

Interview Transcript

Rabal Alshalate | May 27, 2026 at 3:20 PM | en-US

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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 start things off, I'd love for you to walk me through your process with a new client from day one. What are you trying to find out, how does that initial information shape the program you build for them, and how does your approach evolve as you move forward together?

Rabal Alshalate

0:35

Yes. Of course. Starting off with a new client, first of all, getting to know each other, getting to know them, getting to know their age, their their height, their body weight, their goals, looking at their medical history, see if there's any previous injuries, and how long has it been, and the level of discomfort. And then after that, we move on forward based on uh, to check-in their their needs. We do a needs analysis So we the goal is to find out what's their goals, whether to improve body composition, improve strength, improve functionality, reduce risk of injuries, improve muscles. Muscle mass, or improve athletic performance. And then after that, we move on. We do a movement assessment We do an evaluation so we can do a overhead overhead squat assessment to evaluate their ankle knee, hip mobility, as well as the upper body, including their core, chest, and head alignment check-in for any weaknesses, any imbalances, and and then after that, we do a push assessment. We do a pull assessment. And then hip hinge assessment. And then based off that, can program design program design for them a program that will help them improve their weaknesses and maintain their strength. And then we can also find regressions and progressions to certain exercises to help them achieve their achieve their optimal level of performance and reduce risk of injuries. And, yes,

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That's a very comprehensive approach. It sounds like you really focus on the data and the functional movement patterns before ever picking up a weight. Building on that, I'd love to hear about a client you personally felt a strong connection with. What did that relationship look like, and what do you think made it work so well?

Rabal Alshalate

2:57

Yes. Definitely. One of my clients Monica, we definitely build up a good relationship together, good communication. We had really good sessions I provide I provided really good value to our training sessions. In terms of improving functionality, improving range of motion, improving mobility, improving strength, improving body composition, and she really loved our training sessions, and she really enjoyed them as well, although some of them were kinda difficult. But with a with having a good coach like me, like she mentioned, she was enjoying the process of improving herself and optimizing your performance. So we had really good communication skills, interpersonal skills. We had good training sessions, good high quality training sessions, and as well as the results that came along which really strengthening our relationship and our communication having really good training sessions.

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It's great to hear how that rapport and the quality of your sessions really fostered success for your client. It sounds like a true partnership. Moving on to your own professional development, I'm curious--what are you currently reading, learning, or working on right now to get even better as a coach?

Rabal Alshalate

4:27

Of course. So I just recently completed my master's of science in kinesiology. At Pueblo Manassehren University here in San Diego. In concentration of sports performance, strength and conditioning, sports science, biomechanics, So I really that really helped me advance my knowledge my my hands on experiences through internships, through graduate assistantships, and through evidence based research to improve my knowledge, educate me, and help me become a better coach. And earn that credential of masters of science. So that was just recently completed about a few months ago, and transitioning into a working professional in the field of strength conditioning. Along with that, I was also pursuing the NSCA CSCS So I've read the whole NSC ACSCS fourth edition textbook. As well as the other resources from the movement system and our graduate school that helped me prepared me really well for the CSCS exam. I passed the exercise science and I missed the practical applied portion by two scale points. So I'm in the re retake process. So I should be good retaking it by the end of this year, and I just bought the fifth edition textbook, and I'm gonna go through the entire textbook reading it. To educate myself and advance my knowledge and expertise in the natural strength conditioning and the certified strength conditioning specialist.

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That is incredibly impressive--congratulations on finishing your Master's degree! It sounds like you're putting in a tremendous amount of work to stay sharp. I'd like to shift gears a little bit. We all know that fitness journeys aren't always a straight line. Tell me about a time when a client pushed back on you, perhaps because they were frustrated with their progress or disagreed with your approach. How did you handle that situation?

Rabal Alshalate

6:16

Yeah. I mean, I had one of my clients, Lisa. She is about forty six years old. She had training history is not very good. Her movement patterns are not very good. She would struggle doing a squat at hinge. A pull. Her body mechanics were not very good. She's she she would like, I really tried to help her out through regressing exercises or just intermediate to help her. Like, so so, like, I would bring in accessory movements, um, to like a glute bridge, a head bridge, a single leg RDL to help her regress and break down that focusing on, like, certain muscles to strengthen them so she can be able to squat or a deadlift properly. So she was having difficulties. She thought she thought that was not helping her as much in improving her strength, she didn't feel like there's much value. So I I I really came back to her, and I was I made it clear that those are your weaknesses and those are your strengths. So we're working on strengthening your weaknesses through those accessory movements improving your your your glutes, improving strength of your glutes, your low back, and your hamstring, and engaging your core through those exercises. So that definitely helped her understand, have a better idea, although there was some frustration and and satisfaction from that client because she was having really difficulties performing those exercises.

