including Augmented Reality)
13. High Hygiene Standards for Gyms
14. Mindfulness in Training
15. Group Training
16. Personal Training
17. High Intensity Resistance Training (HIRT)
18. Exercise for Weight Loss
19. Micro Workouts
20. Bodyweight Training

### Hybrid Gyms Offerings (In-gym/Virtual) (#6)

One of this year's major 'new entries' to the trend predictions was a development born of necessity, and subsequently evolved. Commenting on the rise of hybrid offerings, AIF's General Manager of Training, Brodie Hicks, said; 'This year, we have seen many consumers itching to get back to physical gyms. They have missed having access to the latest and greatest equipment, face-to-face trainer expertise, and the sense of community that comes with working out alongside others.'

'However, as our lifestyles and general health concerns have continually shifted, the ability to train remotely and flexibly has gained appeal. Next year, many Australians will continue to work part-time from home, and the physical gym may not always form part of their natural daily schedule. There may also be people who are hesitant to train in physical gym spaces at certain times, due to potential localised COVID outbreaks and/or if they're visiting high-risk family and friends.'

'Given these factors, it is likely we'll increasingly see fitness establishments roll out hybrid offerings with a mix of in-gym, virtual live and on-demand products. This will allow gyms to snap up consumers with varying preferences across the market, while delivering fitness enthusiasts the expanded choice and flexibility they demand.'

### Mind and Body Training (#10)

There's no denying that mental wellbeing has seen a huge increase in prominence in recent years, and particularly in the past 18 months. Commenting on the trend that rounded out this year's Top 10, Kraschnefski said; 'For many people, incorporating mindfulness and meditation into training and regular routines has become essential since the onset of the pandemic. A growing number of Australians are opting to work out for not only physical exercise, but also mental relaxation and reflection.'

'The practices of yoga, Pilates, breathing work, mindfulness, meditation and broader mental health training will continue to grow in popularity in 2022 as consumers seek out the psychological and mental health benefits that come with movement and body work. As hard as it can be to find motivation when we are stressed and tired, it is when we are experiencing these feelings that mind and body training can deliver the most benefit'.

The AIF also predicted several additional key trends to gain momentum in Australia next year, including: increasing demand for highly skilled mobile PTs; growing focus on pandemic related health conditions (for example, Long-COVID); micro workouts; High Intensity Resistance Training (HIRT) and virtual fitness (including augmented reality).

### High Intensity Resistance Training (HIRT) (#17)

While HIIT has become a mainstay of training programs and facilities the world over, its 'spinoffs' are also gaining traction. Reflecting on this, Kraschnefski said; 'If the pandemic has taught us one thing, it's that it's OK to slow down, and that is exactly what has developed in the form of High Intensity Resistance Training (HIRT). HIRT brings strength training into HIIT, slowing things down and giving participants the ability to put more intention behind their movement. Form and strength become the focus while still achieving a solid calorie burn.'

'HIRT will likely see growing uptake in 2022, especially among women who have traditionally been less inclined to engage with strength training. HIRT actually reduces the stress on your body and central nervous system, allowing for extended rest periods and lessening fatigue. It is also a great option for people who don't like HIIT training, given that it delivers many of the same benefits - but with less plyometrics, hardcore cardio and pressure on bones and joints.'

### Micro Workouts (#19)

Edging its way into the Top 20 is a trend that makes HIIT devotees look like tortoises in comparison - the workout for those with no time to work out. Discussing the reasons for the emergence of this trend, Hicks said; 'Micro workouts exploded onto the scene over the past year, as many of us battled increased inactivity due to lockdowns, shifting schedules and sedentary lifestyles. These short, high-intensity workouts are a great way to disrupt your regular routine and combat the health hazard of prolonged stillness.'

'Although lockdowns are hopefully a thing of yesterday, many Australians are now busier than ever, so having the option to do short, sharp workouts in small windows of time - but still achieve caloric and cardiovascular benefits - is highly appealing. Every effort - however modest - can be a big win. Because the sessions are quick - typically lasting between 4-12 minutes - they are fantastic for individuals who are time-poor but are still looking to kick their health and fitness goals.'

We're undeniably living through volatile times, which has resulted in the sudden emergence of some of this year's trend predictions. It will be interesting to check back in twelve months to see if the new entries have proven their worth and continue to rank, or whether changing conditions see them slip off the list. **N**



# PERFECTING THE PUSH-UP

There's more to a push-up than meets the eye. *Stephanie Glickman* coaches us through the perfect push-up.

**I**n both life and strength training, the 'push' is a fundamental movement, with the push-up being one of the best pushing exercises ever!

No equipment required, push-ups are easily scalable and have infinite options to spice them up.

The push-up uses multiple joints, including wrist, elbow, scapulae and shoulder, as well as requiring active tension throughout the whole body. So, they are extremely functional to boot!

## Isometric body line – active tension

Strength movements of all kinds require an active tension in the body line. Sometimes called core stability, core strength or centring – whatever its name, it's a position of muscular tension around the whole torso. It involves intrinsic and global muscles of the anterior, posterior and lateral trunk. Active tension retains a tight relationship between the ribcage (thoracic) and the hips/pelvis, without a breaking of the spine line.

