

Interview transcript for Anne Valta

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 help connect you with opportunities that align with your aspirations. Let's dive in. I was looking over your background, and it is so impressive to see your work as a personal trainer and massage therapist with such a diverse range of clients. To start us off, could you walk me through your process with a new client? Specifically, what are you trying to find out on day one, how does that shape their program, and how does your approach evolve as you go?

Anne Valta: Well, first of all, I want to ask the client why they want to train with the trainer. Instead of going to a group class or continuing to do an what they've been doing so far. What are their goals?

Recruit AI: That makes total

Anne Valta: What are they looking for?

Anne Valta: Excuse me?

Recruit AI: No worries at

Anne Valta: What are they looking okay. What are they looking for in the trainer? And the training process? Where are they at right now with their fitness? Are they just beginning? Do they have some experience with the trainer or exercise in general? What kind of sports they've done in the past, if they have any

Recruit AI: That makes perfect sense. Understanding their history and their "why" really sets the foundation for everything else. Given all that information you gather at the start, how do you then take that and turn it into a concrete, evolving plan for them?

Anne Valta: I will take the client through an assessment assessment. Some exercise based assessments like overhead squats, planks, pull and push, and look at the how their body

goes through the motions, if there are clear indications of weaker and dominant muscles. Problems with certain movements, mobility, strength, etcetera. And, of course, based on what they want, what their goal is, the program has to be developed with those parameters. In place.

Recruit AI: That's a really thorough approach--using those movement patterns to get a true baseline is so key. Building on that connection you establish during assessments, tell me about a client you really clicked with. What did that relationship look like, and what do you think made it work so well?

Anne Valta: I have a client who has basically zero experience in strength training. They were very strong in their cardio fitness to a person who is in their mid fifties. They're going through menopause, so there's one indicator there that the training needs to be adjusted to her, um, capabilities. With her goal of getting stronger and getting more muscle, to be able to function better as she gets older. And not having a full access to the gym instead of, uh, just basic equipment at her house. I was able to provide training twice a week that was both interesting to her challenging to her,

Recruit AI: That sounds like a really rewarding experience! It's so impactful when you can tailor a program like that, especially navigating the specific challenges of menopause and limited equipment. What do you think it was about your dynamic or your communication that made her feel so confident and engaged in that process?

Anne Valta: I think she trusted my knowledge of knowing what to do even with the limitations. I'm similar age to her, so I'm sure that that that was something she could relate to and feel confident that I understood what she was going through. Although, I have a very specific, very long history in doing sports. I wasn't trying to make her look like someone who's an athlete. From the get go. I was going to go with her base and where she's at And I believe she felt that I I was able to accomplish that with her from the day one.

Recruit AI: That level of empathy and shared understanding is exactly what makes for a truly impactful coach-client relationship. It sounds like you really met her where she was at, which is such a vital skill. Shifting gears a bit, what are you currently reading, learning, or working on to keep growing and get even better as a coach?

Anne Valta: Well, my certification needs to be I need to get more education points or whatever they're called. Sorry. This summer. So I am looking into taking courses of something that I can challenge myself. I haven't quite decided what yet, I'm also writing a book about the traditional Finnish sauna and its health benefits as well as just being a very, um, powerful way to better well-being in general. So that has taken me down to the rabbit hole of everything from heat adaptation to getting stronger using using by using the heat as an athlete or just the regular general everyday human being who needs to live in a hotter climate every day.

Recruit AI: Writing a book about the sauna is such a fascinating project, and it sounds like you're diving deep into the science of heat adaptation! That kind of curiosity really sets a coach apart. Building on that growth mindset, tell me about a time a client pushed back on you. Maybe they were frustrated with their progress or just didn't see eye-to-eye with your plan. How did you handle that situation?

Anne Valta: Very good question. I do have one of those clients who's very hedge Even though she doesn't have basic knowledge or experience with strength training, she was very hesitant and very, what's the word, Not curious, but just sort of almost felt like forced to do personal training, strength training in general. So I tried and make her understand that it's her choice She doesn't have to be there if she doesn't want to. She had clear instructions or or wishes of what to do and what not to do. And I try to accommodate her when I can, but I also try to educate her without being breachy. About the benefits of doing certain things like plyometrics or repeating certain exercises for certain reps, which she found

quite repetitive and boring at times. So trying to, again, understand where she comes from and just be gentle, listening. Trying to meet her where she's at. And then little by little, nugget by nugget, telling her things that maybe someday will turn her into a more willing person to explore their personal training and strength training and the benefits. Of it.

