EXERCISING WITH A PERSONAL TRAINER: CLIENTS' AIMS AND EXPERIENCES

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ABSTRACT

EXERCISING WITH A PERSONAL TRAINER: CLIENTS' AIMS AND EXPERIENCES

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The purpose of this study was to examine the aims and experiences of the people who work with a personal trainer. A mixed method research design was used in this study. First, a survey was administered to 110 participants (58 men, 52 women; mean age: 35.8 years) with a history of working with a personal trainer. Then, interviews were conducted with a total of 12 clients representing 1) general health/wellness, 2) athletic performance, 3) rehabilitation and 4) occupational fitness groups. Quantitative and qualitative data were analyzed using descriptive statistics and content analysis methods, respectively. Findings showed that clients work with a personal trainer for various reasons. However, more than 80% of clients reported the most prominent work motives as bodybuilding/shaping and building/maintaining wellness. Clients stated that they chose their trainers by observing them at work or during workshops/seminars, taking into account the advice of other personal trainers/friends, researching on the internet, and examining personal trainers' social media. Clients were generally satisfied with the professional qualifications of their coaches and the service they provided. Professional subject knowledge, communication skills, discipline, teaching skills and motivation skills were expressed by clients as

crucial competencies need to be in personal trainers. Based on the findings, recommendations were made for institutions responsible for setting the personal training standards and personal trainer professional development, personal trainers, prospective clients, and researchers.

Keywords: Personal Training, Personal Trainer, Satisfaction with Personal Training, Reasons for Working with Personal Trainer, Occupational Fitness.

ÖZ

KİŞİSEL ANTRENÖR İLE EGZERSİZ: DANIŞANLARIN AMAÇ VE DENEYİMLERİ

NAS, Tamer
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Ağustos 2022, 89 sayfa

Bu çalışmanın amacı, kişisel antrenör ile çalışan kişilerin çalışma amaçlarını ve deneyimlerini incelemektir. Çalışmada karma araştırma deseni kullanılmıştır. İlk olarak, kişisel antrenörle çalışma geçmişi olan 110 katılımcıya (58 erkek, 52 kadın; ortalama yaş: 35.8 yıl) anket uygulanmıştır. Daha sonra 1) genel sağlık/zindelik, 2) atletik performans, 3) rehabilitasyon ve 4) mesleki fiziksel uygunluk gruplarını temsil eden toplam 12 danışanla görüşmeler yapılmıştır. Nicel ve nitel veriler sırasıyla betimsel istatistikler ve içerik analizi yöntemleriyle analiz edilmiştir. Bulgular, danışanların (kişisel antrenörle çalışanlar) çeşitli nedenlerle kişisel antrenörle çalıştıklarını göstermiştir. Bununla birlikte, en öne çıkan çalışma nedeni danışanların %80'inden fazlası tarafından vücut geliştirme/şekillendirme ve iyi olma hali oluşturma/koruma olarak bildirilmiştir. Danışanlar kişisel antrenörlerini iş yerinde veya grup çalışmaları/seminerler sırasında gözlemleyerek, diğer kişisel antrenörlerin/arkadaşların tavsiyelerini dikkate alarak, internetten araştırma yaparak ve kişisel antrenörlerin sosyal medyasını inceleyerek seçtiklerini belirtmişlerdir. Danışanlar genel olarak antrenörlerinin mesleki niteliklerinden ve sağladıkları hizmetten memnun kaldıklarını rapor etmişlerdir. Mesleki konu

alanı bilgisi, iletişim becerileri, disiplin, öğretme becerileri ve motivasyon becerileri, danışanlar tarafından kişisel antrenörlerde olması gereken önemli yetkinlikler olarak ifade edilmiştir. Elde edilen bulgulara dayalı olarak, kişisel antrenman standartlarının belirlenmesinden ve kişisel antrenör mesleki gelişimden sorumlu kurumlara, kişisel antrenörlere, danışanlara ve araştırmacılara önerilerde bulunulmuştur.

Anahtar Kelimeler: Kişisel Antrenman, Kişisel Antrenör, Kişisel Antrenmandan Memnuniyet, Kişisel Antrenörle Çalışma Nedenleri, Mesleki Fiziksel Uygunluk.

To my family who always supported me throughout my life journey.
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CHAPTER 1

INTRODUCTION

Physical activity is a vital part of humans in relation to their health conditions, physical fitness and as an appearance-developing tool (McArdle, Katch, & Katch, 2015, p.835). In order to be competent in this natural activity and stay healthy or transform the human body and its condition at a superior level, there needs to be a well-designed exercise program (Bompa & Haff, 2009). This exercise program should support all the mechanical movement needs of humans to develop their motor skills and physical competence to successfully accomplish their daily, work life and sports activity (McArdle, Katch, & Katch, 2015; Bompa, & Haff, 2009).

Designing and applying an exercise program (training) usually requires expert support due to its complexity and possible health and injury risks (ICC, 2013; Balyi, Way, & Higgs, 2013; Lyle & Cushion, 2010). Depending on the aim of training or exercise, [e.g., preparing performance athletes for sports competition (Cote, & Wade, 2009; Bompa, & Haff, 2009), people for health/wellness/injury rehabilitation (Liguori & Caroll-Cobb, 2019; Thompson, Bushman, Desch, & Kravitz, 2010; Cote, & Wade, 2009; Giallauria, Piccioli, Vitale, & Sarullo, 2018), or occupational fitness, (Irving, Orr, & Pope, 2019)] sports performance coaches, group fitness instructors, personal trainers may be the professionals who help athletes or exercise participants. Focus of the current study is professional practice of personal trainers. Therefore, the following literature synthesis addresses this group of exercise professionals.

According to the American College of Sports Medicine (ACSM), "A personal trainer is a fitness professional who develops and implements an individualized approach to exercise leadership in healthy populations and/or those individuals

with medical clearance to exercise." (Thompson, Bushman, Desch, & Kravitz, 2010, p.8). Moreover, as a job, it is considered within the fast-growing professions (Thompson, Bushman, Desch, & Kravitz, 2010, p.3).

ACSM states the role of the personal trainer as follows,

> Using a variety of teaching techniques, a personal trainer is proficient in 1) leading and demonstrating safe and effective methods of exercise by applying the fundamental principles of exercise science; 2) writing appropriate exercise recommendations; 3) leading and demonstrating safe and effective methods of exercise; 4) motivating individuals to begin and to continue with their healthy behaviors (Thompson, Bushman, Desch, & Kravitz, 2010, p.9)

Another definition by National Strength and Conditioning Association (NSCA) for a personal trainer is,

> They are health/fitness professionals who use an individualized approach to assess, motivate, educate, and train clients regarding their health and fitness needs. They design safe and effective exercise programs and provide guidance to help clients achieve their personal goals. In addition, they respond appropriately in emergency situations. Recognizing their area of expertise, personal trainers refer clients to other health care professionals when appropriate (Coburn & Malek, 2012, p.147)

As seen from the definition of personal trainer and personal training (one to one training) by internationally recognized health and fitness organizations (e.g., ACSM & NSCA), this sort of body and health transformation program needs professional guidance. It must be applied by expert personal trainers, and they must be competent in their field by their education, knowledge, and experience to accurately understand and meet their clients' needs.

Studies questioning the competencies of personal trainers in the literature indicated that having a bachelor's degree in exercise science and possessing high-quality personal trainer certifications is associated with a level of professional subject matter knowledge (Malek, Nalbone, Berger, & Coburn, 2002). However, in the work setting, some personal trainers function with poor professional subject matter knowledge and the absence of proper professional

training (Malek, Nalbone, Berger, & Coburn, 2002; Akerson, 2014; Canbolat, & Çakıroğlu, 2016; Mahmoud, 2018; Jankauskiene, & Pajaujiene, 2018). Specifically, there is a rapidly developing body of knowledge on subjects such as exercise physiology (McArdle, Katch, & Katch, 2015), biomechanics (McGinnis, 2013), health aspects of exercise (Conley, & Rozenek, 2001), training methodology (Bompa, & Haff, 2009), sports nutrition (Bean, 2022), exercise and sports psychology (Anshel, Petruzzello, & Labbé, 2019a; Anshel, Petruzzello, & Labbé, 2019b), sports pedagogy (Armour, 2017) and sports management (Hoye, Smith, Nicholson, & Stewart, 2018). That's why these practitioners continue to need regular needs assessment and professional development (Deana, Melton, Katula, & Mustian, 2008; Dietrich, Keyzer, Jones, Norton, Sekendiz, Gray, & Finch, 2014).

People's (clients) primary reasons to work with a personal trainer is that they (clients) are not knowledgable and experienced enough to lead themselves in exercise or fitness programs (Garcia-Garcia, Serrano-Gomez, Mendo, & Sanchez, 2012). Besides these factors, they may not be able to motivate themselves and do not know where to start (Göroğlu, 2020). Therefore, they seek professional help from fitness professionals, personal trainers, or coaches (Tel, Aksu, & Erdoğan, 2019).

Clients' needs may vary due to their purpose, needs, and backgrounds. Whereas sedentary individuals may seek to lose weight (Garcia-Garcia et al., 2012; Donoghue & Allen, 2016); develop their cardiovascular and respiratory conditions, or strengthen their total body, the needs of athletes may differ as strength and conditioning for a specific branch of sports, such as basketball, trail runnings, wrestling, Olympic weightlifting, or swimming in order to be more competent in their field (Bompa, & Haff, 2009). Not only these categories but also there is one category, which is called occupational fitness, that is lately became more recognized that needs physical fitness capacity. Examples of these occupations can be emergency medical personnel, law enforcement, or firefighters. These jobs may need to train specific fitness parameters such as

cardiovascular and respiratory endurance and weightlifting techniques to conduct their daily tasks safely. With this fact, Cooper highlights that "training tactical athletes for combat operations is increasing in popularity within the field of strength and conditioning." (Cooper, 2014, pg.44). This phenomenon is also stated by Crill and Hostler (2005) by suggesting that Emergency Medical Service Providers (EMS) in order not to subject any injuries, they should be training for strength and flexibility.

The health sector and fitness requirements for a healthy lifestyle are more recognized and rapidly developing in this decade. People are more conscious about their health, and they are willingly looking forward to learning how to keep it great with scientifically proven methods. Therefore, they are buying personal training sessions, looking for personal trainers to carry them to their goals in the most effective way and in the shortest time. To satisfy the clients, no matter what their aims are, personal trainers must be competent in their field with the required knowledge, techniques application, and experience to carry their clients to their goals (ACSM, 2019).

In order to compensate for such needs, personal trainers and well-designed fitness programs, which are tailored to the clients' condition and work culture, are desperately needed. The aim of personal training attendance and the outcome of the sessions brings a vital question: "What are the different purposes of clients who seek out personal training and if they are satisfied with the outcome?"

1.1. Purpose of the study

There is limited research examining the clients' aims and experiences in the personal training work setting (Waryasz, Daniels, Gill, Eberson, & Suric, 2016). Understanding the aims and experiences of clients who prefer to work with a personal trainer for various purposes could extend our knowledge on offering better personal training services for the clients. Therefore, the purpose of this study is to examine the aims and experiences of the people who work with a

personal trainer for various purposes, including general health and wellness, athletic performance, rehabilitation, and occupational fitness.

1.2. Research questions

1. Why do the clients work with a personal trainer?
2. How do the clients select their personal trainer?
3. What is the satisfaction level of the clients working with a personal trainer?
4. What characteristics of the clients developed while working with a personal trainer?
5. What are the views of clients on the most crucial personal trainer competencies?

1.3. Significance of the study

People request a personal trainer for various reasons such as improving their physical fitness, general health, injury prevention, and occupational fitness (Garcia-Garcia et al., 2012; Cooper, 2014; Donoghue & Allen, 2016; Göroğlu, 2020). Body of knowledge in personal training subject-matter content knowledge to meet the needs of clients has been rapidly developing (Malek, Nalbone, Berger, & Coburn, 2002; Thompson, Bushman, Desch, & Kravitz, 2010; ACSM, 2019).