In Pilates it is often a 'neutral spine' position, one that maintains the lumbar in a gentle lordosis, but in bodyweight, gymnastics-based strength training, the active tension position can have a lengthened, slightly flexed lumbar spine. The slightly flexed spine increases the abdominal contraction and emphasises a protraction of the scapulae.

1. In a back body line, or body hollow, the lower ribs maintain a connection to the front of the pelvis, and the lumbar spine is lengthened into the mat and slightly flexed (see pic 1).
2. Holding an isometric body line is a strength challenge. The straighter and lower the legs, the stronger it is. The further

back the arms, the stronger it is. This is a foundation of a pushing movement, even though there is no load into pushing.

3. Flip this isometric body line over to prone on the hands and it looks like a plank position. Now the hands are fixed, elbows are straight and it is possible to push away from the floor, creating a loaded tension on the scapulae protractors. The lower rib/pelvis connection remains intact.
4. A plank is an active tension position. Push away from the floor, protract scapulae, lengthen the lumbar spine, contract glutes and abdominals. Thoracic spine may appear flexed (see pic 2).



It is from this active tension/plank position that a full push-up starts. Of course, it can be modified to the knees or to a quadruped position, but the concept of the isometric body line hold remains regardless. This active tension and sustained scapulae pushing/protraction are crucial components of the push-up. Being able to hold this position also relies on placement and endurance of the wrists, hands and elbows.

## Wrists and hands

Wrists and hands are the end of the chain, so to speak, but they connect through fascia all the way up into the upper back and trunk. They are often a weak link for a push-up and many clients complain about painful wrists whenever they weight bear onto them.

Mobilising the finger tendons (which attach through to the wrist/forearm muscles) and slowly acclimatising the hands to be able to tolerate load is a crucial and often under-practised activity.

Let's face it – wrist and finger exercises are not generally considered fun or sexy, but ask any hand balancer, acrobat or even weightlifter how much wrist conditioning they do and the answer will be “a lot”.

Wrist and finger exercises need to be introduced gradually. Consider doing three to five minutes of different variations every time you work, pushing or pulling. Build up endurance over time.

Make sure to load all fingers and parts of the palm equally. It's easy to bias weight onto one side of the hand or a few fingers only.

### Wrist flexion raises

These are a nice place to start. Begin in quadruped and try to keep the shoulders over the wrist. But, if this isn't possible, then start sitting back on your heels.

The more weight you put over your hands (i.e., the further forward your shoulders are over the hands), the heavier this exercise becomes.



## “ Active tension and sustained scapulae pushing/protraction are crucial components of the push-up ”

1. The starting position of wrist flexion raises is palms flat on floor, fingers spread and weighted as evenly as possible (see pic 3).
2. Lift the palm and thumb up slowly, while the other four fingers remain fully on the floor. Lower the palms back down slowly (see pic 4).
3. Wrist flexion raises can be done with fingers facing in all directions – front, back or side. Different angles target different ranges of movement and tendons.

Whatever the finger position, remember to only raise the palm and thumb and check that the four fingers remain pressed into the floor. Then slowly lower the palms back down. Continue to raise the palm and thumb smoothly up and down. Try to do both sides at the same time, with no staggers or jerky movements. Aim for 10-15 repetitions.

There may not be much range of movement, depending on the individual. And full disclosure – this can be uncomfortable! But start small and do it frequently, and it gets easier.

### Wide arm, internally rotated push-up

Another thing to try is a wide arm, internally rotated push-up for a mobility variation targeting the lateral wrist tendons and anterior shoulder and chest. The shoulder joint will be in internal rotation and the scapulae will be protracted.

1. Begin with hands wider than shoulders and fingers pointing as much as possible towards the body. Keep elbows as straight as possible (see pic 5).



- Lower the body downwards, aiming the chest and collarbone to the floor. To increase the anterior shoulder opening, aim the head down towards the knees (see below, pic 6).



Done in quadruped with knees under hips, this is not a heavy push-up, but it is very strong on the forearm tendons. Begin with just a small range of movement and slowly build that over time. Aim for 10-15 reps.

And full disclosure again – this can also be uncomfortable but, with practise, it eases off.

## Scapulae

Oh, the wonderful scapulae. Good scapulae movement and control is a prerequisite for spine and shoulder joint function. They are part of a team! And they are especially important in a push-up.

A push-up is a PUSH. Pushes involve protraction of the scapulae. In protraction, the scapulae wrap around the sides of the ribs and spread apart from each other. In a protracted position, the scapulae look flat and flush to the ribcage.

When the scapulae protract, the thoracic spine may also flex a little bit or appear flexed.

To improve pushing movements in general, and the push-up in particular, scapulae protraction needs to be loaded (i.e., have some resistance into the protracted movement). This



**No equipment required, push-ups are easily scalable and have infinite options to spice them up**



can be done in quadruped on the hands, as in a plank position. Or, for a lighter option, facing a wall with palms flat on the wall. These are closed chain options, as the hands are fixed on either the floor or the wall.

