

Interview transcript for Carlisle Calametti

Recruit AI: Hello and thank you so much for taking the time to interview with us! On behalf of TalentFlo and our valued client Fit, we are incredibly excited to get to know you better.

This conversation is a fantastic opportunity to learn more about your unique skills, experiences, and career goals, and to explore how we can connect you with opportunities that align with your aspirations. We truly value the time and effort you've invested in preparing for this, and we're here to ensure the process is smooth, engaging, and productive. Let's dive in!

Carlisle Calametti: Great. It sounds good.

Recruit AI: Awesome. So, to kick things off, could you walk me through a client relationship from day one? Like, what are the first things you try to figure out, how does that shape the program you build for them, and how does your approach change as you work with them over time?

Carlisle Calametti: Well, I think the foundation of any client trainer relationship is kind of knowing what makes your client tick or what their motivations are, what their inhibitions are. Um, kind of how their brain works on a daily basis. Because that's really what's gonna set you up as the trainer, to give them what's best for them and be able to kind of interact with them in a way that, resonates with them. Everybody processes things differently. Um, so it's best to start off kind of getting the best understanding that you can. About what this client what motivates them? What drives them? What their day is like. Are they at their desk all day? Or do they tend to move around more? What their specific goals are? Um, what has kept them from reaching those goals in the past, um, and why they decided to come to a trainer.

Recruit AI: That makes total sense, getting that foundational understanding is key. I see on your resume that you've done a lot of movement assessments, like the FMS. When you use

those assessments, how do you translate those specific mobility and stability findings into the "Daily Movement Practices" you design? Can you give me a small example?

Carlisle Calametti: Yes. So this is basically our complimentary service. That we provide to employees at Warner Bros. It's kind of the system that we came up with. To, um, reach the the biggest population possible, of our clientele because we can't personal train everyone. Right? But we wanna be able to look around the gym and see everyone moving safely.

Carlisle Calametti: And so yes. And so this is this is the best way that we've come come up with. Just to, I guess, kind of summarize what this even means is, the FMS is part of it. That's the movement assessment that we've chosen to use in this process. That happens in the consultation. Um, then we take what their movement assessment looks like, and we put it into what's called what we call daily movement practice. And that consists of stretches, corrective exercises, you know, mobility, stability, movements that we think will best fit them based on everything that we've gathered in the consultation. Then we show it to them. We show them what muscles we should be working, why we're even doing this, what it should feel like. Um, we put it in a well balanced routine. Um, and then that kind of pairs with give or take, um, a strength training one zero one. Program, um, so that they are better able to take this translate this over to, um, other exercises or workouts that they might wanna do.

Recruit AI: That's really smart, creating a scalable system like the "Daily Movement Practices" to ensure safety across a large employee base. Since you're developing company-wide resources like that, you clearly take a systems approach. Thinking about the relationships themselves, tell me about a client you really connected with--what did that relationship look like, and what do you think made it work so well?

Carlisle Calametti: That's a great question. Um, I think I connect I don't know. I don't wanna say differently with every client. But, you know, every relationship is different. Right now, I guess the one that comes to my head is one that I currently have. She she just she's never been able to do a push up before. That's she kind of explained to me that that has been her crux. She's never been able to do a push up. It's really bothered her, and it's she's kind of embarrassed by it. Kind of same thing with a pull up, but it's really the it's really the push up. And so that has been the forefront of our goals. And she just kinda wants to generally get stronger. And week by week, she's so dedicated, and she comes in here wanting to she comes into the gym wanting to work, wanting to get stronger, and she wants to understand everything that's happening. So I have a lot of fun. Explaining everything. I sometimes get down to the nitty gritty, you know, that you might not you might dumb it down a little bit. More with other people. But when when clients get specifically more curious about kind of the science behind things and what we're doing, why we're doing it, you know, this way. Uh, it's it's fun for me because, you know, that's what I like to do. So I I love it. We have a really great relationship, and I I feel that we are both growing. She's growing in her strength training journey and her confidence. And I'm feel like I'm growing as a coach through her. Now, actually, I can confidently say that she can do seven solid push ups, and, uh, we're really proud of that. So and we're we're still working. So

Recruit AI: Seven push-ups! That is absolutely fantastic. It sounds like being able to dive into the "why" and the science behind the exercises really clicked with her, which built a strong foundation of trust. That's excellent coaching. Speaking of continuous improvement, what are you currently reading, learning, or perhaps working on right now to keep getting better as a coach?