However, previous studies show that there are gaps in the quality of service provided by personal trainers in meeting the needs of their clients at the level defined in professional standards developed by governments or professional bodies (Malek, Nalbone, Berger, & Coburn, 2002; Akerson, 2014; Canbolat, & Çakıroğlu, 2016; Mahmoud, 2018; Jankauskiene, & Pajaujiene, 2018; Huhtamaki, Grahn, & Ingalil, 2022). There is also a limited number of studies questioning clients' expectations and experiences from personal training,

concerning the standards set by professional organizations (Waryasz, Daniels, Gill, Eberson, & Suric, 2016).

Studying the aims and experiences of the people who work with a personal trainer for various purposes would provide the necessary information to see the current situation in the personal training practices, professional competency needs of the personal trainers, and support the knowledge base in the field (Sekendiz, Koçak, & Korkusuz, 2009; Jolley, Davi, Lavender, & Roberts, 2022). Moreover, the current study would also help us to better understand the alignment among aims, content, implementation, measurement and evaluation practices as perceived by the clients who work with personal trainers in Turkey. The result of better professional development opportunities offered to personal trainers will provide an increase in the quality of service provided to clients and also in client satisfaction and learning.

1.4. Definition of the terms

Personal trainer: "A personal trainer is a fitness professional who develops and implements an individualized approach to exercise leadership in healthy populations and/or those individuals with medical clearance to exercise" (Thompson, Bushman, Desch, & Kravitz, 2010, p.8).

Clients: Exercise participants who work with a personal trainer.

Clients aiming for general health & wellness: They work with a personal trainer to improve their health-related fitness, including body composition, aerobic endurance, muscular strength and endurance, flexibility, and movement skills for general health and wellness.

Clients aiming for athletic performance: They work with a personal trainer to improve their sport-specific fitness, including agility, coordination, balance,

speed, reaction time, and sport-specific movement skills to improve their athletic performance.

Clients aiming for rehabilitation: They work with a personal trainer to recover from an injury or acute/chronic health problems.

Clients aiming for occupational fitness: They work with a personal trainer to improve or meet the physical fitness requirements of an occupation, such as military, law enforcement personnel, referee, emergency service providers, firefighters, and life guards.

Satisfaction from the personal trainer service: It refers to clients' satisfaction level from the services obtained by personal trainers with respect to communication, subject matter knowledge, implementation of the training, motivation, and taking health and safety precautions.

Characteristics of clients developed during personal training: It refers to expected outcomes of personal training by clients such as physical fitness, movement skills, and sport-specific skills, exercise motivation, psychological empowerment, socialization, injury prevention, and occupational fitness.

Clients' views on crucial personal trainer competencies: It refers to clients' perception of the most critical competencies that personal trainers should have for better service to meet clients’ needs.

CHAPTER 2

REVIEW OF LITERATURE

In this section, based on the study aims, previous literature on "physical activity, exercise, and wellness" and "personal training and personal trainers" are presented under two subheadings.

2.1. Physical activity, exercise, and wellness

Physical activity is defined as "*any bodily movement produced by skeletal muscles that requires energy expenditure*" (WHO, 2010). Casperson, Powell & Christenson (1985) differentiate exercise from physical activity "*exercise is a subset of physical activity that is planned, structured, and repetitive and has as a final or intermediate objective the improvement or maintenance of physical fitness*". Sports are also "*a subset of exercise that can be undertaken individually or as a part of a team. Participants adhere to a common set of rules or expectations, and a defined goal exists*" (Khan, Thompson, Blair, et al., 2012; Sancassiani, Machado, & Preti, 2018). Physical activity, exercise, and sports are effective methods to improve the health and wellbeing of people (WHO, 2010; 2018a; Khan, Thompson, Blair, et al., 2012; Sancassiani, Machado, & Preti, 2018; Bull, Al Ansari & Biddle, 2020). Since physical activity is an umbrella term that includes exercise and sport, it has been used throughout this literature review to refer to exercise and sports.

Studies to the date indicated that maintaining physical activity is vital for the survival of human beings (McArdle, Katch, & Katch, 2015). It is not only crucial for just physical health, but also for mental, social, intellectual, spiritual, and occupational aspects of overall health which is also referred to as wellness (Liguori & Caroll-Cobb, 2019). With respect to physical health, the literature

clearly stated that developing and maintaining health-related fitness (body composition, aerobic endurance, muscular strength and endurance, flexibility) requires regular physical activity participation (WHO, 2010; 2018a). Moreover, people with low physical activity participation are associated with a higher risk of all-cause death, cardiovascular disease, hypertension, diabetes, adverse blood lipid profile, osteoporosis, and cancers of the bladder, breast, colon, endometrium, esophagus, kidney, lung, and stomach. (U.S. Department of Health and Human Services, 2018; WHO 2018b; Türkiye Hastalık Yükü Çalışması, 2004).

Considering the other dimensions of wellness, studies indicate that physical activity is associated with improved cognition, reduced anxiety, reduced risk of depression, improved sleep, reduced risk of dementia, and meeting the fitness requirements of jobs that are especially specific to physical fitness and movement skill dependent (Liguori & Caroll-Cobb, 2019; U.S. Department of Health and Human Services, 2018). Overall, regular physical activity improves the quality of life (Liguori & Carroll-Cobb, 2019).

Global and national health authorities recommend at least 150 min moderate to vigorous physical activity for adults to get the above-mentioned health benefits (WHO 2018a; U.S. Department of Health and Human Services, 2018). Frequency, intensity, time, and type of the physical activity should be considered depending on the aim of participation (Bompa, & Haff, 2009; Corbin, Welk, Corbin, & Welk, 2006). For example, if the aim is body weight management participating in a moderate, preferably aerobic type of physical activity every day of the week is recommended (Corbin, Welk, Corbin, & Welk, 2006; Donnely, Blair, Jakicic, et al., 2009). When the aim is developing aerobic endurance participating in moderate to vigorous aerobic type of physical activity at least three days per week recommended (Corbin, Welk, Corbin, & Welk, 2006). Training for sports-specific fitness (performance-related fitness) and specific movement skills requires more complicated training designs with respect to content and training load (Heyward, 2006; Bompa, & Haff, 2009).

Physical activity participation of people with acute and chronic health problems should be carefully designed by considering the alignment of their needs and health limitations (ACSM Position Stands, 2022). People that are looking forward to develop occupation-related fitness and movement skills get benefit from a physical activity program that is designed based on the task requirements of the specific job (Schmit, DeBeliso, 2019; Nagai, Abt, Sell, Clark, et al., 2014; Irving, Orr, & Pope, 2019).

Although the research indicates the value of regular physical activity for wellness, studies examining the physical activity, physical fitness, and overall wellness of the population indicate a dramatic decline in physical activity and physical fitness of people as they get older (U.S. Department of Health and Human Services, 2018; WHO 2018b; Türkiye Hastalık Yükü Çalışması, 2004). Especially, the significant increase in the prevalence of obesity on a global scale and its strong link with the decrease in physical activity and the increase in non-communicable diseases make the health authorities, the fitness industry, fitness professionals and people seek an effective solution (WHO, 2018a, b; ACSM, 2019; Türkiye Hastalık Yükü Çalışması , 2004).

A group of health and fitness professionals (e.g., physicians, physical therapists, dietitians, and fitness instructors) should work in harmony when planning and implementing physical activity for people with acute and chronic health problems such as injury, obesity, hypertension, diabetes, cardiovascular diseases, and cancer. Physical activity program planning, implementation, and motivations for people in rehabilitation from acute and chronic health problems require additional professional competencies in the knowledge of health problems, knowledge of specific fitness program design and implementation, communication, and motivation skills (ACSM Position Stands, 2022).

Athletes are a specific group of people who regularly participate in physical activity to improve their sports-specific performances (athletic performance). Their athletic performance depends on performance (sport) related fitness (e.g.,

balance, coordination, speed, power, agility, reaction time), movement skills, and psychosocial development (Bompa, & Haff, 2009; Cote, & Wade, 2009; Balyi, Way, & Higgs, 2013; McArdle, Katch, & Katch, 2015). Naturally, athletes participate in very high volume and intensity physical activity, which can cause severe physical and psychosocial health problems and decrease their quality of life/wellness. In this context, coaches work with a group of professionals (e.g., physical conditioning experts, exercise physiologists, biomechanics experts, psychologists, physicians, dietitians) to better prepare athletes for competition. Experts in athletic performance development should have high professional subject matter knowledge, should follow the new scientific developments in the field, and have good communication and motivation skills to support the wellness of athletes (Kilic & Ince, 2015).

Occupational fitness seekers are usually the people who work in occupations that require specific physical fitness and movement skills, such as referees, military personnel, police, firefighters, and emergency aid professionals (Nagai, Abt, Sell, Clark, et al., 2014; Schmit, DeBeliso, 2019; Irving, Orr, & Pope, 2019; Sell, Uftring, Mangine, & Abel, 2020). They usually need to meet high standards of physical fitness and movement skill proficiencies in initial recruitment. During the professional service, they are regularly tested for maintaining those standards. Therefore, they work with fitness experts to improve or maintain job-specific performances. Those fitness experts should have high occupation-specific subject matter knowledge, should follow the occupational fitness developments in the field, and have good communication and motivation skills to support the clients' wellness.

In summary, health-related, performance-related, occupation-related physical fitness, movement skills, and psychosocial development of people are essential for the wellness of each specific group. Fitness professionals should relate professional subject matter knowledge to design, implement, assess and evaluate training programs.

2.2. Personal training & Personal trainers

Personal training is the activity of designing, implementing, assessing, and evaluating training for a person from a specific need group which is done by a personal trainer. It focuses on one person in an individualized and tailored manner to meet the needs of the person (ACSM, 2019). In this way, personal trainers are defined as professionals who "*work primarily with apparently healthy individuals to enhance their fitness*" by ACSM (2019). More specifically, personal trainers;

> Conducts basic preparticipation health screenings, lifestyle inventories, and fitness assessments for health and skill related components of fitness; assesses behavior adaptation readiness and offers guidance in the development of realistic, client-centered goals related to health, fitness and wellness; develops and administers programs designed to promote optimal cardiorespiratory fitness, muscular strength, muscular endurance, flexibility, and body composition, as well as agility, balance, coordination, power, speed, and reaction time; facilitates client motivation and adherence and honors client confidentiality; adheres to all agreed-upon terms with each client and stays within the scope of practice; makes referrals to appropriate allied health professionals when clients' needs exceeds their (personal trainer's) scope of practice (ACSM, 2019)

Using the above-mentioned job description, performance domains for personal trainers are presented under four categories (ACSM, 2019). These are;

1) Initial clients consultation and assessment
    a. Provide documents and clear instructions to the client in preparation for the initial interview.
    b. Interview the client to gather and provide pertinent information prior to fitness testing and program design.
    c. Review and analyze client data to identify risk, formulate a plan of action, and conduct physical assessments.
    d. Evaluate behavioral readiness and develop strategies to optimize exercise adherence.

e. Assess the components of health-and/or skill-related physical fitness to establish baseline values, set goals, and develop individualized programs.
f. Develop a plan and timeline for reassessing physical fitness, goals, and related behaviors.

2) Exercise programming and implementation
   a. Review the client's goals, medical history, and assessment results and determine exercise program.
   b. Select exercise modalities to achieve the desired adaptations based on the client's goals, medical history, and assessment results.
   c. Determine initial frequency, intensity, time, type, volume, and progression of exercise based on the client's goals, medical history, and assessment results.
   d. Review the proposed program with the client, demonstrate exercises, and teach the client how to perform each exercise.
   e. Monitor the client's technique and response to exercise, providing modifications as necessary.
   f. Recommend exercise progressions to improve or maintain the client's fitness level.
   g. Obtain client feedback to ensure exercise program satisfaction and adherence.