For a more open chain option, a prop like a power band also works well.

In all these variations, the arms and elbows should be as straight as possible and the ribcage and pelvis still.

A power band wrapped around the base of the scapulae and held in front of the body in a fist with straight elbows creates protraction of the scapulae. Think of reaching the fists further towards the wall in front of you. This is a version of loaded scapulae protraction (main image, right).

Practise scapulae protraction into the largest range possible. Practise holding the resisted protraction for a few seconds. Then counter with scapulae retraction.

Essentially, move between loaded protraction and retraction of the scapulae through as much range as possible. This is an isolation movement of the scapulae. Done loaded and with straight elbows, this is called a scapula push-up.

## Scapula push-up

In a scapula push-up, the elbows are straight, the hands and fingers spread and firmly in contact with the floor, and the body line is tight.

- Start in protraction of the scapulae. Focus on pushing up away from the floor (see below, pic 7).
- In scapulae retraction, the scapulae will move towards each other (see below, pic 8).





“

## ***Even to the most seasoned athlete, the push-up is never easy***

”

3. Move between protraction and retraction of the scapulae to create the scapula push-up. Aim for 10-15 repetitions. To make the scapula push-up easier, work with knees directly under hips. To make it more difficult, work on the toes.

### **Putting it together: The full push-up**

In a push-up, the scapula protraction is easy to feel on the concentric phase (pushing up away from the floor), as there is tension through the closed chain of the hands, wrists, arms, shoulders and scapulae pushing AWAY from the floor in order to bring the bodyweight up through space.

At the top of the concentric phase, there is good feedback for scapulae protraction.

However, in the push-up's eccentric phase (lowering the bodyweight down to the floor), as the elbow bends and the feeling of push weakens, it is much harder to maintain scapulae protraction.

Intuition suggests that the scapulae should retract (come towards each other) as the body lowers.

As the body lowers and the elbows bend, it becomes harder to maintain the feeling of scapulae protraction.

The bottom of the push-up, at full elbow flexion, is the hardest point of the movement to generate scapulae protraction.

Herein lies the true pushing strength challenge of the push-up: to maintain the sensation of pushing the body away from the floor even in the eccentric phase down.

Achieving this requires building strength in loaded scapulae protraction, wrists and hands, and maintaining the core (active tension) line of the body.

Even to the most seasoned athlete, the push-up is never easy. With its limitless ways to perfect and progress, it is a fundamental pattern that deserves pride of place in all of our strength training programs. **N**



#### ***Stephanie Glickman***

*Stephanie has been teaching fitness for 20 years and Pilates since 2003. In 2006, she established Armature (Melbourne, Australia), a studio dedicated to both Pilates and strength training. She is certified through Stott Pilates, Breathe Education, Pilates ITC, Polestar and the APMA. A former Stott Pilates and Breathe Education instructor trainer, she regularly presents nationally across fitness and Pilates platforms. She is also a recreational Olympic weightlifter and the dance critic of the Herald Sun.*

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# TO SELL, OR NOT TO SELL

## THAT IS THE QUESTION

Mystery shopping of fitness facilities in 2021 revealed that businesses that actively forged genuine connections with prospects were in a far stronger position to convert them into customers. What, asks fitness business coach *Justin Tamsett*, were they doing differently?

**T**he answer, for long term retention, usage and good will, is not to sell. It is to have the prospect buy from you. That is why the defining trend in taking customer experiences to the next level is genuine empathy, true connection and personalisation. The ticking of boxes and following a script word for word is not enough now, and it certainly won't be in the future. Emotional connection is paramount for your long term success.

### Mystery shopping insights

At Active Management, we have mystery shopped hundreds of clubs on the phone and in person. We are the only company that solely mystery shops gyms, studios and clubs, and as such we have garnered some amazing insights into what really happens with sales processes across our industry.

The 2021 data has clearly revealed the businesses that put in the effort to truly forge a connection with their prospects. These clubs had our mystery shopper in the palms of their hands and could have sold them anything at all. An enviable position for any business to be in - so what were they doing differently?

### The art of conversation

Mystery shopping data showed that prospects were clearly more impressed and engaged when they experienced a real human connection. Sales staff can be scripted, but they need to ask questions in a more inquisitive rather than quizzing manner. The key is to be able to allow the conversation to flow naturally and take the opportunity when the prospect answers each scripted question to build on that by layering a response question based on the particular answer. It is at this point that, if your forte is scripting, you will be left flailing.

The layering of questions shows genuine interest. It also shows you are listening to the answers and responding appropriately.



The conversation is fluid, unclunky and personalised to the prospect. In fact, you'll probably hear them raise more of their own reasons why they should join or buy personal training if you just keep asking questions.

The bottom line is, you can't fake this: you must have a real and genuine desire to get to know the prospect! This can only be achieved by asking questions. You can ask about work, family, previous fitness experience and anything else that the conversation naturally leads to, before getting to why they are enquiring about your product.

