

# Interview Transcript

Dane Haye | Aug 2, 2026 at 5:06 PM | en-US

**Recruit AI**

0:00

Hi, I'm from Ultimate Longevity Center calling about your AI-powered interview. How are you doing?

**Dane Haye**

0:05

I'm doing well. How are you?

**Recruit AI**

0:08

I'm doing well, thanks for asking. Thanks for your interest in the Ultimate Longevity Center General Manager position with us. I'm excited to connect to learn more about your experience and how this role could be a fit for you. As part of the first step in our screening process, I'd like to get to know you better and answer any questions you had about the role and company - it should take around 10 minutes. Do you have any questions about the interview format?

**Dane Haye**

0:32

No.

**Recruit AI**

0:33

Great! Let's dive in. Can you tell us about yourself and what attracted you to this opportunity?

**Dane Haye**

0:40

Sure. I've spent over the last ten years working in fitness and wellness. But also on the business side as well. Owning and operating multiple facilities. And conducting presales as well. Because not only what's going on on the business side of things, but what we're also learning on the science side and human biohacking. Very interesting, and it's exciting.

**Recruit AI**

1:24

That's really interesting. You've had a lot of experience in the fitness and wellness industry. Now, can you tell us about a time you influenced someone to make a decision or take action?

**Dane Haye**

1:38

Sure. And I think that happens on a daily basis. I've always believed in putting people first in the business and taking a consultative sales approach. I think it's very important in sales that you first dive in with the right questions and rapport with each individual client. Before you respond with some sort of solution or offering. For them. And so I've always enjoyed getting to know my clients and then really tailoring a solution that fits their needs.

**Recruit AI**

2:13

That sounds like a thoughtful approach. What experience do you have that makes you a strong fit for this position?

**Dane Haye**

2:22

Well, with over fifteen years working in fitness and wellness in leadership roles, I've had a lot of experience dealing with, you know, solution based sales, but also leading a team, uh, as well as diving in the trenches and being hands on myself, um, not being above doing anything that I ask of the team. And also enjoy really being thorough with training with the staff as well.

**Recruit AI**

2:55

It sounds like you have a solid foundation in leadership and hands-on experience, which is great. Can you share what strategies you have used to generate referrals or business-to-business partnerships?

**Dane Haye**

3:07

Sure. For referrals in the past we've done monthly promotions. And what I've found really works is giving options to clients. And then going with popular options that the clients wanna see for, uh, referral based incentives. And then we will drive that referral incentive for the entire month long period. But the critical part there is making sure that the traffic is the staff is well trained in delivering that referral option to people and making sure that everybody knows about it. Because if not everybody knows about the referral program, it's not going to excel. And then also managing it too, making sure that, you know, what we're asking of staff for the referral incentive is being done and executed.

**Recruit AI**

3:59

Great strategy. Regular communication and execution seem to be key components. Finally, what KPIs would you monitor daily, weekly, and monthly if you were managing a sales team?

**Dane Haye**

4:12

Sure. I think it's it's easy to just look and say, oh, we need more revenue. Uh, but I would really want to break down the different components and drivers. And try to figure out where the greatest opportunities are. And then from there, I'm a big fan of you know, having really clear expectations and strong communication with every staff member so they know what the exact expectation is. They know the work that needs to be done in order to the goal because I believe there's manageable work that can be done on the activity side in order to produce the result. And just making sure that everybody's on the same page there and being thorough in, uh, communicating about about those drivers and what's being done.

**Recruit AI**

4:59

That makes sense. Setting clear expectations and focusing on activities that drive results is crucial. It was great speaking with you today. We'll be in touch regarding the next steps in the hiring process via email in the next few days if you are successfully chosen to move forward. Do you have any questions before we wrap up?

**Dane Haye**

5:17

For the general manager role, uh, if we were to circle back one year from now, what would success look like in that role? And then what would be the growth route to, uh, a a higher up position, more lucrative role with the company where I can have more impact.

**Recruit AI**

5:38

In terms of success one year from now, it would likely involve meeting key performance targets in sales, client satisfaction, and team development while contributing to business growth. As for growth opportunities, this role is in a fast-growing brand, so there's potential to advance and take on more responsibility as you help the center thrive. If there's anything specific you want to know about the growth path, I can connect you with someone who has more details. Do you have any other questions?

**Dane Haye**

6:06

That's it. Thank you so much.

**Recruit AI**

6:08

You're welcome. If any more questions come to mind later, feel free to reach out. Have a great day!

**Dane Haye**

6:15

Thank you. You too.

**Recruit AI**

6:17

Thank you! Take care.