

Interview transcript for Andrew Torres

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!

Andrew Torres: Correct.

Recruit AI: Awesome. So, to get us started, walk me through a client from day one -- what are you trying to find out, how does that shape their program, and how does your approach evolve as you go?

Andrew Torres: Yeah. Uh, I definitely introduced myself, kinda let them know my background experience in fitness. As an athlete, college athlete, coach, certifications, definitely build that. Level of comfort with them. You know, ask them what their personal goals are, whether they wanna get up training, whether where do they think their strengths and weaknesses are, Definitely do a fit assessment to see where their where their strong suits are and where their weak are so we can build around that. And then do check ins every couple weeks to see where we're at and then see where they're at. How their schedule fits with everything, what the goals are, and build a plan around their schedule and their goals for the most part.

Recruit AI: That makes sense, getting that initial baseline is super important. I saw on your resume that you've got experience building programs from the ground up, like at Latino College Preparatory Academy. When you first start shaping a program or a plan for a client, how do you decide what metrics are most important to track, especially since you mentioned checking in every couple of weeks?

Andrew Torres: Yeah. I think it's again, we're building from that baseline and foundation. So you know, building a program up, like, at Latino College Prep, it was more of a culture building, not so much tracking metrics. And then once the culture was set, we were able to build metrics and like, you know, mild mild time averages and pace and stuff like that. But with the personal client, you know, hopefully, that rapport is already there. So the metrics we're looking at, you know,

Recruit AI: Ah, I

Andrew Torres: rep to max or again,

Andrew Torres: or anything like that. So we're trying to build around their personal goals. So it is to be a faster runner, just be a consistent runner, then you know, we're looking at time over mileage. Looking at for trying to build body mass and stuff like that. We're looking at, you know, rep and weight or weight versus low rep. So depends what kind of metrics are the goals of the person.

Recruit AI: That's a really clear breakdown based on individual objectives. Since you're clearly focused on using data, tell me a bit about a client you really connected with. What did that relationship look like, and what do you think made it work so well?

Andrew Torres: Yeah. I haven't had maybe individual clients. Again, my coaching experience so far has been very team oriented. But, you know, I did have an athlete where you know, we really focused on their ability to run and their academics. So a lot of the workouts were attuned to them. Because they were our star athlete, and this is when the program was first starting. And because we had tuned everything to them, they ended up getting scholarship offers, went out to different various schools for scholarship visits. So you know, building again to their goals and seeing what they're strong at so they can other schools and other people and myself can highlight and see themselves. Think it was the the highlight of that relationship being them to where

they need to be to be a scholarship level athlete.

Recruit AI: That sounds like a fantastic outcome for that athlete, seeing them succeed at the next level after you tailored things specifically for them. When you look at that success, what was it about your approach or how you communicated with that star athlete that really cemented that strong working relationship?

Andrew Torres: I think just the idea that, like, I have full faith in them and what their decisions are gonna be. I treated them as an equal. And so letting them see that and, like, hey. You just communicate with me your feelings, how you're feeling about the workout. How your body's reacting to it. And then that allowed me to that allowed them to put full faith in me and the workouts and full trust. So we just had open communication at all times. And that allowed for a really good working relationship. When we're building workouts together.

Recruit AI: That mutual trust and open communication you built sounds like the key ingredient there. Shifting gears a bit, I'm curious about how you keep your own skills sharp. What are you currently reading, learning, or working on to get better as a coach?

Andrew Torres: Yeah. I'm always keeping up with, you know, a latest article, always listening to podcasts, um, like the SWAT podcast. When it comes to running, they're always talking about the latest science and what worked for working out. Always have some type of book with me mainly running books right now just to like, how to run a marathon, how to build a plan for that. And so or I'm always communicating with former athletes that I know of, former coaches that I that I worked with, see where they're at so I can understand what's happening in the world of athletics.

Recruit AI: That's great that you're staying plugged into the current science and network of coaches. It sounds like you value staying current. To dig a little deeper into handling tough spots--tell me about a time a client pushed back on you. Maybe they were frustrated with

their progress or disagreed with your approach. How did you handle that situation?

Andrew Torres: Yeah. I've definitely had, you know, athletes tell me, like, they're feeling bad about the workout. They're like they're always having bad workouts, and they're not seeing any progress. And I'll just let them know. My my flaws when it comes that they're that there are no bad workouts. And you can't have the best performance at all times. So and every bad workout, every bad race, every bad competition is building towards something greater. And without those bad workouts and those bad competitions, whatever you wanna call it, you wouldn't really see you wouldn't know you're having true progress. If everything was the best moment ever, then we're probably not progressing the way we wanna progress. We're probably not trying hard enough. So it's okay to have bad workouts. I want people to have bad workouts. That's how we know we're progressing forward. That's how we know our body is tired. That's how we know we're working towards something bigger.