Carlisle Calametti: I'm kind of constantly, uh, doing workshops and using the resources that the company I'm with now, Excels, provides. But other than that, right now, I'm studying to, uh, take my CSCS. I'm supposed to take that in April. It is my it will be my third time taking it. I passed the first portion, but then took the the took it another time for the second portion. Missed it by one point. But I'm I'm taking it for the third time this April. So wish me luck. I really really wanna wanna get there. So

Recruit AI: Oh, wow, the CSCS! That's a big one, and I definitely wish you the best of luck for April, especially after being so close last time. That shows real dedication. Beyond formal studying for the exam, are there any specific books, podcasts, or maybe even research papers related to performance, behavior change, or maybe even recovery that you've been digging into lately? Sometimes the latest industry trends aren't directly on the test.

Carlisle Calametti: Yeah. Um, I've kinda been diving into whatever resources I can find there. There are a lot of books that I've been looking at. We have, like, a bunch of resources at the gym. Right now, Kelly Starett really anything by him, is is actually really been helping me. Also, uh, the movement systems program, I've been using that to really help me with the test. I think a lot of the CSCS is is very, very athlete specific. And there is I've found that there is some stuff that, I kind of need to, in a way, rewire my brain because I'm in such a a movement quality mode and that is that's my jam. That's what I love to do. You know, I love putting the piece the the puzzle pieces together and and seeing the progress. Over and over again. And a lot of the time, when it's athlete specific, We're not doesn't seem like we're we're as worried about movement quality, obviously. We are. But, um, right now, I'm mainly working with JinPops and movement quality is everything. So I kinda have to, like, rewire my brain a little bit when it comes to working with athletes.

Recruit AI: That makes sense.

Carlisle Calametti: But, yes, that's that's it.

Recruit AI: It sounds like you're constantly balancing the highly personalized needs of your current clients, like those focusing on foundational movement quality, with the broader, more performance-driven requirements of athletes, which is a tricky tightrope walk. This brings up something important. Tell me about a time when a client pushed back on you--maybe they were frustrated with their progress or strongly disagreed with an approach you recommended. How did you handle that specific situation?

Carlisle Calametti: A specific client comes to mind. So he was disappointed with his progress.

Carlisle Calametti: And I kind of, in a way, had to bring him back down to earth in a in a very gentle, nice way, just get get real with him a little bit. About his consistency in the gym.

And he was only training thirty minutes twice a week. And he was severely

undereating. So he wanted to build muscle and you know, get lean. And he

wasn't seeing progress with that. And I kind of had to you know, let him know.

What it takes to actually build muscle, um, and and how much you, you need to

be eating. And that right in the in that current moment, he was at a point where

moving in general didn't really feel good to him. Just doing very simple stretches

like a hamstring stretch or an adductor stretch, He would kind of be he would be it

was not comfortable. So had to work on getting him healthier first, and I really

tried to hone in on on his, like, getting his protein in and and trying to eat more

because he'd also come in late eaded. Um, so, yeah, I just I feel like I had to

maybe recreate buy in and reassure him, really drive home that he really needs

the trust the process, and he needs to be more consistent because there were

gaps. Within his training as well.

Recruit AI: That's a classic scenario where the client's expectations aren't quite matching the reality

of their input--consistency and nutrition. When you had to "recreate buy-in," as you put it, how did you pivot your programming immediately after that conversation to start showing him tangible wins, even if they weren't the main muscle-building goals yet? What small things did you adjust to get him back on board?

Carlisle Calametti: I I had to there there was also there was also this this factor where he was afraid to lift heavy. He was very afraid that he was gonna hurt himself. So a lot of the time, I had to do little strategic tricks here and there when I would change the weight to a heavier weight when he wasn't looking. You know? When I knew that his form was safe and he had it down, I would change the weight, he would do a set And then he looked down, and he he'd realize, um, that I changed it. And he would be so proud of himself. That he did a heavier weight that he never thought that he would be able to do. So I had to kind of break that mental barrier a little bit, um, which you know, meant not being as, um, as transparent but, you know, in a healthy, good way because I knew that he could do it. Other than that, pivoting his program, I just I actually recommended he see a dietitian. Um, he has started to see a dietitian, which is great. So we're in the process of that, and he tells me he's eating more, and he's he's, uh, paying more attention to how much protein he gets. And it seems like he's coming in not as not lightheaded, anymore, so that's progress. And I just have tried to build up his confidence when it comes to lifting heavy. In that way so that he he kind of, you know, starts to believe him in in himself that, you know, he can he can do what he he wants to do.

Recruit AI: That's a really creative, almost sneaky, way to boost confidence by changing the weight without him noticing first! I like that you also recognized the limitation in his nutrition and proactively recommended a specialist. Switching gears a bit--you mentioned in your

earlier response developing company-wide resources. What does a successful, high-functioning professional team look like to you, and based on your experience at Exos, what role do you typically play within that structure?