3) Exercise leadership and client education
   a) Optimize participant adherence by using effective communication, motivational techniques, and behavioral strategies.
   b) Educate clients using scientifically sound resources.

4) Legal and professional responsibilities
    a) Collaborate with health care professionals and organizations to create a network of providers who can assist in maximizing the benefits and minimizing the risks of an exercise program.
    b) Develop a comprehensive risk management program consistent with industry standards of care.
    c) Adhere to ACSM certification's code of ethics by practicing in a professional manner within the scope of practice of an ACSM certified personal trainer.
    d) Follow industry-accepted professional, ethical, and business standards.
    e) Respect copyright laws by obtaining permission before using protected materials and any form of applicable intellectual property.
    f) Safeguard client confidentiality and privacy rights unless formally waived or in emergency situations.

These domains are very valuable to evaluate professional competencies of the personal trainers who are in service. However, there are few studies examining the professional competencies of personal trainers.

In one of the available studies, Litwinuik, Waldizinski & Grants (2020) interviewed with 62 Polish personal trainers with at least three years of experience to understand their views on professional competencies. Findings indicate that majority of personal trainers see the most useful features in work as the ability to create an appropriate atmosphere in class, communication skills, and kindness towards other people. Moreover, 86% of the personal trainers consider motor skills, including motor coordination and a high level of other motor features, as significant components of professional preparation. This study's findings imply that personal trainers are aware of most of the domains described in ACSM (2019) standards, and they find some of those more critical than the others in practice.

Deana, Melton, Katula, & Mustian (2008) questioned the current state of personal training in a midsized Southeast United States city by using a focus group methodology with the participation of 11 personal trainers. Their findings included four global themes; 1) Client selection rationale consisted of qualities that influenced a client's decision to hire a particular trainer (e.g., physique, gender, race), 2) Client loyalty referred to the particular qualities involved in maintaining clients (e.g., motivation skills, empathy, social skills), 3) Credentials referred to formal training (e.g., college education, certifications), 4) Negative characteristics referred to qualities considered unethical or unprofessional (e.g., sexual comments, misuse of power) as well as the consequences of those behaviors (e.g., loss of clients, the potential for litigation).

In another study, Malek, Nalbone, Berger, & Coburn (2002) examined the relations between commonly used indicators of knowledge, and actual knowledge in the nutrition, health screening, testing protocols, exercise programming, and knowledge of special populations by surveying 115 health fitness professionals in California, United States. Their findings indicate that having a bachelor's degree, ACSM, or National Strength and Conditioning Association certifications is a strong predictor of a personal trainer's professional knowledge. These findings demonstrate the value of higher education and professional certification based on defining and developing the competence of personal trainers.

Abbott (2018) examined the specific attributes of personal trainers associated with professional success with an online survey of 225 participants. This study found that emotional intelligence is the most critical perceived predictor of success (explain 49% of variance) by personal trainers. Work-related variables also significantly predict the perceived success of personal trainers but to a lesser extent (explain 19% of variance).

In a study conducted in Egypt, Mahmoud (2018) examined the characteristics of personal trainers by surveying 133 personal trainers. This study's findings show

that more than half of the personal trainers work without a license, half of them have local certificates, 41% of them have international certificates, and 37% of them have a university degree. This finding implies that there are people working as personal trainers without formal educational credentials.

A study by Waryasz, Daniels, Gil, Eberson & Suric (2016) in the United States surveyed 605 personal trainers and found that only 2.9% of all personal trainers had no exercise-related bachelor's degree and no personal trainer certification. This study also found that the most common injuries seen by personal trainers during the sessions were lumbar muscle strain, rotator cuff tear/tendonitis, shin splints, ankle sprain, and cervical muscle strain. The findings of Waryasz et al. (2016) show that, contrary to Mahmoud's (2018) findings in Egypt, almost all personal trainers have formal professional preparation in this context. Even though they have formal professional preparation, there were injury occurrences in their personal training setting. This finding implies the importance of preparing personal trainers to focus on injury prevention during the sessions.

In the Turkish setting, Canbolat & Çakıroğlu (2016) examined the nutritional knowledge of 46 fitness instructors in fitness centers in a city. Their findings indicated that only 23.9% of them had a good level of nutrition knowledge. Their findings show the low level of professional preparation in one critical aspect of fitness trainers' professional subject matter knowledge in a sample from Turkey.
Studies examining the personal trainers' services with clients' eyes in the literature are very few. In one of them, García-García, Serrano-Gomez, Mendo, & Sánchez (2012) examined the reasons for women working with a personal trainer from 70 women personal trainer clients aged between 24 and 68 years in Spain. Their findings indicate their expectations from personal training and personal trainers as weight loss by reduction of the body fat percentage and improvement of muscle stiffness.

In Turkey, Göroğlu (2020) examined the six clients' expectations from their personal trainers and how they select the personal trainers by interview. This

study's findings revealed that ensuring regular exercise, having fun, observing for evaluation of progress, communicating well, having a professional attire, having a good knowledge of the subject matter, and ensuring hygiene were among the clients' expectations. Clients select their personal trainers based on the trainers' experience, sporting background, professional subject matter knowledge, education level, and appearance.

As seen in the above-mentioned research literature, there is limited knowledge of the quality of personal training offered to the clients and evaluation of personal trainer competencies who are in service. Most of the available studies focused on the views of personal trainers, and studies with the views of clients examining their reasons to work with a personal trainer, satisfaction from the service, and outcome are few. The current study will fill the gap in this research topic.

CHAPTER 3

METHODS

In this section, initially, the overall study design is presented. Then, sampling, participants, data collection procedures, and data analysis applied in this study are described in order.

3.1. Study design

Mixed methods research design was used in this study. First, a survey was administered to individuals who had worked with a personal trainer for the quantitative part of the study. Then, interviews were conducted online (via Zoom Application) with volunteer participants representing 1) general health and wellness, 2) performance athlete (athletic performance), 3) recovery from an injury or acute/chronic illnesses (rehabilitation), and 4) occupational fitness groups to gain an in-depth understanding of their situation with a qualitative approach (Figure 3.1).

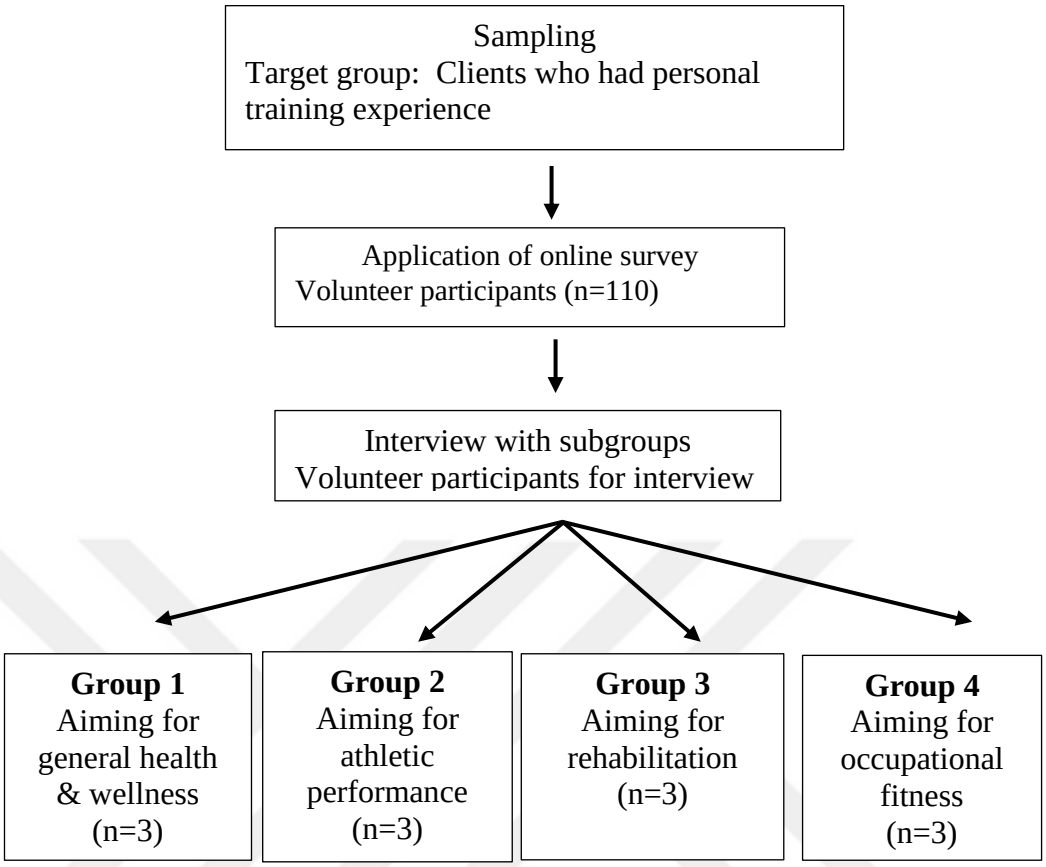


Figure 3. 1. Design of the study.

3.2. Sampling

Participants with personal training experience were invited to complete an online survey. 259 people entered the online system. Participants who fully completed the survey of this study were the 110 (58 men, 52 women). They were from various cities of Turkey, including Ankara, İzmir, İstanbul, Amasya, Denizli, Samsun, Balıkesir, Çanakkale, Sakarya, Muğla, Bitlis, and Eskişehir. The participants' demography varied from sedentary individuals, who has started or attended long ago to a fitness program with a personal trainer, experienced fitness participants, rehabilitation seekers after their physical therapy treatment, professional athletes with different sports background, and people whose occupation demands physical fitness. The potential participants, who were volunteered, that fell into the categories for general health and wellness, athletic performance, rehabilitation and occupational fitness purposes were invited to an

online interview, where their purpose and experience were questioned in detail. The diversity of the participants helped us to understand in macro aspect, the senses of what common expectations and needs were, and in micro aspect senses what differed according to their background and purposes. Furthermore, it also highlighted the fact that what the main qualifications they seek in a personal trainer.

3.3. Participants

The total number of participants who completed the survey was 110. Fifty-eight (52.7%) and 52 (47.3%) of them were men and women, respectively. Participants' mean age was 35.8 (SD= 8.0; min-max: 18-54 years). Out of 110 participants, thirteen of them (11.8%) were competitive (performance) athletes who stated their primary profession as athletes. The rest of the participants were working in different jobs (Table 3.1).

Table 3. 1. Participants' job profiles.

Profession	**Frequency (%)**
Business related (e.g. manager, economist)	26 (23.6)
Engineering/Tech related (e.g. engineers)	16 (14.6)
Teaching related (e.g. teachers, coaches)	15 (13.6)
Athletes	13 (11.8)
Health related (e.g. physician, nurse, dietician)	13 (11.8)
Security/Safety related (e.g. soldier, police, fireman)	6 (5.5)
Student	4 (3.6)
Law related (e.g. lawyer)	3 (2.7)
Other (e.g. housewife)	9 (8.2)
Missing	5 (4.6)
Total	110 (100)

Eighty-seven (79.1%) of the participants reported not participating in a sport as a performance or participation athlete. Twenty-three of them reported their sports branches [Track & Field Athletics (f=6), Martial Arts (f=3), Football (f=1), Swimming (f=1), Rugby (f=1), Triathlon (f=1), Wrestling (f=1), Tennis (f=1), Pentathlon (f=1), Dance (f=1), American Football (f=1), Motocross (f=1) and

Other (including multiple sports, f=4)]. Twenty-four (21.8%), 19 (17.3%), and 67 (60.9%) of the participants had less than one year, one to three years, and more than three years of sports/exercise experience, respectively (Table 3.2).

Table 3. 2. Participants' years of sport/exercise experience.