### Facts versus feeling

When our mystery shoppers visit our clients in-person, they are asked to evaluate the process. There are two components to that evaluation: quantitative and qualitative. The former means we are objectively judging performance – usually, did they or did they not ask specific questions or carry out specific actions? Most well trained sales people, be it on day 1 or day 1,000, can get a perfect score here. It's a useful component, but not the most useful.

The real value in the mystery shopping experience is when our shopper gives us their qualitative feedback. This is where we learn how they felt in the club and with the sales person. This qualitative component to an evaluation is conceptual, describing rather than measuring. A sales person who carries out the flowing conversation will do so much better than the robotic scripted individuals. Unsurprisingly, our mystery shoppers tell us that how they felt about the club is what determines whether, if they had been a genuine prospect, they would have joined.

### Failure to close

You would be surprised how many mystery shoppers, when describing their experience, tell us about the same two critical factors that impede the salesperson's ability to close the sale:

1. The sales person rushed through the 'pre-chat' and didn't get to know me or what I wanted. They had a checklist and they were going to get through it. They were not listening to my answers.

2. The tour was generic, and not based on what I had told them I needed and wanted.

Let's be honest, point 2 is not surprising based on point 1. And rest assured, sales are not gained or lost on tours alone: it's the shortcomings highlighted in point 1 that fail to convert prospects into members.

### Body language

One of the easiest ways to connect with your customers is through your body language. Our mystery shoppers often report that staff go through the motions of an enquiry on autopilot, looking and sounding distracted, bored or even dismissive. Mystery shoppers gravitated towards, and were keen to interact with, those who had a presence about them. Enthusiasm, along with a real energy and passion for what you do, shines through when you believe in yourself, the product you are offering, and the brand. This is what makes you memorable.

Scripting definitely has a place in the training of sales people, but so does the ability to listen and layer. Our mystery shoppers tell us that the majority of sales people they shopped in 2021 needed to significantly enhance both their listening skills and their ability to ask appropriate follow-up questions.

This is really exciting feedback, because it gives us all something concrete to work with! When recruiting new team members, these communication skills should be key requirements that you focus on during interviews - and not simply asking whether the candidate possesses them, but actively testing them. With your existing team, you can make these skills central to their staff training in 2022. By doing so, you'll make them not only better sales people, but also more likeable humans - how's that for a Happy New Year! **N**



**Justin Tamsett**

*The Managing Director and business coach at Active Management, JT's three decades in the fitness industry have encompassed roles from personal trainer and salesperson, to facility manager and multi-club owner.*



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## ABOUT THE COURSE CREATOR



### EDWINA GRIFFIN

Edwina has worked in the fitness and wellness industries for over 25 years. After winning several business and fitness industry awards, she worked in training and operations roles for national franchises where she became passionate about improving workplace culture. A nationally accredited mediator, her company offers workplace health and wellness programs on leadership, emotional intelligence, mindfulness and negotiation.



LET'S GET STARTED

# CREATE A GREAT GX CLASS INTRO

CEC  
ARTICLE  
5 OF 5 ARTICLES

By crafting a unique, personalised class introduction, you can set a professional tone and reinforce the inclusive values of the facility you are instructing at, writes Group Fitness Instructor *Mel Morony*.

**B**ella's phone pings with a new email message. On opening the app she sees that it's from one of her managers detailing the results of that centre's 'shopping' program for the previous month. Most of it is good, but there is a note that not every class is getting started on time and that not every instructor is introducing themselves, the class name and giving the medical warning at the start of class.

Bella cringes. She remembers her most recent aqua class at that centre. The class had started late because the swim club had been in the pool right until the last minute and the lane space hadn't been available until after the scheduled time. By the time her participants got into the pool, she had

been focused on getting the class started at the expense of the introduction spiel. She feels bad about letting the side down – though she does not view the class starting late as being her fault. There is a part of her that wishes that her manager would give her – and her colleagues – some pointers on how to remember to include the spiel, as opposed to the reminder to ensure that it is done. However, she doesn't want to tell her manager how to do their job, so she lets it slide.

## A bit of fluff?

When it comes to class introductions, it's possible to see them as a 'bit of fluff' at the start of the class - the froth on the latte (hey, I live in Melbourne!). But is this fair? Let's take a closer look at our class introductions, from why we have them, to how they can give a representation of the values of our facility/organisation - as well as how we can reduce the chances of forgetting to include them in our classes! In doing so, I am going to be referencing another industry on which people tend to spend their disposable income - tourism.



## Participants have the choice as to whether they attend - so we must never take them for granted



### Why introduce the class?

The class introduction serves a number of functions, but primarily, it sets a professional tone for the session. Imagine boarding a plane and not being welcomed either as you board, or even collectively; not having the airline crew or at least a voiceover state the flight number, destination, introduce themselves or do the safety demonstration. You may know all of this information already, but it's reassuring to have it confirmed. It's similar for a group fitness class. The introduction is there to welcome our patrons to the class, confirm they are in the right place and build rapport with them. It may also give other details about the class, such as the duration, 'survival' advice to new participants and other information on what to expect - although you may prefer to provide this additional information later on as the class unfolds.