Carlisle Calametti: So within EXO, so not just at my site, my my team at my site, I'm part of a the personal training team, the XS wide personal training team. Basically, what we do is we serve as a resource for any other sites. If they're trying to start up personal training programs, if they need, general programming just to kind of for client retention and, um, to get more people in the gym and more people interested on programs. We create kind of turnkey programs that are we also make it so that, um, they can be tailored to to each site. So it's not this, you know, cut and dry program where somebody will read it, and then they'll be like, oh, well, won't work at our site. We don't have this equipment. We don't have this staff. Um, each one is pretty scalable. But we've created a lot of resources as well. Such as the personal training workbook and that is basically a blueprint for how sites can go about their consultation process. And has a template for programming as well. But yeah.

Recruit AI: That sounds like you play a key role as a developer and a resource for standardization across sites. When you're building something like that blueprint or playbook, are you usually the one driving the creation from start to finish, or do you tend to be more of the person who executes and tests the systems that others create? What's your natural position in that resource development cycle?

Carlisle Calametti: It does. It depends on the project because different different, uh, kind of subcategories of this team will work on different projects. But when I'm working on my project, I am very hands on in the development. Aspect of it. So I'll come up with these ideas, and I'll put together whatever resources we would need if it's

like a welcome packet for new clients to be sent so that they can look over it and kind of get an idea of what whatever program is whether if it's just a program in general. I am a key player in the development process of that. And just kind of like the back and forth of hashing ideas out of what what's gonna work, what's not gonna work. It's also very helpful. To collaborate with my other teammates because these other these other colleagues are not at my site. Um, so So I'll have this idea. I'll be like, I was thinking about this. It would work at my site. However, I don't know how other sites are. So if you could give me some insight on whether this program could translate over to your site or your site or your site And, um, if not, what are the limitations? And then we kind of collaborate on how we can make it, um, adaptable to every site. So that we can standardize these program as best as possible.

Recruit AI: That collaborative, adaptability-focused approach sounds really valuable, making sure resources work in different environments. Now, let's go back to the gym floor for a second. What do you do when a client shows up completely checked out, maybe they look exhausted, or you can tell they're just totally ready to quit for the day? How do you read that situation and pivot your plan on the fly?

Carlisle Calametti: Oh, yeah. Every time a client comes in, the first question I ask them is how are you feeling? When they say that they come in tired, I immediately make a mental note in my head that we need to adjust the workout. If it's if it's not know, if it if it if I planned a more intense workout thinking that they'd be they'd be fresh by the time they came back to me. Recently had a client. He wasn't getting any sleep at all, actually. And he was just really, really stressed about this project he was working on at his work. And he he said he was getting an average of an average of four hours maybe every night, so he it just wasn't his best. So, really, I just I

just scaled back the workout. Um, know, it's I just make modifications. On the fly, it's not, um, it's really not a big not a big deal. And I just make sure I'm more attentive in the session. Continuously asking how this feels, how's this weight, are you feeling like you know, more of a like, I had this program today, and it may be, you know, one of our staple such as pull ups, one of our one of our staple exercises that we're trying to get to that bars a lot of neural demand. Uh, I'll say, hey. I was playing I'll be transparent. Say, hey. I was planning on this today, but sounds like you're not up for this today. Your body is not feeling it. So how about we scale it back and do this instead? And they're very receptive to that. Sometimes they'll be like, no. Let's go for it. And then, you know, we'll still cautiously move forward. But, yeah, just just asking the right questions and listening.

Recruit AI: That transparency, especially when you offer an alternative rather than just saying "no" to the original plan, seems like it really helps manage their expectations while still keeping them engaged. It sounds like you really prioritize the client's current state over sticking rigidly to the script. Looking ahead, where do you see yourself in your coaching career five years from now? And on that note, what are you actively doing today, even beyond studying for the CSCS, to make sure you get to that five-year goal?

Carlisle Calametti: My I used to before I started working in corporate wellness, my goal specifically I kind of had a one oh, tunnel vision. That's what I'm looking for to athletes' performance. I really wanted to train athletes. I was you know, I was so passionate about getting there. And, I still I still like the idea of it, but I don't have tunnel vision that way. I've kind of learned there are other other avenues of training that I really, really enjoy. I really like actually coaching gym pop a lot. Um, I love those moments that I get clients to have when they have they're suddenly

doing a squat. It feels completely different, uh, from how they have ever done a squat, how it has ever felt And that's just really rewarding to me. So I guess I see myself now. I just wanna be best coach that I can be. I wanna learn as much as I can learn. I'm fully aware that the more I know the more I know I don't know, and that's actually I love the concept of that. You know, keep it coming. But I'm just trying to keep up my my continuing ed and you know, just further my skill as a coach And I think with every client, I learn and I become a better coach. Because everyone needs something different, and different things work for different people. So, yeah, I just wanna be the best, like, coach I can be. Possibly going up in management, um, but still coaching. I don't think I ever wanna not coach.