Years of sports/exercise experience	**Frequency (%)**
Less than 1 year	24 (21.8)
Between 1 to 3 years	19 (17.3)
More than 3 years	67 (60.9)
Total	110 (100)

Sixty-two (56.4%), 29 (26.4%), and 19 (17.2%) participants had less than one year, one to three years, and more than three years of working experience with a personal trainer, respectively (Table 3.3).

Table 3. 3. Participants' years of working experience with a personal trainer.

Years of working experience with a personal trainer	**Frequency (%)**
Less than 1 year	62 (56.4)
Between 1 to 3 years	29 (26.4)
More than 3 years	19 (17.2)
Total	110 (100)

Most of the participants were working with a personal trainer two (f=48, 50.5%) and three (f=34, 35.8%) days per week, respectively. The rest of the participants' frequencies as follows, five (f=1, 1.1%), six (f=1, 1.1%), seven (f=1, 1.1%), and one (f=4, 4.2%).

Table 3. 4. Participants' weekly working days with a personal trainer.

Number of working days with a personal trainer / week	Frequency (%)
1	4 (4.2)
2	48 (50.5)
3	34 (35.8)
4	6 (6.2)
5	1 (1.1)
6	1 (1.1)
7	1 (1.1)
Total	95* (100)

* n= 95. Fifteen of the participants did not report number of weekly working days with a personal trainer.

3.4. Data collection procedures

After obtaining the Institutional Human Ethics Committee's approval (Approval No: 0077-ODTUİAEK-2022) for the study (See Appendices A), volunteer participants working with a personal trainer were invited to complete an online survey questioning their aims and experiences with their personal trainer via social media (LinkedIn, Instagram, Facebook). The online survey was open from 01.12.2021 to 31.06.2022. After analyzing the surveys, a group of participants, who were representing the previously identified subgroups (working with a personal trainer for "general health and wellness", "athletic performance", "rehabilitation", and "occupational fitness") were invited to an online interview to obtain more in-depth data about their aims and experience during working with their personal trainers. Each data collection approach is presented below.

3.5. Data collection tools

Survey: The survey was prepared by two experts after a review of the literature on the topic. One of the experts is an experienced personal trainer. The other expert is an experienced academic staff in pedagogical aspects of sports coaching

and instructional design with Ph.D. ACSM (2019) standards and instructional design components (aim, content, implementation, measurement, and evaluation) were used as a conceptual framework in preparing the survey items. The survey included 20 items with open and closed-ended questions (See Appendices B). Survey aimed to understand 1) demographic characteristics, 2) aims for participation, 3) satisfaction from participation, 4) perceived outcome of participation, and 5) views on the most critical competencies of personal trainers according to the perception of the clients of the personal trainers. Before the application of the survey in this study, a cognitive interview were accomplished with five clients who had worked with a personal trainer to understand the clarity of survey items for the target group (Willis, 1994). Based on the cognitive interview study, small changes were done to improve the content, clarity, and readability of the survey. After two experts who were responsible for the survey design agreed on the items, a digital final form of the survey was prepared and uploaded to the online survey website for the use by the study participants.

Interviews: Online interviews were conducted in a semi-structured one-to-one manner (Cresswell, 2012; Newcomer, Hatry & Wholey, 2015) by Zoom application. Two experts who prepared the survey also prepared the interview questions. Interview questions included the following topics: 1) client's reasons for working with a personal trainer, 2) client's personal trainer selection criteria, 3) satisfaction level of the personal training, 4) the outcome of working with a personal trainer, 5) personal trainer competencies in training planning, implementation, measurement and evaluation. In addition, the client's suggestions were received for those who want to work with a personal trainer in the future, and for personal trainers for their careers (See Appendices C).

3.6. Data analysis

Descriptive statistics were used for the quantitative data in this study. Descriptive statistics were performed for all variables and presented as

frequencies, percentages, means and standard deviations. IBM SPSS (Version 26) was used for all quantitative data analysis.

Conventional content method analysis was used for the qualitative interview data (Hsieh & Shannon, 2005). First, interview data was transcribed. Then, two independent coders coded the transcriptions. After the full agreement of the coders, codes were sorted into categories. These emergent categories were used to organize by using group codes to establish meaningful clusters. Finally, findings were reported under clusters. During the qualitative data analysis MAXQDA 2022 software was used (VERBI Software, 2021).

3.7. Limitations

This study was conducted in the Turkish personal training context with online survey data collection, and one-to-one in-depth interviews with the clients of personal trainers who were representing different subgroups with respect to participation aim. Even though the number of participants in each subgroup is equal in the interview part of the study, the number of clients in each subgroup represented in the survey study is not equal. Readers should consider the limitations of sampling and data collection methods with respect to the generalization of the findings while synthesizing the findings of this study.

CHAPTER 4

RESULTS

In this chapter, the study's findings with respect to each of the five research questions are presented in order. For each research question, available quantitative and qualitative findings are given.

4.1. Research question 1. Why do the clients work with a personal trainer?

According to the survey findings, the highest percentage of respondents work with a personal trainer for bodybuilding/shaping and building/preserving wellness (more than 80% of respondents) (Table 4.1). Health-related fitness components, including muscular strength and endurance, flexibility; Performance/sport-specific fitness components, including strength and physically active lifestyle habit building (exercise habit and lifestyle improvement), were reported by over 50% of respondents as the goal of working with the personal trainer. "Recovery from an acute or chronic illnesses/injury," "learning a specific sport", and "meeting an occupation-specific movement competency or physical fitness (other than sports)" were among the options least marked by the respondents (less than 17%) in the survey.

Table 4. 1. Clients' reasons to work with a personal trainer.

Aim	Frequency (%)
Bodybuilding/shaping	83 (75.5)
Building/preserving health & wellness	83 (75.5)
Developing muscular strength	70 (63.6)
Developing muscular endurance	69 (62.7)
Body weight management	69 (62.7)
Developing exercise habit	62 (56.4)
Developing lifestyle	59 (53.6)
Developing flexibility	58 (52.7)
Developing power	57 (51.8)
Developing resilience	52 (47.3)
Developing agility	46 (41.8)
Developing coordination	46 (41.8)
Developing balance	44 (40.0)
Developing aerobic endurance	43 (39.1)
Developing movement skills	40 (36.4)
Developing healthy diet/nutrition habit	39 (35.5)
Developing sport-specific conditioning	37 (33.6)
Developing self-confidence	35 (31.8)
Developing speed	32 (29.1)
Socializing	24 (21.8)
Developing reaction time	19 (17.3)
Recovery from an acute or chronic illness/injury	18 (16.4)
Learning a specific sports	18 (16.4)
Meeting an occupation-specific movement competency or physical fitness	7 (6.4)
Other	6 (5.5)

Interviews with participants working with a personal trainer from groups of "general health and wellness," "athletic performance," "rehabilitation" and "occupational fitness," indicated that all of them (clients) were aware of their specific needs and selected their trainers according to their needs. Interview participants in the "athletic performance" group indicated their reason for working with a personal trainer as follows;

> I worked with a personal trainer to improve my sports skills (Athlete\YE).
>
> I got help to increase my strength and conditioning in motocross (Athlete\D).
>
> I get help to improve my athletic performance (Athlete\G).

Interview participants in the "occupational fitness" group stated their reason for working with a personal trainer as follows;

> I worked with a personal trainer to meet the physical fitness requirements that I needed in the military. Getting a good score on physical proficiency (fitness) tests is an important record in my professional career. I wanted to get some more scientific help (Occupational fitness-Military Personnel\M).
>
> I take Brazilian JJ (a specific fight technique) personal trainer support to have a positive impact on my professional career. To improve my ground fighting techniques (Occupational fitness-Martial Arts Instructor\N).
>
> I wanted to work with a professional trainer in order to increase my stamina (as a tennis instructor) and to have a fit and beautiful appearance. Aesthetic (Occupational fitness-Tennis Instructor\T).

Interview participants from the "general health and wellness" group reported their reason for working with a personal trainer as follows;

> I do sports with a personal trainer to be fit and healthy, fight depression, and get rid of stress (Wellness\Z).
>
> I work with a personal trainer for solving weight-related problems after my pregnancy and increasing my physical activity (Wellness\H).
>
> I work with a personal trainer to improve my wellness (Wellness\K).

Interview participants from the "rehabilitation" group told their reason for working with a personal trainer as follows;

> I took personal trainer support to recover from a knee injury (Rehabilitation\N).
>
> I had a meniscus problem in my knee. I had pain in my shoulder. I got personal trainer support to fix these issues (Rehabilitation\Ö).
>
> I worked with a personal trainer for rehabilitation of my injuries and improving my mobility. This helped me to rehabilitate my injuries and prevented further ones by doing the movements correctly. In addition to that, I wanted to strengthen the knee area. (Rehabilitation\Y).

4.2. Research question 2. How do the clients select their personal trainer?

This research question was examined during the interview study. According to the interview findings, participants selected their personal trainers by observing them during their work or workshops/seminars, considering the recommendations of other personal trainers/friends, searching the internet, and examining personal trainers' social media.

Participants' perceptions of personal trainers' knowledge, experience, success, educational level, and communication style (understanding each other, positive mood, adressing the client in proper and respectful manner) are among the reasons for deciding to work with a particular personal trainer. Related interview excerpts of the participants are presented below;

> I saw him (personal trainer) in a seminar. His conversation impressed me. I saw that he was competent. He had realist approaches. His subject matter knowledge was high, and his communication was reliable. His posts on Instagram were professional. I saw that he is an expert and does his job well (Wellness\H).
>
> I chose a personal trainer whose group lesson I liked during my observations in a gym (Wellness\K).
>
> I observed the personal trainer in group classes. I checked how careful, how controlled he was during the group session. I observed his knowledge and experience, how he approached people, how he mastered movements, and how effective feedback he gave me while I was doing the movements. With all these, I made my decision (Wellness\Z).

We met at the gym. He expressed himself to me. We did a demo lesson. Upon my satisfaction, we started the lessons (Occupational fitness-Military Personnel\M).

I went to the gym to work out. We met there. I did a search about him. He was a graduate of Sports Sciences and had personal training experience. He was training athletes in bodybuilding for competitions. I liked his shape and stance. When I saw the students he trained, I decided to work with him. The level of experience and education was very important for me. He had athletes who achieved success all over Turkey (Occupational fitness-Tennis Instructor\T).

He had expertise in weightlifting. He had experience as an athlete and as a personal trainer. I thought that his subject matter knowledge was sufficient in our mutual conversations (Rehabilitation\Y).

He was working with my friend, and I saw him on social media. He seemed competent at his job. I also observed positive developments with my friends, and they also recommend him as a personal trainer (Rehabilitation\Ö).

I attended his workshop in a seminar. His technical expression, style, communication with attendees, and positive energy attracted me. (Athlete\G).

I searched on the internet and found him. I looked at the comments about him, and his CV. He was doing a master's degree in sports, he had certificates (Athlete\YE).

4.3. Research question 3. What is the satisfaction level of the clients working with a personal trainer?

To the question "Are/were you satisfied working with a personal trainer?" one (0.9%), two (1.8%), four (3.6%), 34 (30.9%), 69 (62.7%) of the participants responded as none, low, moderate, high, and very high, respectively (Table 4.2). According to the findings, most participants were highly satisfied working with a personal trainer.

Table 4. 2. Clients' overall satisfaction level from working with a personal trainer.

Satisfaction Level	Frequency (%)
None	1 (0.9)
Low	2 (1.8)
Moderate	4 (3.6)
High	34 (30.9)
Very High	69 (62.8)
Total	110 (100)

When the clients were asked about satisfaction levels from their personal trainer competencies (knowledge of the subject matter, communication skills, movement/skill teaching, taking the health and safety precautions in the training setting, motivation skills, organizing the training setting), they reported more than 90% of satisfaction at high and very high level in all aspects of personal trainer competencies (Table 4.3). Whereas the most satisfied parameters were highlighted as knowledge of the subject matter, communication skills, and movement/skill teaching, a small percentage of clients were unsatisfied with taking the health and safety precautions in the training setting, motivation skills, and organizing the training setting (Table 4.3).