### The medical warning

Current best practice for the medical warning is to say something along the lines of 'If you have any injuries or medical conditions then you should have medical clearance.' At one stage, there was a tendency to ask participants to tell instructors about their injuries or medical conditions, but this could put an instructor at risk of working outside of their scope of practice. This is the case particularly if someone has hurt themselves prior to attending class, but hasn't seen a medical professional. If we allow people to tell us their injuries, it implies (unless we tell them not to participate) that they are fine to do the class. This can be particularly serious if we provide modifications that lead to the injury worsening, as it could be deemed as giving unqualified medical advice. This has resulted in successful lawsuits in Australia.

Stating that the patrons need medical clearance to do the class puts the onus onto them to have sought that permission from someone authorised to do that. From there, if they still choose to do the class, the liability for any deterioration of the injury/ condition cannot be put onto the instructor or the facility.

### Taking ownership

We've looked at the 'why', now let's look at the 'how.' How do you make sure that the class introduction is something that you do every time you teach, even on occasions when you are feeling stressed because the class hasn't started on time or a new participant has come in at the last minute that requires some additional help to get set up?

I would suggest it is like anything that we aren't likely to forget: find some ways to take ownership, even pride, in the class intro. While some facilities may give you a script, it is unlikely that they want you to follow it verbatim, as this would feel unnatural and probably be a bit boring for both you and your participants.

### A professional tone

A couple of years ago I decided to give my class introduction a major overhaul. Up until then, my approach was to say, 'Welcome to [insert

class name], my name is Mel' and then go into the medical warning spiel and check for new participants. It wasn't wrong, but I felt that it could be given a more professional tone that also represented the values of the majority of the facilities I instructed a

My passion for travel has resulted in me having something of an affinity with the tourism industry. In my time visiting numerous countries and participating in tours, I have noticed a difference in how we were greeted as guests. Some providers, especially guides on day trips, use very casual language, while others, particularly on airlines, greet their guests with a 'Good morning/afternoon/evening ladies and gentlemen/everybody' in English as well as in their main native language. The latter approach gave it a more professional tone, so I figured 'why not do the same for fitness?' After all, we are professionals in our roles, and our patrons have the choice as to whether they attend our class and facilities, so we must never take them for granted.

### Incorporating the values

In the matter of a collective greeting, I decided that saying 'welcome' in each of the languages of the many cultures that are present in my classes wouldn't work from a time point of view. Yet almost all of the organisations and companies I work for have 'inclusion' in their values. How could I represent that in my class introduction? I took inspiration from the New Zealand tourism industry, where the Maori greeting 'Kia ora' is used extensively. From there, I put an Australian flavour to it, using the word 'Wominjeka' which means 'welcome' in the language of the Wurundjeri people who are the traditional custodians of my local area in Melbourne.

Additionally, I added Auslan signing to my introduction. While I didn't (and still currently don't) have any hearing impaired people in my classes, including it in my introduction (and in the body of my classes where possible) is a way of further demonstrating the value of inclusion at that facility. In the case of a program such as aqua, which tends to be visible to the general public, consider what this may suggest to those people, particularly if they have a disability.

### Inaugurating change

Like anything, making changes to the introduction took work and a lot of practice at home, and the first couple of weeks saw me slipping back into old habits. One solution was to get a colleague to hold me accountable, particularly on the verbal changes, which I found to be the hardest. When it came to including Auslan in the introduction, I effectively had my patrons hold me accountable. For the first week (and for any new or cover classes I now take) - I announced what I was about to do prior to the class starting. That way my patrons would know what the hand signals were about (this was prior to the bushfires and pandemic, when Auslan signers became very familiar to us). I also wanted to give them permission to correct me or add to my vocabulary if they knew Auslan.

Naturally, there are times when I vary my introduction a little. For example, St Patrick's Day (I am of Irish heritage) when I greet my class with a 'Dia Duit, fáilte' which means 'Hello, welcome' in Irish Gaelic.

Having a class introduction that I take ownership of, and pride in, has resulted in me very rarely forgetting to include it at the start of my classes, even if a class has got off to a rocky start. It allows me to breathe, collect my thoughts and press 'reset' on the class. It also provides a unique selling point when I interview for a new facility and the values are discussed - which is a win-win for everybody. **N**



**Mel Morony**

*Mel is a group fitness instructor based in Eastern Melbourne. She is passionate about raising standards in the area of group fitness, for both participants and instructors.*

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# THE POWER OF STRONG CUEING FOR PTS

Athletic performance coach *Nick Winkelman* looks at how you can use strong cueing to help personal training clients perform exercises with better technique.

**T**he following excerpt from *The Language of Coaching* by Nick Winkelman (Human Kinetics, 2021) provides an example of how to assist personal training clients in the execution of their prescribed exercises through the use of strong cueing.

*The Language of Coaching* focuses on

the impact that communication has on an individual's ability to learn a movement. It examines how instruction, feedback and cueing can significantly affect training outcomes. Grounded in motor learning and the science of attentional focus, the book seeks to provide practical coaching frameworks that are adaptable and evidence based, helping you grow as a communicator and learn how to coach the person, not just the program.

