

Interview transcript for Morgan Vetter

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. To get us started, I was looking through your background in sports performance, and I'd love to hear more about your process. Could you walk me through your work with a client from day one--what exactly are you trying to find out, how does that initial discovery shape their program, and how does your approach typically evolve as you go?

Morgan Vetter: Yeah. So my background is mostly in the team setting, specific in college athletics. So my process there is a little bit different than what it would be a personal training one on one session. But I think, ultimately, the first things I would do is ask what are the client's goals? Like, what are we trying to do? Are we trying to run a marathon? Are we trying to just be healthier, look better? Etcetera? Do we wanna I know. Be able to squat certain amount? Whatever it may be. And then I would ask what their history is and how much experience they have in the gym and outside of the gym, whether you know, for cardio and things like that. And then kind of build a program that is fairly simple and then progress as the client achieves from there. So start basic basic movements when the client can prove to me that they can do those things. Add variability from there. Increase, progress. And then when the client you know, is a continued client. Like, they are regular. They come in every week, every couple days, whatever it may be. Be able to tell them about, like, what the progression looks like. Like, hey. When you can let's say, goblet squat this weight fifteen times, we can move you on to front squat. Whatever, like, whatever the progression may be, um, just so they have benchmarks of things that I'm looking for them to achieve so that each

week each session has the opportunity to be achievement based. And then I would do everything I can to, you know, document the progression from session to session just so that I'm able to prove to them, like, look. You're getting better, and we're getting closer to your goals. Yeah. That is my process.

Recruit AI: That makes total sense. Focusing on clear benchmarks really helps keep clients motivated, especially when they can actually see the progress on paper. I'm curious, though--in all your experience, is there a specific client you really connected with? I'd love to hear what that relationship looked like and what you think made it work so well.

Morgan Vetter: Yeah. So I would say that the most individual I get in my current role is with return to play athletes. So we will have athletes that have, let's say, ACL surgery, and then you start really, really slow. Right? I currently am working with an ace a girl who has had two ACL tears.

Morgan Vetter: Basically got her almost all the way through her first return to play, and then she tore it again. So we have kind of moved pretty slowly, and we started with, like, just basic small movements that are mostly in physical therapy. And then slowly added them to her upper body only movements. In the the weight room, and then you're able to add, like, more basic squat patterns, step ups, hamstring, things like that. And then slowly introduce running and then add change of direction. And then we're at the point now where we are like, doing more soccer specific things. Doing contact. She's doing everything in the weight room. She's doing extra reps. On her single leg exercises, on her surgical leg. Just to increase quad strength to get her caught up to the nonsurgical leg. So, yeah, it it's a process, and it's slow, and it can be tedious. But my hope is to always be supportive and celebrate the little victories. And when she gets out on the field, it will be a huge accomplishment for her as well as for me.

Recruit AI: That sounds like

Recruit AI: That's incredibly rewarding work. Helping someone navigate that journey after a setback like a second tear requires so much patience and trust, and it really highlights how crucial that support system is. Since you're pouring so much into your clients, I'm curious about your own professional development. What are you currently reading, learning, or working on to sharpen your skills and get even better as a coach?

Morgan Vetter: That's a great question. I think right now, there's not a whole lot of specific things that I am reading, um, besides articles as I'm you know, faced with issues and things like that. I will look into research and things. But mostly right now, I'm using my fellow staff members and asking questions and saying like, hey. Why do you use this movement with this team or with this specific athlete? Is this a progression, a regression? What are you working towards? Like, how can I use something that is being done with the baseball team into, you know, use with one of my athletes that don't play baseball, I like to use the people around me as resources? And if it prompts me to do a deeper dive into something that they're chasing, then I'm I'm more than happy to do it. But I think to me, the best resources aren't ones that we seek out like, individually. I think our best resources are the people around us. And that's that's something I'm pretty passionate about, and I enjoy using my coworkers as a place for continuing education.

Recruit AI: That's a great perspective. There's really no substitute for that collaborative energy where you're constantly picking the brains of the people right next to you. It keeps you on your toes. Speaking of those team dynamics, tell me about a time a client pushed back on you. Maybe they were frustrated with their progress, or they just flat-out disagreed with your approach. How did you handle that situation to get things back on track?

Morgan Vetter: Yeah. I think that this happens often and especially when progress isn't always incredibly linear. There are setbacks, and it can be for a variety of reasons.

Sometimes it's programming based. Like, I will take ownership that if I didn't do things to the exact best of my ability, um, even though that's always my intention. Like, I think yeah, there's there's always chances for you know, people to get emotional. And I think that that's okay. And I I'm happy to have tough conversations. When we get to a position like this, I think the best thing to do is to say, like, alright. I get it. Like, explain to me why you feel this way, and I will explain my side of it, and we can maybe come up with a solution. Sometimes that requires maybe a cooling off period. Before that conversation happens. But I am I'm not necessarily afraid of that type of confrontation because I think your clients are paying for your service, they are allowed to have input on it. Yeah. And I think those things are all fine and healthy and not anything that scares me.

Recruit AI: I love that approach. Being willing to listen and pivot shows a lot of maturity and that you're truly focused on the client's needs rather than just your own ego. Moving on to the environment you work in--what does a "good" team of professionals look like to you, and what role do you typically find yourself playing when you're part of one?