Table 4. 3. Clients' satisfaction level with personal trainer.

Personal trainer competencies	*Satisfaction level* Frequency (%)				
	None	Low	Moderate	High	Very high
Knowledge of subject matter	--	--	6 (5.5)	21 (19.1)	83 (75.5)
Communication skills	--	2 (1.8)	5 (4.5)	26 (23.6)	77 (70.0)
Movement/skill teaching	--	--	5 (4.5)	30 (27.3)	75 (68.2)
Taking the health and safety precautions in the training setting	--	3 (2.7)	6 (5.5)	33 (30.0)	68 (61.8)
Motivation skills	1 (0.9)	2 (1.8)	5 (4.5)	35 (31.8)	67 (60.9)
Organizing the training setting	--	2 (1.8)	7 (6.4)	36 (32.7)	65 (59.1)

Interview findings indicated that the clients' overall satisfaction was also at a good level. They specifically stated their satisfaction with respect to personal trainers' competencies in adapting training schedules and content according to their needs. They also mentioned the effective management of the equipment/settings, good knowledge in the field, quality of demonstration of the movements, quality of feedback, follow-up of development, and positive

communication by their personal trainers. Excerpts indicating the satisfaction of participants are as follows;

> I am satisfied. He is very flexible: He modify the training place and structure according to my situation. Like training other muscle groups if my legs are tired (Athlete\G).
>
> The personal trainer was knowledgeable about the equipment and good at demonstrating the movements (Rehabilitation\N).
>
> I was satisfied. There is nothing that I am not satisfied with. Most of all, I was happy he was disciplined and followed my situation. It was good that he showed the correct form of the movements, and he was following our overall injury and training situation (Rehabilitation\Ö).
>
> I am very pleased. He comes prepared and makes me remember previous lessons, and applies different programs in every session (Wellness\K).
>
> I am satisfied. She listens to me very well. She says if I have pain, let us leave it. She knows me. I am very pleased with her communication (Wellness\Z).
>
> The knowledge base was very good. He had the working model I wanted (Occupational fitness-Military Personnel\M).
>
> I was very pleased that he explained the applications and gave detailed information (Occupational fitness-Tennis Instructor\T).

However, some of the interview participants also indicated factors limiting their satisfaction while working with the personal trainer, including limited specific subject matter knowledge of personal trainers and the length of time that clients work with them.

> I was not satisfied, it could have been a little more. He could have guided me better. He avoided forcing me because I had surgery on my knee. I had to repeat my requests several times (Rehabilitation\N).
>
> I partially achieved my goals. This is because I did not have time. not personal trainer related (Occupational fitness-Martial Arts Instructor\N).
>
> There are things that I cannot reach; they require more time and practice (Athlete\G).

When participants were asked about their satisfaction with the specific aspects of the personal trainer competencies, including communication, understanding the

client needs, training/workout planning, preparing the training setting, implementation of the training/workouts, giving motivation, giving feedback, and providing measurement and evaluation, their responses were as in the following excerpts for each specific competencies;

Communication

> I was very pleased with his understanding and communication (Athlete\D).
>
> She listens to me very well. She says if I have pain, let's leave it. She knows me. I am very pleased with her communication (Wellness\Z).
>
> His approach was good and sincere (Occupational fitness-Military Personnel\M).

Understanding the client's needs

> I explained my goals and needs. Since he (personal trainer) was a motocrosser, he knew what I needed. He knew how we should proceed (Athlete\D).
>
> He observed me and saw what I could and could not do and what was missing. … examined basic techniques like push up, and plank. …checked my maximum push-up reps, how long I could stay in plank position. …asked what I wanted to improve (Athlete\G).
>
> He asked questions about my injury and how much sports I did. … I described my problem, my injuries, and how I got hurt. He explained how he could help. ...he did a back squat test to find out what kind of pain I had in my knee (Rehabilitation\Ö).
>
> I explained my needs and purposes. We talked about my purposes and needs a lot. I think he understood me well because he gave me the programs where we spent more time on flexibility and right posture of the movements, which were my main focuses (Rehabilitation\Y).
>
> I explained my needs, and he guided me accordingly (Wellness\H).
>
> I have stated my needs. I stated that I was tired of Pilates all the time. On top of that, he suggested functional training (Wellness\K).
>
> I told him how the military fitness exams were. … I expressed what they wanted, the thresholds I had to cross, the values I needed to get full points, and my expectations. … He made an entrance test for the exams I would attend, on subjects such as, sit-ups, pull-ups, running. (Occupational fitness-Military Personnel\M).

I told him about my needs and wishes. I asked him to draw a path for me. He observed the basic applications and developed a program for my shortcomings (Occupational fitness- Martial Arts Instructor\N).

Training/workout planning

Developed a program tailored to my needs (Occupational fitness-Martial Arts Instructor\N).

The program suited my needs. We were working on different muscle groups and body parts. He increased the number of sets and repetitions in development programs (Rehabilitation\Ö).

Developed the appropriate program. I am satisfied. He spent more time, especially on the correct form of the movements and stretching exercises (Rehabilitation\Y).

She developed the program by observing my fitness condition and listening to me. Periodic circumference measurements were taken. Based on her observations of my performance, she increased the repetition of the movement (Wellness\Z).

The program started as a total body and changed into a split body part program, according to the needs (Occupational fitness-Tennis Instructor\T).

Preparing the training setting

He was preparing the training environment. The equipment was sufficient in the setting (Athlete\D).

He adjusted the weight levels for my beginning condition and kept me away from the equipment that I should not be using at the beginning (Rehabilitation\N).

He was good at preparing the environment. He was taking sufficient care in getting security precautions. We had every tool and equipment we needed (Rehabilitation\Ö).

He was careful about security and took precautions. The area where I run is subject to car traffic, he advised me to be precautious, and to run on the left where I could see the cars at the front side. (Wellness\H).

He pays attention to the flow of movements and security (Wellness\K).

He was preparing the equipment and the space where we would work. He was directing the workout. (Occupational fitness-Military Personnel\M).
He was competent. He cared about safety. The training sessions were progressing smoothly (Occupational fitness-Tennis *Instructor\T).*

Implementation

He divided the complex movements into smaller parts. After I correctly execute each part, he was asking me to move on the next part until I do the whole movement (Athlete\YE).

He increased the number of repetitions or the length of time. Changed the variation of the movement. … moved from basic movements to complex movements (Athlete\G).

He taught the complex movements by dividing them into smaller pieces and I executed the movements orderly (Wellness\H).

He demonstrates the movements when I don't perform them correctly. He gives feedback to improve my technique and posture (Wellness\K).

Motivation

He was motivating and encouraging me when my mood was low... by making jokes. … He appreciated me when I lost weight (Athlete\D).

He was very positive. He encouraged me that if I worked hard enough, I could return to sports. Motivated and supported me (Rehabilitation\N).

I was happy with his motivation. He was giving positive support. He was saying 'it will be better, do not let go, your knee and shoulder will be better (Rehabilitation\Ö).

I felt like I was with him physically, even though it was an online personal training (Wellness\H).

When I progress to the more advanced technical movements or heavier weights, he motivated me by saying 'now you are lifting heavier. …Verbal appreciation" (Wellness\K).

I'm glad the way he motivated me. Every time he saw my improvement, he encouraged me with his positive words. He was giving verbal motivational speeches (Occupational fitness-Tennis Instructor\T).

Feedback

I was very pleased that his feedback was clear and detailed. ... He warned me when I made the wrong move, he showed me the correct one. He was correcting the posture and the mechanics of the movement. I was able to do it right (Athlete\D).

He was observing the progress in general and giving feedback on it (Athlete\YE).

He was giving feedback. There were warnings about the position of my knees in leg press movement. He was giving feedback about my body position… frequent verbal appreciation by saying bravo (Rehabilitation\Ö).

His feedback put me in the right form. He always corrected me when my movements' form were not right, and when I got tired and made a mistake (Rehabilitation\Y).

Even if he could not see me in the running training but connected with just a phone call connection, he listened to me during the running and determined my training pace according to my breathing, such as, he was informing me to slow down when I was breathing heavily. He was informing me when I could not perform the movement properly (in online classes) (Wellness\H).

He was in control of all movements. He was giving feedback. He was modifying the movement in the positions that I had difficulty. He was giving warnings like let's drop it here, let's lift it here. He corrected me and helped me to do the movement more accurately (Occupational fitness-Tennis Instructor\T).

Measurement and evaluation

He was measuring my body circumference measurements and strength (push ups) development every 2-3 months (Athlete\YE).

He checked my maximum efforts in different exercises such as, how many push-ups I did or how long I stayed on the plank. ...checked my fundamental techniques (Athlete\G).

He did a back squat test to find out what kind of pain I had during the movement (Rehabilitation\Ö).

He prepared an initial test and saw my current level. He wrote down my scores on these fitness tests, such as pull up, push up, sit up and running. He was watching and following my progress and writing down my scores. (Occupational fitness-Military Personnel\M).

4.4. Research question 4. What characteristics of the clients developed while working with a personal trainer?

According to the findings, clients developed the following characteristics while working with the personal trainer; Bodybuilding/shaping 71.8%, Muscular strength 64.5%, Exercise habit 60.0%, Body weight management 59.1%, Muscular endurance 58.2%, Building/preserving health & wellness 53.6%, Flexibility 47.3%, Physically active lifestyle 44.5%, Power 42.7%, Resilience 40.9%, Aerobic endurance 40.9%, Self-confidence 40.0%, Healthy diet/nutrition habit 38.2%, Balance 37.3%, Coordination 35.5%, Sport specific conditioning 35.5%, Agility 33.6%, Movement skills 33.6%, Speed 29.1%, Socializing 24.5%, Reaction time 19.1%, Learning a specific sports 18.2%, Recovery from an acute or chronic illnesses/injury 12.7%, Meeting an occupation-specific movement competency or physical fitness 9.1%, Other 2.7% (Table 4.4). The results show that the clients mostly developed bodybuilding/shaping, muscular strength characteristics, exercise habits, body weight management, and muscular endurance.

Table 4. 4. The characteristics that develop while working with a personal trainer according to the perception of clients.

Developed characteristics	**Frequency (%)**
Body building/shaping	79 (71.8)
Muscular strength	71 (64.5)
Exercise habit	66 (60.0)
Body weight management	65 (59.1)
Muscular endurance	64 (58.2)
Building/preserving health & wellness	59 (53.6)
Flexibility	52 (47.3)
Physically active lifestyle	49 (44.5)
Power	47 (42.7)
Resilience	45 (40.9)
Aerobic endurance	45 (40.9)
Self confidence	44 (40.0)
Healthy diet/nutrition habit	42 (38.2)
Balance	41 (37.3)
Coordination	39 (35.5)
Sport specific conditioning	39 (35.5)
Agility	37 (33.6)
Movement skills	37 (33.6)
Speed	32 (29.1)
Socializing	27 (24.5)
Reaction time	21 (19.1)
Learning a Specific sports	20 (18.2)
Recovery from an acute or chronic illness/injury	14 (12.7)
Meeting an occupation specific movement competency or physical fitness	10 (9.1)
Other	3 (2.7)

Interview participants' stated that they developed movement and skills, physical fitness, and recovered from injuries. Excerpts indicating the participants' perception of improved characteristics during training with a personal trainer were as follows;

> I started to be able to do the techniques that I could not do. … I saw an increase in my power, speed, and endurance in Calisthenics. My 5 dips turned into 20 dips. I was able to do pull-ups when I could not do any pull-ups (Athlete\G).
>
> I reached my goals at the level I wanted. My leg, which I had surgery, came to the same level as the other. There was no atrophy (Rehabilitation\N).
>
> My knee issue is resolved. We corrected my hip mobility and range of motion in the right form. This resolved all my knee pains. My range of motion has improved. There was no subject that I could not reach to my goals (Rehabilitation\Y).
>
> I reached my goals in terms of physical appearance (aesthetics), being strong and fit (Wellness\Z).