Here, we look at how the technique can be employed with the horizontal two-arm dumbbell bench press.

## Setup language

**SIT:** "After selecting the appropriate weight, using a spotter for safety, sit on the edge of the bench, and grip the dumbbells so they rest atop each thigh in a vertical position."

**ROCK:** "Sitting tall and ensuring a strong grip, bring the dumbbells to the start position by slowly rocking back and simultaneously using your thighs to push the dumbbells into place—left . . . right; one . . . two."

**FLATTEN:** "With the dumbbells now above your shoulders, flatten and lengthen your body by pressing your low back into the bench."

**TENSE:** "With your knees slightly flared out, creating a Y shape with your body, place your heels just under your knees and press down into the ground."

## Execution language

**POSTURE:** "As you push into the ground, you'll feel the urge to arch your back. Collect that tension in your trunk, staying stiff as if you were about to take a punch."

**LOWER (INHALE):** "Keeping the dumbbells level, slowly pull them down and apart as if they were connected by a light bungee cord. Allow the dumbbells to settle at a comfortable depth so they're aligned with the middle of your chest."

**LIFT (EXHALE):** "Maintain tension and push the dumbbells toward the ceiling."



## CUE IT + DO IT



### POSTURE

- “Stay long and get strong.”
- “Flatten into the bench.”
- “Stay glued to the bench.”
- “Stretch from wall to wall.”



### LOWERING PHASE

- “Pull the dumbbells apart.”
- “Pull the dumbbells to the ground.”
- “Resist the dumbbells as you lower.”
- “Push through the floor.”



### LIFTING PHASE

- “Drive the dumbbells toward the ceiling.”
- “Punch the dumbbells toward the sky.”
- “Push the dumbbells away from the bench.”
- “Squeeze the dumbbells together at the top.”



### POSTURE

**Setup:** Place a piece of white tape on the outside of each shoulder, a piece of white tape on the outside of each knee, and a piece of yellow tape on the outside of each hip.

**Cue 1:** “Stretch the white pieces of tape away from each other.”

**Cue 2:** “Keep the pieces of the tape in a straight line.”



### LOWERING PHASE

**Setup:** Place a piece of yellow tape on each wrist and a piece of white tape on each elbow.

**Cue 1:** “Keep the yellow and white tape stacked through the motion.”

**Cue 2:** “Drive the white (elbow) tape down toward the ground.”

**Cue 3:** “Drive the white (elbow) tape away from each other (and toward the walls).”



### LIFTING PHASE

**Setup:** Place a piece of yellow tape on each wrist and a piece of white tape on each elbow.

**Cue 1:** “Keep the yellow and white tape stacked through the motion.”

**Cue 2:** “Drive the yellow (wrist) tape up toward the ceiling.”

**Cue 3:** “Drive the white (elbow) tape toward each other.”



*Nick Winkelman, PhD*

*Nick is the head of athletic performance and science for the Irish Rugby Football Union. His primary role is to oversee the delivery and development of strength and conditioning and sports science across all national and provincial teams.*



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## ONLINE COURSE

# SCIATICA: SYMPTOM OR CONDITION?

## TRAINING FOR THE FITNESS PROFESSIONAL

Sciatica is a symptom, not a condition. So what is sciatica and what are the common conditions that cause these symptoms? How can we as fitness professionals help to reduce symptoms and aid recovery back to normal exercise after the client has been diagnosed by a medical professional and is on their way to recovery?

### THE COURSE INCLUDES:

- Understand the term sciatica and anatomy of the sciatic nerve
- Understand the terminology of common conditions that may cause sciatica
- Understand non-specific low back pain, acute and chronic terminology and time frames
- Be able to give basic exercise prescription for the aforementioned conditions
- Analyse effective spinal extension
- Develop links with healthcare professionals to be the go-to fitness professional

# \$184

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[ENROL HERE!](#)

## ABOUT THE COURSE CREATOR



### CHERRY BAKER

Cherry has been working in the field of fitness for more than 37 years. For the past 20 of these years she has worked in rehabilitation, getting clients moving again after episodes of low back pain, and specifically working with clients who have or have had sciatica. Cherry shares her experiences from a fitness professional's point of view.

# HOW TO REST

## WHEN YOU'RE WIRED TO WORK, WORK, WORK!

There's nothing wrong with working hard, but if you don't make time to rest then you are on the road to burnout. Wellbeing and time management entrepreneur *Alex Phillips* looks at some simple strategies to stay healthy, happy and productive.

**Y**ou've got 10 minutes to spare before your next client appointment or class. You're already pretty tired. What do you do?

- a) Try and squeeze in some admin or chores
- b) Find a quiet spot to put your feet up, close your eyes and breathe for a few minutes.

If you almost always choose option a, that's understandable, especially as a solo or small business operator. There's nothing wrong with striving to be productive. The problem arises when we prioritise productivity over our physical and mental wellbeing.

The reality is, if we don't make time to rest, if we refuse to honour our limits and continue to treat our bodies like machines, then we are basically welcoming burnout, exhaustion, and sickness with open arms.

So, how do we practise the art of resting? How do we press pause? How do we shift our mindset away from one that is wired to work all the time? Here's how.