Morgan Vetter: I think a good group of professionals are incredibly communicative and collaborative. Especially if we are using the same space. I think it's really important to say like, express, like, hey. I need this space and these equipment items Is that cool with you? Like, I know we have overlapping groups or clients or whatever. Because I think it's easy to assume that people are you know, stepping in your space or whatever it may be. To take that personally or, like, it's going to like, they're trying to affect your space. I think in addition to that, being being able to change your what you like, your original plan was be able to pivot is a big deal. And I think it's it takes a lot of experience to be able to say, like, okay. This is what I had planned, but it looks there are people over there. Why don't we do this instead? It's same same, but different. I think think that's

important. And then I think what I bring is I think to me, I enjoy having a good time at work. I this is a very serious interview process with the AI agent, but I am very goofy, and I enjoy having a good time. And I enjoy making environment fun. For me and for my client. So if the environment is positive, I feel like I'm getting better, and I feel like it's motivating for my client or my athlete to get better as well. Like, it doesn't all have to be so serious and hard core. I think it can be there can be mutual respect, and we can have fun at the same time.

Recruit AI: I couldn't agree more. Keeping things fun actually makes the hard work feel a lot more sustainable, and that energy is usually contagious for clients. It sounds like you're the type of person who really lifts the mood in the room while keeping things productive. Speaking of mood, how do you handle it when a client walks in and just seems totally checked out, tired, or maybe even like they're ready to quit? How do you read that, and what's your go-to move to help them turn it around?

Morgan Vetter: I think everybody is allowed to come in in a bad mood. I think that's just part of life. And I think that's okay. It doesn't necessarily have to mean that I am gonna be in a bad mood too. I think I can understand, like, like, you're a little grumpy today or you're tired or whatever it may be. I think that's all fine because there will be days where I'm grumpy and tired and all that. The first thing I'll do is say, like, hey. What's up? Like, what's up with you today? Like, and then, you know, depending on that answer, whether I get a whole lot of information or not, I can you know, we can turn it into a conversation, or it can be, like, a you just wanna put your head down and work today? Because we can do that, like, let's put in the work so you get if this is a bad day, you're at least having a good session in the gym. So the whole day isn't for naught. I think kind of meeting your clients where they're at is awesome because not every day is gonna be a good day. That's okay.

Recruit AI: That's such a grounded way to handle it. You aren't forcing them to be someone they aren't, but you're still giving them a path to be successful that day. Looking ahead, where do you want to be in your coaching career five years from now, and what are you doing today to set yourself up to get there?

Morgan Vetter: Yeah. So I think this is somewhat different. For me. So I've been in the college setting for eleven years. It's been incredibly rewarding. But at the same time, it's also been incredibly self sacrificing. Which has been you know, part of the grind, um, and maybe not part of like, having a healthy life outside of work. So I am really, really looking for having a balance between affecting and connecting with people over their, like, physical exercise as well as their, like, the emotion and, you know, everything, the connection that comes with journeying through like, beginning, middle, end, of goal achievement with a client. In addition to having like, time and space and capacity to pour into my and to also, like, reach the physical goals that I have as well as, like, the personal goals that I have. I think to me, I am looking for the balance between the two and I think a position like this would help provide me with that balance that I'm, like, so looking for.

Recruit AI: That makes complete sense. After a decade in the college athletics grind, finding that sustainable balance is a huge priority, and it's great that you're so clear about what you're looking for in your next chapter. Shifting gears to your accomplishments, tell me about a specific client result you're really proud of. I'm not just looking for the outcome, but rather what you did as a coach that made the difference in getting them there.

Morgan Vetter: Yeah. I think to me, I I have a specific athlete in mind who suffered an injury during her peak which ultimately cost her a professional contract. But, thankfully, it got her back to working with me for another year. And this athlete that has not had not had, like, such a heavy work ethic in when it came to, like, the weight room or conditioning

and things like that. But we kind of had an honest conversation about, like, hey. You were able to get to the point that you were at without putting in a hundred percent and that's incredible. Like, you're an incredible athlete. But now that you're at this place of, like, total recovery, having to build back up from nothing, Let's do everything we can to get you back and then let's do everything we can to get you that professional contract that you deserve. This athlete and I had we've had several conversations like that. And yeah, it was a big breakthrough. She was nominated, um, the most successful women's soccer in the collegiate level. Trophy, basically the equivalent of the Heisman trophy she was awarded and she has signed a professional contract with the professional soccer team in Denver. Um, and she was that's, like, probably one of my proudest accomplishments, the the transformation over three years was really, really big.

Recruit AI: That is such an incredible story. Seeing someone realize their full potential and put in the work to turn a devastating setback into a professional contract must have been so rewarding to witness. You clearly played a huge part in helping her shift her mindset. Since you're currently in the collegiate space and looking for that next chapter, if you were to transition to a position in Silicon Valley, what specifically draws you to that area or that kind of environment?

Morgan Vetter: Yeah. I mean, it wouldn't necessarily require a move for me because I'm here in Palo Alto now. But what keeps me here is a couple of things. I think the area is filled with incredibly motivated people that are working at the top ten percent or more of their field. And I think that things are always evolving and things are moving quickly here. And that in itself, just being around it is very motivated. And then on a personal note, I have moved around a lot all around the country in my time. Working in different colleges, and now I am pretty close to my family. Being on the West Coast. So I'm I'm

going to stay here. I would like to put down roots. In the Bay Area. And so, yeah, I'm committed to Silicon Valley, and the West Coast.

Recruit AI: That makes a lot of sense. Staying in the Bay Area while finding that career balance you mentioned sounds like a great plan, especially being able to stay close to your family. I really appreciate you sharing all of that with me today. It's been a pleasure learning about your experience and the impact you've had on your athletes. 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!

Morgan Vetter: Awesome. Thank you so much.

Recruit AI: You are very welcome! If you don't have any other questions for me right now, you can go ahead and press the end call button to finish the session. Have a great