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That sounds like a tough moment, but it's clear you handled it by grounding your reasoning in the actual needs of her body. Helping a client see the "why" behind the regressions is such a key part of the coaching relationship. Moving on, what does a good team of professionals look like to you in this field, and what role do you typically see yourself playing when you're part of that kind of team?

Rabal Alshalate

8:42

Yes. Teamwork and team efforts they're they're huge in in that field. So the ability to work with other coaches or sports medicine staff. To collaborate really well on that. Client or that patient or that athlete. To come up with a good conclusion to discuss current status or current progressions or progressions or improvements to work on. Is huge. So being a team player collaborate really well, have clear and organized communication skills and interpersonal skills, to be a to be a good team player to eventually come up with good results.

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I appreciate that perspective on collaboration. It's definitely a collective effort to get the best results. Sticking with the idea of a client's journey, how do you handle it when a client comes in and you can tell they're just "checked out"--maybe they're tired, frustrated, or seemingly ready to quit? How do you read that situation, and what's your typical response to help them get back on track?

Rabal Alshalate

9:45

Yes. I definitely seen that and I've experienced it on my own. It just requires a recovery. Active recovery, or passive recovery. To allow your body, your nervous system, and your body to reset, to recover, and come back stronger. So definitely approach it in a way that it's it's okay. It's normal. We all go through that phase of being fatigued, being tired, or being overtrained. So definitely need to approach it in a way that we need to utilize recovery. And rest and proper nutrition because they're huge, huge and in in performance and reducing risk of overtraining and overreaching. So I definitely emphasize the importance of rest and recovery and active recovery and proper nutrition.

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10:37

That's a very empathetic and balanced approach. Recognizing when someone needs to reset is vital for long-term health. Looking ahead, where do you want to be in your coaching career five years from now, and what are you doing today to make sure you're on the right path to get there?

Rabal Alshalate

10:52

Yes. Um, so I'm working my way up to get that strength and conditioning coaching career the next at least two to three years, gain experience as much as possible. And work my way up to a head strength conditioning coach at a private facility or an assistant strength conditioning at a college or university and work my way up to the head strength conditioning or director strength conditioning in sports science at a college or university in the next three years. So through my master's of science in kinesiology, NASM CPT, and and a SES, along with my experiences in the field of fitness, health, and wellness, and strength conditioning. I can see myself within the next three to five years progressing to a more achalasia division one, division two assisted strength conditioning or strength conditioning or a tactical strength conditioning. Then I I gain experience in that field for, like, at least two, three years and then worked my way up to a directive position. Director of performance, director of performance analyst, in the next five years. So continuing education, continuing growth, and continuing adding experience.

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That's an ambitious plan, and it sounds like you've got a clear path laid out to get you there. You're really focused on building that strong foundation and gaining the right experiences along the way. Speaking of accomplishments, can you tell me about a client result you're particularly proud of? Not just the outcome, but what you did as a coach that made a difference?

Rabal Alshalate

12:23

Yes. Of course. Most of my clients that I work with have seen really good accomplishments and great outcomes. So through my experience, through my inter interpersonal communication skills, through me helping them out with the program design and exercise technique. To help them improve their range of motion, help them improve their mobility, help them improve their strength, help them improve their body composition, help them reduce body fat, help them improve strength. So all that comes within me as a coach, me showing up with a good personality, positive mindset, good attitude, help them helping them move better, help them help them improve functionality, improve range of motion. That's that happens with most of my clients. And most of my clients are proud of that, and I feel proud as well.

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It's rewarding to see those positive changes across the board. Now, I know the role we're discussing is in a specific location, so if you happen to be living outside that area, what is it about this particular opportunity or the location itself that interests you?

Rabal Alshalate

13:36

Yes. So I, um, I see with the opportunity being a shrink strength and performance coach in Los Altos, California. So I'm currently in San Diego San Diego local. However, I'm to for the good opportunity that it's gonna offer me a full time, and I can see myself growing in that field. So that's one of the opportunities I would be interested in. So because the the role is you know, is designing individualized proofs of exercise program. Coaching sessions, document sessions, collaborate with the with the whole team.

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Rabal Alshalate

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You know, So I'll be interested in in in pursuing a a a a position like that in a different location. So yeah. Thank you.

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14:32

Thank you for sharing your perspective on that! We really appreciate your openness to relocating for the right growth opportunity. That covers the questions I had for you today. Thank you for speaking with us! 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! Do you have any questions for me before we wrap up?

Rabal Alshalate

14:57

Thank you very much. That's that's it for me, and, hopefully, it works out well. Thank you. I'm looking forward to hearing back from you.

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15:09

It was a pleasure getting to know more about your background and your coaching philosophy today. I'm glad I could answer your questions, and we'll certainly be in touch. Since you don't have any further questions, you can go ahead and press the end call button. Have a wonderful rest of your day!

Rabal Alshalate

15:23

Likewise. Thank you so much.

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15:28

You're very welcome. Take care!

Rabal Alshalate

15:29

You too. Thank you. Bye.

Recruit AI

15:34

Goodbye!