Moreover, according to the findings, the clients' mostly believed that they partially or fully transferred their learning in personal training into their daily life to meet the daily activity requirements. They also reported the positive effect of learning from personal training on their quality of living and on their job performance (Table 4.5).

Table 4. 5. Clients' perceptions of transferring the learning from personal trainer.

Item	No	Partially	Yes
	Frequency (%)	**Frequency (%)**	**Frequency (%)**
Transferring the learning into daily life to meet the daily activity requirements.	7 (6.4)	52 (47.3)	51 (46.4)
Transferring the learning into professional work life to meet the job requirements.	50 (45.5)	22 (20.0)	38 (34.5)
Improved life quality	1 (0.9)	19 (17.3)	90 (81.8)
Improved occupational fitness	38 (34.5)	29 (26.4)	43 (39.1)

4.5. Research question 5. What are the views of clients on the most crucial personal trainer competencies?

According to the findings, knowledge of the subject matter, communication skills, discipline, teaching skills, and motivational skills were recognized as essential qualifications by the clients (Table 4.6).

Table 4. 6. Most important personal trainer competencies according to the clients.

	First Priority **Frequency (%)**	Second Priority **Frequency (%)**	Third Priority **Frequency (%)**
Knowledge of subject matter	**52 (47.3)**	**27 (24.5)**	**17 (15.5)**
Communication skills	**17 (15.5)**	**21 (19.1)**	**20 (18.2)**
Discipline	**13 (11.8)**	5 (4.5)	12 (10.9)
Teaching skills	11 (10.0)	**21 (19.1)**	**16 (14.5)**
Being role model	7 (6.4)	4 (3.6)	10 (9.1)
Experience	5 (4.5)	12 (10.9)	10 (9.1)
Motivational skills	4 (3.6)	19 (17.4)	**16 (14.5)**
Missing	1 (0.9)	1 (0.9)	9 (8.2)

According to the interview participants' recommendations for the prospective clients, who are planning to work with a personal trainer, they should have clear goals, know their current condition (injuries, chronic disease, pain, and metabolic conditions), convey these information very clearly to the personal trainer, and make sure that the personal trainer understands these critical points well.

After that, they should not rush to work with any personal trainer but must do a good research about who they should be working with. According to experienced participants in this study, prospective clients should examine the resume of the personal trainers they want to work with. They should try to understand if the personal trainer has good scientific knowledge and approach to exercise and sports by evaluating the personal trainer's answers to their questions. They should pay attention not to select a personal trainer because he or she is famous,

but because that personal trainer is competent in the field. In terms of motivation, prospective clients should work with personal trainers who provide positive support and motivation.

In addition to these suggestions, some participants advise the prospective clients when they look at a personal trainer's profile, they should choose someone with a sports background, such as being an athlete or attended to some competition. This feature could indicate how professional and competent a personal trainer is and how he or she integrated exercise and sports into his or her life.

Regarding participants' recommendations to personal trainers, personal trainers must have excellent communication skills. They must listen to their students very well and understand them clearly. They must always upgrade and update their knowledge and movement skills. They must base their programs on scientific evidence and follow scientific developments. They must analyze the participant's starting condition well and give him or her programs properly arranged to their condition. They must be disciplined in their work and also discipline their clients during the training and ongoing process. They must know the exercise techniques very well and teach their applications effectively. They should have a fit body since some participants believe that it is their display of how they are competent in their field. When working with clients, they should be flexible in scheduling the training sessions. They must not accept every client and not try to train them in the field that they do not have knowledge or experience, due to urge of earning more money. They should remember that preventing injuries is more important than reaching their clients’ goals.

CHAPTER 5

DISCUSSION

This research, while bringing an insight about what personal trainers are, their roles, their important qualities for personal training sessions, and important parameters for personal training, it also highlights the actual participants' experiences including clients' expectations, their needs, and their satisfaction levels. From a broader point of view, this study helps to clarify who can work with a personal trainer, what different needs can be, how a personal trainer can help the diverse needs and expectations of the participants, and how satisfied the participants are/were with their personal training sessions, what parameters there are that have effects on the participants' satisfaction levels, what characteristics and skills of participants are developed during these sessions, if the participants can transfer their learning to their sports performance, work and daily life, and to their general wellness. Moreover, this study helped us to find out the crucial qualities that a personal trainer must have in order to be successful in his or her job, according to the clients' views.

In this section, each research question is discussed by summarizing the main findings, interpreting the findings by synthesizing them with previous studies, and presenting how the current study expands the knowledge of personal trainers and personal training in the literature.

The findings of the first research question indicate that there are many different reasons that drive individuals to seek out working with a personal trainer. It is shown that not only the shaping body, developing physical fitness and improving movement skills but also there are different, various and important factors that drives clients to seek a professional fitness advisory and coaching by a personal trainer. For example, clients' expectations for developing general wellness,

recovery from an acute or chronic illness/injury, and meeting the standards of various occupations requiring physical fitness and movement skills are among those drives to work with a personal trainer.

Previously, Göroğlu (2020) found out that professional attire, level of knowledge, connection, communication skills with the clients are among the personal trainers' competencies that clients look for in the Turkish setting. Donoghue & Allen (2016) specifically indicated the personal trainers' views on clients expectations about losing weight for aesthetics with the limited emphasize on health in Australian context. A study by Garcia-Garcia, Serrano-Gomez, Mendo, & Sanchez (2012) targeting the women clients' aims on working with the personal trainers also identified weight loss and improving the muscle fitness as the primary purpose.

The current study's findings extended the literature by clarifying the wide range of clients' reasons for working with a personal trainer. In line with the previous research, the primary reasons to work with a personal trainer are shown to shape the body for aesthetic purposes and physical fitness. Even though they are less frequent, there are other reasons for clients looking for a personal trainer. Specifically, understanding the aims of clients working for athletic performance, occupational fitness, general health and wellness, and rehabilitation are essential additions to the current literature. In this study, qualitative findings clearly show that clients of personal trainers are very conscious about their specific needs, and they expect personal trainers to support them professionally during the training process.

While setting the standards for the personal trainers, the above issues should be considered. This information is crucial for the institutions responsible for setting the professional standards, training, and evaluation for the personal trainers. It is also important for the personal trainers to understand what clients expect from them and which professional knowledge and skill they should learn to meet the needs of clients with various needs.

Considering the second research question, clients' selection process of their personal trainers, the current study revealed that clients choose their trainers by observing them during their work, workshops/seminars, taking advice from other trainers and friends, searching the internet for personal trainers, and examining personal trainers' social media posts. Even though there are studies on the expectations of clients from personal trainers (Garcia-Garcia et al., 2012; Donoghue & Allen, 2016; Göroğlu, 2020) about how the clients select their personal trainer, it is not described well enough in the literature.

Current study findings clearly show that clients are searching for personal trainers using different methods. Therefore, personal trainers should consider quality professional practice during their work since prospective clients may observe them in the work context. They should prepare and offer quality workshops, seminars, demo lessons, and encourage the prospective clients to participate in those activities. Personal trainers should also consider reaching clients by preparing a webpage where they present their good practices and experiences on the internet and in social media. These findings also indicate that professional trainings of the personal trainers should include knowledge and skills in communicating their work with the prospective clients. This competency is not considered in the ACSM (2019) and NSCA (Coburn & Malek, 2012) standards.

Previous research examining the professional preparation of personal trainers focuses more on traditional subject matter knowledge and skills development for personal trainers, including knowledge of nutrition (Ulusoy & Özer, 2021), injury (Waryasz, Daniels, Gil, Eberson, & Suric, 2016), and misconceptions (Jolley, Davis, Lavender, & Roberts, 2022). In line with the conclusion of De Lyon, Neville & Armour (2017) in a review study (*there is a mismatch between the expectations placed upon fitness professionals and the training and professional education that is available to them*) current study indicates that experts and institutions' offering professional programs to personal trainers should consider the emerging professional needs of them for sustainable quality

practice as adding new topics to their programs such as how to reach potential clients effectively.

Findings of the third research question, satisfaction level of the clients working with a personal trainer, indicated that the overall satisfaction rate of the clients from their personal trainer is more than 90% high and very high level. While personal trainers' subject matter knowledge, communication skills, and teaching movement skills are the parameters that they are most satisfied with, there are also clients who find their trainers weak in motivation, taking health and safety precautions in the work environment, organizing the training environment, and communication. The interview findings also supported the quantitative findings by showing that the clients were highly satisfied with their personal trainers in communication, understanding the client's needs, planning the training/exercise, preparing the training environment, motivation, giving feedback, measuring, and evaluating. Few clients reported their personal trainers' weakness in understanding their personal needs especially when their needs were related to injuries and specific health problems. Those clients especially highlighted their personal trainers' limited subject matter knowledge in their particular health problem.

High satisfaction in subject matter knowledge level of personal trainers', which is found in this study, is not in line with the previous studies indicating the personal trainers' weaknesses in some aspects of subject matter knowledge (Malek, Nalbone, Berger, & Coburn, 2002; Mahmoud, 2018) and some of the professional skills (Dietrich, Keyzer, Jones, Norton, Sekendiz, Gray, & Finch, 2014). However, while examining this study finding, it is important to consider that the data of this study come from the perceptions of the clients. Clients may not be knowledgeable enough to evaluate the subject matter knowledge level of their personal trainer in a valid manner (Waryasz, Daniels, Gil, Eberson, & Suric, 2016; Ulusoy & Özer, 2021; Jolley, Davis, Lavender, & Roberts, 2022).

In this study, findings expand the literature that there are specific situations about clients' satisfaction. Eventhough most of the clients are satisfied with their personal trainers' competencies, there are some clients were unsatisfied about their personal trainers' adequate knowledge on injuries and recovery. This finding implies that personal trainers should have additional specific education if they want to train clients with specific problems. They also should develop collaboration skills to work with other health and fitness professionals such as physicians, and physical therapist while training their clients. Moreover, there is a need for further questioning the clients' level of knowledge in what personal trainers need to know and what competencies they should have to better understand possible discrepancies in their perception and reality.

The fourth research question was about the characteristics that the clients thought they developed during working with their personal trainer. Findings indicate that the clients perceived the development of their health and performance-related physical fitness, physical activity habit, movement skills, self-confidence, resilience, and occupational fitness.

This finding is in line with the expectation and satisfaction related findings in the first and second research questions. Clients believed that they reached their specific aims while they worked/are working with the personal trainer. Interview findings also provided concrete examples of how clients improved their health and performance related fitness, mobility, their state of health or recovery after an injury, and occupational fitness. Moreover, clients perceived that their quality of life improved. Half of the clients considered that their learning has no effect on their job performance and their occupational fitness. This finding implies that almost half of the clients could not connect health related fitness development with their general wellness, including occupational fitness.

Identifying the clients' perception of learning from personal training was a new addition to the literature. Specifically, this study indicated the aspects of

perceived learning and development with the views of clients on fitness, movement, and psychosocial aspects in personal training.

The fifth and the last research question was about the views of clients on the most crucial personal trainer competencies. Findings indicated that knowledge of the subject matter, communication skills, work discipline, teaching skills, and motivational skills are among the most important personal trainer competencies according to the clients. The ACSM (2019) standards for personal trainers include all these aspects as a competency category or subcategory. In this sense, we understand that in practice, clients could be able to see how important these personal trainer competencies to improve their personal training experience.