### Make it enjoyable

Figure out what your version of self-care looks like. Yoga and meditation sounds good in theory, but if it feels like a chore to you, opt for something else that feels a little more like rest.

Maybe it's watching the clouds. Maybe it's lying

down with your legs up on the wall. Maybe it's doing a few stretches. Maybe it's going for a walk. Maybe it's taking a bath.

For me, it's lying down on the floor with a lavender filled eye pillow resting on my eyelids. It's simple, but feels incredibly grounding. For a few minutes (or as long as I choose to lay on the floor), I can zone out and rest.

The key thing to remember is this: if it's enjoyable or satisfying on some level, you're more likely to repeat the activity. You apply this thinking to your clients' workouts, so apply it to yourself!

### Reframe your self-talk

Reframing your inner dialogue is not about ignoring or suppressing your thoughts. It's about challenging that critical voice. It's about acknowledging the words of your inner critic but consciously choosing to believe a more supportive and helpful narrative led by your inner coach.

Remember, that critical voice is just one point of view. It doesn't make it factual. For every limiting thought, think about what you would say to a loved one. Consider your tone of voice. Show yourself the same kindness, compassion and support you would show to someone else you care about.



## Often, what you've classified as urgent can wait a few minutes for you to rest, catch your breath and compose yourself



Here are some of the recurring thoughts that interfere with my self-care intentions:

- I haven't done enough today so I can't rest yet
- If I don't do [insert chore / task], nobody will
- My partner is already doing too much
- It needs to be done now.

Here's the reframe:

- I am doing enough, I am worthy of rest
- I am allowed to delegate tasks - my partner, family and friends want to help and support me
- My partner has told me many times that he wants to help wherever possible
- It can wait.

### Fact-check your thoughts

One of the main obstacles to taking time for self-care is a sense of urgency around tasks, that 'It needs to be done now'.

Ask yourself - is it urgent? Does it absolutely need to be done right now? Often, the answer is no. If the answer is no, then, it can wait. This is what I tell myself when I'm breastfeeding and I want to do some work on my phone. It can wait. It's not urgent.

Often, what you've classified as urgent can wait (at the very least) a few minutes for you to rest, catch your breath and compose yourself. I'm not saying ditch your to-do list and sit on the couch all day. We all have responsibilities. I get it. We just need to give ourselves some breathing room between our commitments. We need to give ourselves permission to press pause, instead of trying to cram as much as we can into every minute of every day. It's just not sustainable.

### Schedule it in

We've all used the 'I don't have time' excuse before. It certainly feels that way when we've overcommitted and over scheduled ourselves. The truth is, you do have time. You're just choosing to spend it on other areas of your life.

The question is, what are you spending it on? Are you saying yes to everything and everyone, except yourself? Something has to give. And it shouldn't be your wellbeing. If 10 minutes a day is all you can manage to begin with, work with that. If you can carve out a larger chunk on certain days, do that.

Scheduling self-care activities, whether that's an evening walk at 6pm or a morning stretch at 6am, will bring you one step closer to pressing pause more frequently. You're more likely to commit to activities you've proactively scheduled because there is zero decision fatigue involved. The time, activity and location has already been worked out. Again, you probably use this advice with your clients with regards to exercise, so apply it to yourself with regards self-care.



### Get an accountability partner

As a fitness professional, you understand only too well the value you provide your clients in terms of accountability. Sometimes, we all need a gentle nudge from someone else to help us on our self-care journey.

That person might be your partner, best friend, brother, sister, mum or dad. Whoever it is, it needs to be someone you trust. They need to wholeheartedly support your intentions and be able to give you a gentle push when old habits get the better of you.

The benefit of having an accountability partner is that your intentions are no longer private. Somebody else knows, and that somebody is going to check in and ask you whether you've done what you said you were going to do. Your social reputation and perceived reliability is at stake. Therefore, you're more likely to uphold your intentions.

### Edit your environment

Create an environment that encourages rest. Let the objects around your home serve as reminders to take time out for you. Think candles, incense, yoga mat, journal and essential oils.

Display visual reminders of your values and intentions everywhere (think desk, bedroom wall, bathroom mirror) so that you can continue to prioritise what's important to you and live by your values. These visual reminders might be in the form of quotes, phrases, post-it notes, magazine cut-outs and/or wall art.

For example, I've got the phrase 'Gently does it' on my bedroom wall. It's my morning reminder to approach the day with a slow and steady mindset. I also have this quote by Brené Brown strategically placed in my home: "It takes courage to rest and play in a culture where exhaustion is seen as a status symbol."

### Set recurring reminders

Setting the intention to practice self-care is a good start. However, remembering to do it can be tricky, especially if this whole self-care thing is a new habit you're trying to build.

Set recurring reminders on your phone to help you stick to your intentions. I have one that pops up on my screen every morning at 10am reminding me to 'Take a deep conscious breath. Relax your shoulders. Release all tension.' It's a simple yet effective way to build some pauses into your day.