Recruit AI: That's a really insightful way to frame setbacks--turning a "bad workout" into a necessary data point for progress. It takes a lot of confidence to guide an athlete through that mindset. When you're leading a team or even just a dedicated client, what does a good team of professionals look like to you, and what role do you typically play in one?

Andrew Torres: I definitely fall into, like, a leadership role most of the times. Definitely want to mentor people. But as a team, I want everyone to be treated as equals. You know, everyone could have a novel idea that I have never thought of and people in the group never thought of or ask questions that definitely were probably all thinking or someone else is thinking for sure. So I want there to be an open line of communication. Want there to be transparency. I want there to be empathy and sympathy. I'd ever want anyone to feel like anyone's talking down or talking above others.

Recruit AI: That focus on transparency and ensuring everyone's voice is heard is crucial, especially

when you're building something new or trying to overcome obstacles. Now, speaking of motivation, what do you do when a client shows up checked out, tired, or ready to quit during a session? How do you read that situation and respond to get them back on track?

Andrew Torres: I mean, I let them know, like, hey. You still showed up today, and that's that's the biggest thing. You know? It's okay to have an off day. But the most important thing is showing up. And so while we're here, let's make the most of it, whether that's you know, attuning the workout to fit their attitude that day or fit their body body level of tiredness. But let them know that they still showed up. They showed up from themselves. And that's the most important part of motivation that you are are strong enough to get here today, and let's work with that.

Recruit AI: "You still showed up today, and that's the biggest thing"--I like that a lot. It acknowledges their effort right away. Looking ahead, where do you want to be in your coaching career five years from now, and what are you doing today to get there?

Andrew Torres: Think the first step for sure was, you know, doing these, you know, personal training certificates, strength and conditioning, and exercise recovery. At some point in my career for training, I do wanna be a a college coach at the cross country. Track level. I do wanna coach at that collegiate level at some point in my life. I think that's a really big goal of mine. Or be an athletic trainer at the college level. I wanna be in the college level scene for sure training people.

Recruit AI: That's a really ambitious and clear goal aiming for the collegiate level, whether in coaching or as an athletic trainer. Given that focus on the college environment, what are you doing right now, in your current roles, to bridge that gap and move you closer to that five-year vision?

Andrew Torres: Think continue coaching. At the high school level showing that I can have I can build

and have a program with continued success. So the program I'm building now at Latino College Group, I'm still coaching there. Showing that I can bring a program from essentially zero to a state championship program and you know, just a couple years I've been there and continued to show growth that it wasn't a one off. So these colleges, when I do interview with them, oh, wow. Like, he can build a program. He can recruit. He can do these things.

Recruit AI: That emphasis on proving sustained, high-level success in your current role definitely speaks volumes. Before we move on, I wanted to ask about a concrete achievement.

Tell me about a client result you're really proud of--not just the outcome, but what you did as a coach that made the real difference in getting them there.

Andrew Torres: It's the the athletes I see that aren't the best kids, aren't the fastest, aren't, like, the star of the team,

Andrew Torres: but they're the ones you need on the team. They're the ones you need on the team to anchor anchor your team. So think having those conversations that with those athletes who are like, hey. Like, you're you're a culture builder. You are the cement of the team People laugh when you're around. People wanna run with you. People when people think of the team, they think of you. And those are the moments I cherish as a coach when I can have someone who builds a culture builds the program, someone I get excited to coach, because they wanna be there, not just because they're good at the sport.

Recruit AI: That's really meaningful--valuing the culture-setters as much as the top performers. It sounds like you recognize the value of strong internal team dynamics. Now, I do need to cover the logistics for this role. Since we work with hourly clients, this position involves some less traditional hours. We're talking early morning starts, like 5:30 or 6 AM on some days, and sometimes working into the evening until about 7 PM, with rotating Saturdays

also included. Does that schedule work for you? Is there anything we should know about your availability?

Andrew Torres: The only thing about my availability the schedule works for me. The only thing about my availability is that I have marathons planned in May and June, and I will be out of town those weekends of those marathons.

Recruit AI: Thanks for being upfront about the marathons in May and June; we can absolutely make sure your schedule is mapped around those specific weekends. That's totally manageable. We've covered quite a bit of ground today, Andrew. Before we wrap up, do you have any questions for me about the role, the client, or the next steps in the process?

Andrew Torres: Sure. What are the next steps of the process?

Recruit AI: That's a great question. Since this is a screening call, the next step, if we feel you're a great match for what our client Fit is looking for, is to move your profile forward to them for their review. If they like what they see, they will typically reach out to schedule a more in-depth interview directly with their team. We should know the client's feedback within a few business days after this call. Is there anything else on your mind right now? I have time for a couple more questions if you have them.

Andrew Torres: That is it. Thank you so much.

Recruit AI: 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!

Andrew Torres: Likewise. Thank you.

Recruit AI: You are