Based on this finding, it can be said that future professional development programs for personal trainers should ensure the development of personal trainers' knowledge of the subject matter, communication skills, work discipline, teaching skills, and motivational skills. In this sense, using ACSM (2019) standards to assess and evaluate the professional competencies of personal trainers might provide a good conceptual framework for future professional development programs.

CHAPTER 6

CONCLUSION & RECOMMENDATIONS

In this study, the aim was to answer five research questions with respect to personal training experience of clients, including 1. why do the clients work with a personal trainer? 2. how do the clients select their personal trainer? 3. what is the satisfaction level of the clients working with a personal trainer? 4. what characteristics of the clients developed while working with a personal trainer? and 5. what are the views of clients on the crucial personal trainer competencies? Data is collected from personal training clients living in various cities of Turkey, including Ankara, İzmir, İstanbul, Amasya, Denizli, Samsun, Balıkesir, Çanakkale, Sakarya, Muğla, Bitlis, and Eskişehir by a researcher that developed the survey and made interviews with the clients. Data analyzed by descriptive statistics and qualitative content analysis. Conclusions for each research question and recommendations for institutions responsible from setting the standard and education of personal trainers; personal trainers; clients; and researchers for future studies are presented below.

6.1. Conclusions

In this study it is found out that instead of one, there are many reasons of clients for working with a personal trainer. Highest percentage of respondents indicated body building/shaping and building/preserving wellness (more than 80% of respondents). Health-related fitness components including muscular strength and endurance, flexibility; Performance/sport-specific fitness components, including strength and physically active lifestyle habit building (exercise habit and lifestyle improvement), were reported by over 50% of respondents as the goal of working with their personal trainer. “Recovery from an acute or chronic illness/injury”, “learning a specific sports”, and “adapting an occupation specific movement

competency or physical fitness (other than sports)" were among the options least marked by the respondents (less than 17%) in the survey. This finding brings a debate about, if the participants were knowledgeable enough about the fitness related concepts that are mentioned above, if they understood and answered in the survey conciously. It is possible that the clients did not know the physical skill parameters and answered the online survey questions randomly. On the other hand, interview findings were based on more solid evidence of clients' understanding. Clients who attended to the interviews showed a clear understanding of the interview questions, and answered them in details. Interviews with clients working with a personal trainer from groups of "athletic performance", "occupational fitness", "general health and wellness", and "rehabilitation" indicated that all of them were aware of their specific needs and selected their personal trainers according to their needs.

Interview findings indicated that clients selected their personal trainers by examining them in the actual work setting and activities and also on the internet and social media. In addition to that they can seek suggestions of people whom they trust. By all these approaches clients showing that personal trainers' knowledge, experience, success, educational level, and communication style are among the reasons for deciding to work with a particular personal trainer.

Survey findings point out that most of the clients are highly satisfied working with a personal trainer (more than 93.6%). However, even it was a small percentage, there were unsatisfied clients with their personal trainers' taking the health and safety precautions in the training setting, motivation skills, and organizing the training setting skills. This data is also related with the clients perception. Whereas some of the clients may be detail oriented and expect demanding precautions and actions, the others may be more easygoing. Therefore, the personality of the clients may also effect the outcome of the satisfaction level. Interview findings indicated that the clients' overall satisfaction was also at a good level and specifically showed the clients' satisfaction with respect to personal trainers' competencies in adapting training

schedules and content according to their needs. Clients also mentioned their satisfaction in effective management of the equipment/settings, good knowledge in the field, quality of demonstration of the movements, quality of feedback, follow-up of the development, and positive communication by their personal trainers. However, similar to survey findings some of the interview participants also indicated factors limiting their satisfaction while working with the personal trainer, including limited specific subject matter knowledge of personal trainers and the length of time that clients work with them.

Clients' survey answers shows that they developed mostly bodybuilding/shaping, muscular strength, exercise habit. On the countrary, learning a specific sports, recovery from an acute or chronic illness/injury, and meeting an occupation-specific movement competency or physical fitness, comes as the least developed characters. Interview findings also declared the fact that each sub-group participant show development in their condition and reached their aims satisfactorily.

Personal trainers competencies are identified through the perceptions and expectations of the clients in this study. Therefore, every suggestion or need of a client may not have to take a place in the professional personal training standarts. Survey results indicate that knowledge of the subject matter, communication skills, discipline, teaching skills, and motivational skills are recognized as the essential personal trainer qualifications by the clients. Interview participants also recommended to the future clients to have a clear goal, know their current condition (injuries, chronic disease, pain, and metabolic conditions), and convey this information including their aims, and desires very clearly to their personal trainer. Moreover, clients recommended future personal training participants to consider the resumes of personal trainers, especially look for certificates that are accredited by wellknown and approved scientific institutes, while selecting the best possible service provider for them.

For the recommendations to personal trainers, clients highlighted following matters as the most important, personal trainers must have outstanding communication skills, which means that they can negotiate well with the trainer, and expect the personal trainer understands their needs, current conditions and concerns in order to be able to give them the right and fitting program appropriate to their condition and hinder any unexpected injuries. They must follow scientific methodologies and developments in their programming and keep themselves upgraded in terms of knowledge and movement skills. As for the clients perception, they believe that the personal trainers must be disciplined in their work and discipline their clients as well during their training. They must show competency in exercise techniques and teaching them efficiently. Appereancewise, clients believe that personal trainers should be fit, as some clients consider that it is the way of how they can show their success in their area. They should be flexible and assisting to clients when arranging the training programs in mutually available timeframes. Clients also highligt the fact that personal trainers should not act on financial worries. If there is a client asking for help in a field that the personal trainer is not knowledgable about or experienced in, they should not accept him or her as their client. In addition to this, personal trainers must keep in mind that preventing injuries are more important than carrying their clients to their aims in the shortest time.

As a conlusion of this study, it is important to highlight the fact that the findings of the study is retrieved from the clients perceptions. It is also an important point of view that what clients want does not have to take in place in the professional personal trainer work setting or ethics. Therefore, some of these results are in line with other studies in the literature, and some are not. The main aim of this study is to find out what personal training clients of Turkey seek and expect in personal training. By finding these parameters I hope to find the locomotor dynamics to increase the overall satisfaction and learning of the clients.

6.2. Recommendations

Based on the findings of this study following recommendations are presented for institutions which are responsible for setting standards and professional development of personal trainers; personal trainers, clients and researchers.

For institutions who are responsible for setting standards and professional development of personal trainers;

- Personal training standards should be developed by considering the clients' wide range of expectations from the personal trainers including athletic performance, occupational fitness, general health and wellness, and rehabilitation.
- Professional learning opportunities for personal trainers should focus on professional subject matter content knowledge (what to teach), pedagogical content knowledge (how to teach), planning, measurement and evaluation, communication, being a good role model, safety, management, marketing, and collaboration with the other health and fitness professionals (e.g. coaches, physicians, physical therapists).

For personal trainers;

- Personal trainers should follow the current professional standards.
- Personal trainers should develop a lifelong professional development perspective. They should follow the current scientific knowledge on their profession.
- Personal trainers should develop their professional competencies in communication, safety, management, marketing, and collaboration with the other health and fitness professionals as well as professional subject matter content knowledge, and pedagogical content knowledge to meet their clients' wide variety of needs.

- Personal trainers should prepare a professional portfolio indicating their competencies and previous experiences. They should offer workshops/seminars, demo lessons, design webpages and use social media to reach their prospective clients.
- Personal trainers should follow the work ethics, offer quality personal training sessions, be fit and become a good role model for their clients.

For clients;

- Clients should be aware of the roles and responsibilities of the personal trainers by examining the current professional standards in personal training.
- Clients should be conscious about their needs and explain them properly to their personal trainers.
- Clients should ensure that their personal trainers are in contact with their coaches, physicians, and physical therapists when it is necessary.

For researchers;

Future studies should consider;

- Development of personal training professional standards.
- Make sure that the participants of the study understands the fitness related concepts that are asked in the data collection tools. A seperate sheet / page of definitions can be presented before the data is collected.
- Clients experience with face to face and online personal training.
- Personal trainers' experiences with participants of different needs (e.g. gender and age group differences in athletic performance, general health and wellness, occupational fitness, and rehabilitation)

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APPENDICES

A. APPROVAL OF THE METU HUMAN SUBJECTS ETHICS COMMITTEE

UYGULAMALI ETİK ARAŞTIRMA MERKEZİ
APPLIED ETHICS RESEARCH CENTER

ORTA DOĞU TEKNİK ÜNİVERSİTESİ
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14 OCAK 2022

Konu : Değerlendirme Sonucu

Gönderen: ODTÜ İnsan Araştırmaları Etik Kurulu (İAEK)

İlgi : İnsan Araştırmaları Etik Kurulu Başvurusu

Sayın Prof.Dr. Mustafa Levent İNCE

Danışmanlığını yürüttüğünüz Tamer Nas'ın "Kişisel Fitnes Antrenörü ile Egzersiz: Katılımcıların amaç ve deneyimleri" başlıklı araştırmanız İnsan Araştırmaları Etik Kurulu tarafından uygun görülmüş ve 0077-**ODTUİAEK-2022** protokol numarası ile onaylanmıştır.

Saygılarımızla bilgilerinize sunarız.

Prof.Dr. Mine MISIRLISOY
İAEK Başkan

B. SURVEY

Kişisel Fitness Antrenörü (Personal Trainer) ile Çalışma Amaç ve Deneyimleri Anketi

Yönerge: Bu ankette sizin Kişisel Fitness Antrenörünüzden beklentileriniz ve kendisiyle çalışma deneyiminizle ilgili sorular vardır. Lütfen aşağıdaki maddeleri ve seçenekleri dikkatlice okuyunuz. Maddeleri/soruları sizin için en uygun kutuya (**X)** işareti koyarak veya verilen alana yazarak cevaplayınız.

1. Aşağıdaki meslek gruplarından herhangi birisi size uyuyorsa lütfen seçiniz. Uymuyorsa diğer seçeneğinde ilgili yere mesleğinizi yazınız.

   □ Sporcu (yarışma amaçlı) Branşınız:….....
   □ Hakem, □ Asker, □ Polis, □ İtfaiyeci, □ İlk yardım personeli

   Diğer: …….....

1. Mesleğinizle ilgili veya mesleğinizde ki performansınızı geliştirmek için mi Kişisel Fitness Antrenörü ile çalışıyor sunuz/çalıştınız? (Örn: ilk yardım ekibi, arama – kurtarma, polis, asker, can kurtaran vb.)

   □ Evet □ Hayır

2. Kişisel Fitness Antrenörü ile genel sağlığınızı/zindeliğinizi geliştirmek için mi çalışıyorsunuz/çalıştınız?

   □ Evet □ Hayır

3. Aşağıda Kişisel Fitness Antrenörü ile çalışanların özel amaçları ile ilgili seçenekler sunulmuştur. Lütfen sizin için en uygun olanları seçiniz (Birden fazla seçeneği işaretleyebilirsiniz). Listede olmayan fakat belirtmek istediğiniz başka amacınız varsa Diğer başlığı altındaki ilgili yere yazınız.

   □ Vücut şekillendirme (Estetik)
   □ Vücut ağırlığı (kilo) kontrolü (almak veya vermek)
   □ Egzersiz alışkanlığı edinme
   □ Genel sağlık seviyesini geliştirmek/korumak
   □ Yaşam tarzı geliştirmek

□ Düzenli beslenme ve diyet alışkanlığı geliştirmek
□ Öz güven geliştirmek
□ Aerobik dayanıklılık (Kardiyo) geliştirmek
□ Kassal kuvvet geliştirmek
□ Kassal dayanıklılık geliştirmek
□ Esneklik geliştirmek
□ Çeviklik geliştirmek
□ Koordinasyon beceleri geliştirmek
□ Denge becerisi geliştirmek
□ Güç geliştirmek
□ Reaksiyon zamanı geliştirmek
□ Hız geliştirmek
□ Psikolojik güçlenme
□ Spora özgü kondisyonu geliştirmek
□ Sosyalleşmek
□ Hareket becerisi kazanmak ve iyileştirmek
□ Akut veya kronik bir hastalık veya sakatlığı iyileştirmek
□ Özel bir branş öğrenmek
□ Mesleğe özgü hareket becerisi ve fiziksel kondisyon standardını karşılamak (örn. Asker, Polis, Hakem mesleklerindeki testleri geçmek)

Diğer:
…….....