As we reach the end of a stressful year you may be considering some resolutions for the new one ahead. By making self-care your intention for 2022, you'll reduce the risk of suffering exhaustion and burnout, and set yourself up for a more balanced, calm and productive new year. **N**

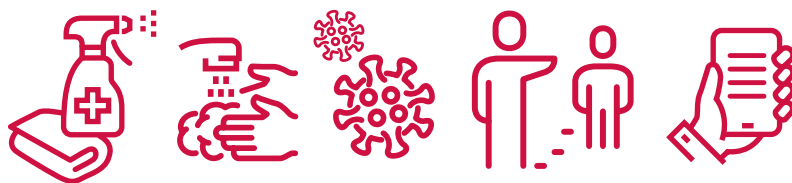


#### Mel Morony

Alex is the co-founder of Melbourne-based Saint Belford, alongside partner Tomas Stanford. The pair created Saint Belford diaries to remind you that your wellbeing is your most precious asset and making it a priority is the best investment you will make in this lifetime.



# Supporting the Exercise Industry in New Zealand



ExerciseNZ is supporting the industry by making its COVID-19 resource pages FREE to everyone. These resources are designed to support those who operate a business (either a facility or as an individual) that provides exercise options to the New Zealand public on how to do so safely within a COVID-19 environment.

Support on implementing the advice and the ability to ask questions directly to ExerciseNZ is a member benefit.

For membership information visit [www.exercisenz.org.nz/join](http://www.exercisenz.org.nz/join) or email [Nikki@exercisenz.org.nz](mailto:Nikki@exercisenz.org.nz) for personal assistance

## REPs

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[www.reps.org.nz](http://www.reps.org.nz)

## ExerciseNZ

We support exercise businesses of all types and sizes including Yoga studios, independent trainers as well as small and large exercise facilities, with membership options. We provide: advocacy, business support, resources and guidelines, events and upskilling, industry standards.



[www.exercisenz.org.nz](http://www.exercisenz.org.nz)

## PT Council

Connecting personal trainers by promoting events, and sharing resources that further educate trainers and help empower their businesses and careers.



[www.ptcouncil.co.nz](http://www.ptcouncil.co.nz)



# NZ NEWS



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

## 2021 – A year from hell, or a year to excel?



Recently we hosted ExerciseNZ's annual EXNZ Awards, in which we recognised those that have excelled in 2021 - both individuals and facilities - across the range of roles and communities we serve.

In preparing for these awards, I was reminded that, for some, 2021 was their time to shine. For many others, however, 2021 was about survival - especially for those in Auckland during the latest lockdown, which ranks as the seventh longest globally (not an award anyone wants to win - and just for the record, it goes to Melbourne).

While 2021 was certainly challenging, we do end somewhat on a high, with New Zealand having just moved into its next phase of COVID-19 response, with a new traffic light system that, with the notable exception of the addition of CVCs (Compulsory Vaccination Certificates), our industry has almost no restrictions/extra rules at orange, and relatively minimal restrictions at red. Perhaps most importantly, we can be open at all levels, and long lockdowns are likely to be far less common. We did the hard work with the government and multiple government agencies, showing them that with the right protocols in place exercise can be safe, and the end result of this is a new system that is more permissive, with fewer restrictions than other comparable industries.

With this noted, one thing we have all learnt over the past two years is that making any assumptions about the future is a risky game - so while we'll take the wins where we can, the collective view seems to be 'make hay while the sun shines' as it's impossible to be certain about what 2022 may deliver.

We also enter 2022 with a huge opportunity. Research shows us that lockdowns hit participation rates of physical activity hard, but they do rebound, if not necessarily back to the same activities. So, here lies a huge opportunity for our industry to be the provider of the safe, consistently delivered product/service that meets the needs of the market. There will be winners and losers in this space for sure, but the opportunity is there. Moreover, the awareness of the benefits of exercise is at an all-time high - our own



consumer research shows that mental health has moved from 9% awareness in 2019 to 63% in 2021, and as a 'reason to exercise' now ranks #1 (with 'health' as #2). This is a massive change from only five years ago, when various iterations of weight loss/body transformation consistently filled the top five.

So, as we leave 2021 behind (and good riddance I'm sure many would say), we are about to enter a time in which many of us will, hopefully, spend time with family/whanau. This is a reminder of the power of human connection, as well as our individual and collective need for it. As an industry, we feed off human connection (which may well be why so many struggled with 'going virtual'), but we also provide it to our clients and members. Never underestimate the power that a genuine smile or, better still, a few words of encouragement, support and acknowledgement can play in the lives of those that choose to exercise with us. We can be a massive part of the solution in the new way of operating - delivering on all the mental, physical and social benefits of exercise. It's our time to shine.

Kia kaha Aotearoa!

**Richard Beddie**  
CEO, ExerciseNZ  
info@exercisenz.org.nz

# NETWORK CATALOGUE

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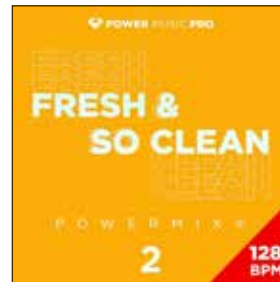
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