Recruit AI: That patience really speaks volumes about your coaching style. It's not just about the sets and reps; it's about building that long-term buy-in and trust, especially when someone is resistant. Speaking of working together, when you think about a professional setting, what does a "good team" look like to you? What kind of role do you typically find yourself playing when you're collaborating with other professionals?

Anne Valta: I'm more of a listener and I like to learn from other people, if they are accomplished in things that I don't know so much. Of. But I think everybody can learn I everything everybody can learn something from an anybody. Even if you think that the person next to you isn't as accomplished or educated as you are, they probably have some experience that you've never had. So I try to be curious with everyone, um, my team around me, and learn something from all of them and contribute whenever I can. Be flexible. Be approachable.

Recruit AI: That is such a humble and effective perspective to bring to a team, especially in a collaborative health or fitness environment. Being a lifelong learner really opens so many doors. Now, on the flip side of motivation, we all have those days. What do you do when a client walks through the door and they are just completely checked out, exhausted, or seem ready to throw in the towel? How do you read that situation and pivot your approach for that session?

Anne Valta: First, I ask how are they doing? If they're tired, if there's something that happened, you know, they slept bad, they had a horrible work week, whatever. If there's something that

they can share with me, and maybe open up a little bit to understand where the motivation where the where the state of mind is. And then I asked them, what would you like to do to get going? Would you like to do a little bit of cardio first, or would you just like to jump right in? Maybe instead of doing an hour session of sort of strength training that you normally do with them, maybe just wanna do a shorter thirty minute high intensity workout. Get it done with. Get get out of there. You know? Get all your frustrations in a bunching back jumping exercises or whatever spinning interval intervals or something. So there's always something you can do to make it less bad for the person who's not willing to jump in or doesn't have the motivation? I think.

Recruit AI: That's such a practical and human-centered way to handle those tough days. Giving them options really empowers them to take ownership even when they're struggling.

Looking further down the road, where do you see your coaching career in five years, and what steps are you taking today to get there?

Anne Valta: I really would like to continue training with the sort of clientele that I that I am now building, which is mostly women in their forties to upper fifties. Um, I find that population really challenging, but also very rewarding. I don't mind training anybody outside of that age bracket either, but I seem to be able to connect and really thrive with that population. So I want to make sure that I have as much education and knowledge of that population and the ways to train them best So looking into courses that, um, would would, uh, support that.

Recruit AI: That's a fantastic focus to have, especially since you've already seen how much of an impact you can make with that demographic. Building expertise where you already have a natural connection is such a smart move. Before we wrap up, I'd love to hear about a specific client result you're really proud of. I'm not just talking about the end result, but specifically what you did as a coach--what adjustments or strategies you used--that you

feel really made the difference in getting them there?

Anne Valta: As usual, women are not very good or powerful in their upper body strength. That's that's just our biological weakness. But a lot of women want to have more upper body strength. And oftentimes, it comes up that they can do one push up or they can't do one pull up. So one client told me, she has a call. She wants to do one proper push up. So we started with all kinds of adaptations to, you know, incline push ups, with the bands, with the with knees down, all of it. And I told her, we'll we'll practice consistently. Making it harder little by little, trying to make it as fun as possible, not overthinking the the actual end goal. Within three months, I think it was three and a half months, she was able to do a beautiful actually, one and a half. Full pull ups. Push ups. Sorry.

Recruit AI: That is such a fantastic milestone, and it really highlights how those small, incremental progressions truly pay off over time! Getting that first full push-up is such a huge confidence booster. Since we are wrapping up, do you have any questions for me about the role, our process, or anything else you'd like to know?

Anne Valta: How long does this process last after this interview? Will I be connect contacted by phone, email, how many days from now, and then is there additional interviews or steps before I know what's going on.

Recruit AI: That is a great question. Because we are screening for several candidates right now, our next step will be to review this interview and pass the insights along to the hiring team. They will then be the ones to reach out directly to move things forward if there is a strong match. I don't have the specific internal timeline for those next steps, but you should hear back via email if you are selected for the next phase. 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! You can go ahead and press the end call button to finish.

Anne Valta: Thanks. Have a good day.

Recruit AI: You too! It