Recruit AI: That shift from strictly athlete performance to finding deep reward in coaching the general population--and seeing those breakthrough moments--is a great evolution. And aiming for management while still keeping a foot in coaching makes sense for someone who develops resources. To wrap up this part, thinking back on those client successes, can you tell me about a specific client result you're really proud of? I'm less interested in the number on the scale or the weight lifted, and more interested in what you did as a coach that truly made the difference in achieving that outcome.

Carlisle Calametti: Yeah. I'm less interested in the in the number on the scale as well. Which is actually something very important that I try to pivot in a client's head, um, and thought process early on. We we talk about not paying attention to the number on the scale and how it's not inaccurate. Representation of their progress. And their, you know, their their goal, if it's losing weight, that's that's gonna come with the process. But you just need to focus on one thing at a time, and that will come. And, also, I kind of have to teach them what it is to train movements over muscles. So instead of thinking, I'm gonna do quads and and glutes today, It's I

I'm gonna squat and hinge today. You know? So that kind of puts a more functional and brings them back to how this is gonna help improve their their quality of life, you know, decades decades later. And I mean, that's kind of a little bit of a tangent. But, anyway, to to actually answer your question,

Carlisle Calametti: I'm thinking of this specific client where she came in and she she didn't want to do training. She didn't want to she she had a lot of, um, gym anxiety. And she she had never strength trained before, She kind of came to the gym, and she went up into her little corner and went on the treadmill, and that kind of her little safe place. I kinda build a build a rapport with her. It started with just kind of, like, talking a little bit longer at the desk as she passes through. And you know, just kind of getting my my little conversation points in there as much as I can to build a relationship with her. And I dropped, um, our program you know, in when I could that didn't I I hate to feel like I'm trying to push somebody or or I'm selling something to somebody. Which is actually, like it was actually why I I like that, um, that we have a complimentary service, um, like we do. Um, but I just really want to drive home that I am here to help you. I want to improve your movement quality. Um, I'm not there's there's no catch. You know? Every everybody's kind of waiting for the catch, it seems like. So I'm trying to be kind of the opposite of a salesman, which may be may be to a fault, actually. But anyway, we I got her to do the complimentary service, and she she was completely changed, completely converted to strength training. Um, she's she slowly built up her confidence in the gym, and she's she is she's able to take up space, whereas whereas before, it didn't seem seem like she could, in the gym. And so she's gotten a lot stronger. And she kinda comes in the gym differently than she did before, and I'm just really proud of her.

Recruit AI: That's a beautiful story. Taking a client who was hiding on the treadmill due to anxiety and completely changing their perception of the gym environment by building that trust first--that's the real win. It sounds like your commitment to being the opposite of a salesperson, focusing only on their well-being, was what broke through her hesitation. Now, I do need to cover a logistical point before we wrap up. This role we're discussing involves a schedule that includes full-time commitment, which means early morning starts, sometimes as early as 5:30 or 6:00 AM, evenings ending around 7:00 PM, and also rotating Saturdays. Does that kind of structure work for you? Is there anything about that availability we should be aware of?

Carlisle Calametti: Yes. I did see that So from my understanding, it does look like two days a week, the early mornings, and then the other two is evenings, if I remember right, and then the rotating Saturdays. Um, that would work for me. I've had early mornings, um, plenty plenty of of of five five fifteen, five thirty early mornings at the job I'm currently at. We even have a rotating schedule now. We we rotate shifts every quarter. So I'll be on early morning, Three months later, I'll be on mid shift. Three months later, I'll be on closing shift. So I am used to having to kind of be flexible, um, with with a rotating schedule like that. So

Recruit AI: That's perfect. It sounds like your current experience managing rotating shifts at Exos has really prepared you for that flexibility, which is great to hear. Thank you for speaking with us today! We'll be reviewing your interview and, if your answers meet the client's expectations, we'll pass it along to them. If you have any questions in the meantime, feel free to reach out. Thanks again for trusting TalentFlo with your career journey--have a great day!

Carlisle Calametti: Enjoyed it. Thank you so much.

Recruit AI: You're very welcome! Feel free to press the end call button whenever you're ready.

Carlisle Calametti: Okay. Bye.