4. Ne kadar süredir spor yapıyorsunuz?

□ Yeni başladım
□ 6 ay'a kadar
□ 1 yıl kadar
□ 1 – 3 yıl
□ 3 – 5 yıl
□ 5 yıl ve üzeri

5. Ne kadar süredir Kişisel Fitness Antrenörü ile çalışıyorsunuz/çalıştınız?

□ Yeni başladım
□ 3 – 6 ay kadar
□ 1 yıl kadar
□ 1 – 3 yıl
□ 3 – 5 yıl
□ 5 yıldan fazla

6. Haftada kaç gün Kişisel Fitness Antrenörü ile çalışıyorsunuz?

……..

7. Haftada kaç gün spor yapıyor sunuz?

   ……..

8. Kişisel Fitness Antrenörü ile çalışmanızdan memnun kaldınız mı?

1. Hiç	2. Biraz	3. Orta düzeyde	4. Oldukça	5. Çok
□	□	□	□	□

9. Kişisel Fitness Antrenörünüzün iletişim becerilerinden ne derece memnun dunuz/memnun sunuz?

1. Hiç	2. Biraz	3. Orta düzeyde	4. Oldukça	5. Çok
□	□	□	□	□

10. Kişisel Fitness Antrenörüzün bilgi seviyesinden ne derece memnun dunuz/memnun sunuz?

1. Hiç	2. Biraz	3. Orta düzeyde	4. Oldukça	5. Çok
□	□	□	□	□

11. Kişisel Fitness Antrenörüzün teknik/hareket becerisi uygulatma yetkinliğinden ne derece memnun dunuz/memnun sunuz?

1. Hiç	2. Biraz	3. Orta düzeyde	4. Oldukça	5. Çok
□	□	□	□	□

12. Kişisel Fitness Antrenörüzün çalışma esnasından size olan motivasyon desteğinden ne derece memnun dunuz/memnun sunuz?

1. Hiç	2. Biraz	3. Orta düzeyde	4. Oldukça	5. Çok
□	□	□	□	□

13. Kişisel Fitness Antrenörüzün çalışma ortamını hazırlama (organizasyon) becerilerinden ne derece memnun dunuz/memnun sunuz?

1. Hiç	2. Biraz	3. Orta düzeyde	4. Oldukça	5. Çok
□	□	□	□	□

14. Kişisel Fitness Antrenörüzün çalışma ortamında sağlık ve güvenlik tedbirlerini alma durumundan ne derece memnun dunuz/memnun sunuz?

1. Hiç	2. Biraz	3. Orta düzeyde	4. Oldukça	5. Çok
□	□	□	□	□

15. Kişisel Fitness Antrenörüzle çalıştığınız bu süreç sonrasında hangi özellikleriniz gelişti?
(Birden fazla madde işaretleyebilirsiniz. Listede yoksa lütfen diğer bölümüne ekleyiniz.)

□ Vücut şekillendirme (Estetik)
□ Vücut ağırlığı (kilo) kontrolü (almak veya vermek)
□ Egzersiz alışkanlığı
□ Genel sağlık seviyesi
□ Yaşam tarzı
□ Düzenli beslenme ve diyet alışkanlığı
□ Özgüven
□ Aerobik dayanıklılık (Kardiyo)
□ Kassal kuvvet
□ Kassal dayanıklılık
□ Esneklik
□ Çeviklik
□ Koordinasyon becerileri
□ Denge becerisi
□ Güç
□ Reaksiyon zamanı
□ Hız
□ Psikolojik güçlenme
□ Spora özgü kondisyonu
□ Sosyalleşme
□ Hareket becerisi kazanma ve iyileştirme
□ Akut veya kronik bir hastalık veya sakatlığı iyileştirme
□ Özel bir branş öğrenme
□ Mesleğe özgü hareket becerisi ve fiziksel kondisyon standardı edinme

Diğer: ……..

16. Kişisel Fitness Antrenörüzle çalışma sürecinde öğrendiklerinizi günlük yaşamınızda kullanabiliyor musunuz?

□ Evet
□ Kısmen
□ Hayır

17. Kişisel Fitness Antrenörüzle çalışma sürecinde öğrendiklerinizi mesleki yaşamınızda kullanabiliyor musunuz?

□ Evet
□ Kısmen
□ Hayır

18. Kişisel Fitness Antrenörüzle çalışmanız yaşam kalitenizi daha iyi hale getirdi mi?

□ Evet
□ Kısmen
□ Hayır

19. Kişisel Fitness Antrenörüzle çalışmanız mesleki yeterliklerinizi daha iyi hale getirdi mi?

□ Evet
□ Kısmen
□ Hayır

20. Kişisel Fitness Antrenörüzle çalışma deneyiminize dayanarak, bir Kişisel Fitness Antrenöründe öncelikle olması gereken en önemli 3 özellik sizce nelerdir?

En önemli 1. Özellik: .....
En önemli 2. Özellik: .....
En önemli 3. Özellik: .....

Kişisel Bilgiler

Yaş: ……yıl
Cinsiyet: □ Kadın □ Erkek
Kişisel Fitness Antrenörünüzle deneyimiz konusunda daha detaylı değerlendirme için bir görüşmeye katılmak ister misiniz?
□ Evet □ Hayır

Evet ise, sizinle iletişime geçebileceğimiz e-posta veya telefon numarasınızı lütfen paylaşınız.
e-posta: .....@.....….....;
Tel:.....

Çalışmaya katıldığınız için çok teşekkür ederiz.

C. INTERVIEW

INTERVIEW

“Kişisel Fitness Antrenörü ile Egzersiz: Katılımcıların Amaç ve Deneyimleri” Çalışması Görüşme Taslağı

Bu görüşmeye gönüllü olarak katıldığınız için teşekkür ederim. Çalışmada amacımız Kişisel Fitness Antrenörü (PT) ile çalışan kişilerin amaç ve ve deneyimlerini anlamak. Daha önce yapılan çalışmalar Kişisel Fitness Antrenörü ile çalışanların kendi ihtiyaçları/beklentileri doğrultusunda farklı gruplarda kümelendiklerini göstermektedir. Bunlar arasında Sağlık için Fiziksel Uygunluğun (Vücut Kompozisyonu, Aerobik Dayanıklılık; Kas Kuvveti ve Dayanıklığı) geliştirilmesi ve korunması yanında, belli bir sağlık sorununun fiziksel aktivite ile şiddetinin azaltılması veya iyileştirilmesi, bir spora özgü performansın geliştirilmesi (Sporcu), belli bir meslek grubunun fiziksel standartlarının sağlanması (örn. Hakem, Asker, Polis, İtfaiye) sayılabilir.

Sizinle görüşme yapmak isteme nedenimiz sizin bu gruplardan birinde yer almanız. Bu görüşmede sizin bulunduğunuz grup doğrultusunda Kişisel Fitness Antrenörü ile çalışma amaç ve deneyimlerinizi daha derinlemesine anlamak istiyoruz.

Bunun için size konu ile ilgili sorular yönelteceğim. Soruları kendi düşünce ve deneyimleriniz doğrultusunda içtenlikle cevaplamanızı bekliyorum.

Görüşme soruları

1. PT ile çalışmaya neden ihtiyaç duydunuz?
   Sonda
   Bu ihtiyaçlar nereden kaynaklandı?
2. PT’nizi nasıl seçtiniz? Seçerken hangi özelliklerine baktınız?
   Sonda
   PT’nizi seçerken en çok neye önem verdiniz?
   Ne kadar süre çalıştınız / Ne kadar süredir çalışıyorsunuz?

3. PT’nizle ..... geliştirmek için çalıştığınızı belirttiniz. ..... gereksinimleriniz nelerdir?

4. PT'nizle çalışmaktan memnuniyet durumunuz nedir?
   Sonda
   Neden?
   En çok memnun kaldığınız ve memnun kalmadığınız konular nelerdir?
   Neden?

5. PT ile çalışmanız sonunda çalışma amaçlarınıza ne düzeyde ulaştınız?
   Sonda
   Neden?
   Hangi konularda amaçlarınıza ulaşamadınız? Neden?

6. PT'nizin çalışma sürecinde sizi şimdi belirteceğim konularda yeterince desteklediğini düşünüyor musunuz?
   Sonda
   a. "Amacınızı/İhtiyaçlarınızı anlama". Neden? İhtiyaçlarınızı belirlemek için neler yaptı?
   b. "İhtiyaçlarınıza uygun program geliştirme". Neden? Programı nasıl geliştirdi?
   c. "Antrenman çevresi hazırlama". Neden?
   d. "Uygulama. Uygun geri bildirim verme". Neden?
   e. "Amacınız doğrultusunda çalışma için sizi motive etme/cesaretlendirme". Neden?
   f. "Gelişiminizi gözleme ve geribildirim verme". Neden? Gelişiminizle ilgili nasıl geri bildirim verdi?

7. Sizin gibi PT ile çalışacak olanlara neler önerirsiniz?
   Sonda
   Neden?

8. Sizin gibi ihtiyaçları/beklentileri olanlarla çalışacak PT lere neler önerirsiniz?
   Sonda
   Neden?

9. Benim sorularım burada bitti. Eklemek istediğiniz bir şey var mı?

Katılımınız için çok teşekkürler.

D. CURRICULUM VITAE

Tamer Nas

Experience

06/2015 – Present Freelance Exercise, Strength and Conditioning Specialist
Besides one on one personal trainings, I have given group classes on CrossFit, Functional Fitness, Olympic Weightlifting, and Trail Running.
I have worked as a strenght and conditioning coach and gave seminars and individual trainings of a large variety of clients profile such as;
Professional Athletes, OCR runners, CrossFit Athletes, CrossFitters, Turkish Army Gendermarie Triathlon Team, Turkish Special Forces Members, Professional Wrestler, Turkish National Women Ice Hokey Team Captain, Marathoners, U-15 Turkish Natioanal Basketbol Team Player, Sedantary individuals, Post – Operative rehabilitation patients,
Besides that I was a CrossFit Judge in one of the international CrossFit Competition "Istanbul Throwdown" and was the judge of the CrossFit stars such as, Annie Thorisdottir, Jennifer Smith, and Elia Navarro and manage elite woman finals and master woman finals.

06/2022 UIPM New 5th Obstacle Discipline Test Athlete
The Union Internationale de Pentathlon Moderne
Ankara, Turkey

09/2021 2021 Spartan Race European Championship Elite Athlete
Verbier, Switzerland.

04/2019 Spartan Race Beast Elite Athlete
Poiana, Brasov, Romania

09/2017 – 11/2018 Sports for All Federation of Turkey
Master Trainer giving lectures in functional training and CrossFit, personal training, exercise prescription, exercise for special populations lessons.
Teaching the groups CrossFit fundamentals, and functional fitness training. The largest class was 85 people.

08/2018 Reebok Mud Race Athlete

06/2016 – 01/2017 Freelance CrossFit, Olympic Weightlifting,
Strength and Conditioning Coach
CrossFit Mainline, Philadelphia, PA, USA,
I was also the strength and conditioning coach for Haverford Highschool american footbal players in Philadelphia, USA.

Education

01/2005 – 01/2007 Hospitality and Tourism Management Bachelors of Science
School of Business Administraition
Florida International University
Miami, FL,USA

08/1999 – 06/2002 Tourism and Hotel Management Associate of Arts
Baskent University, Ankara, Turkey

Management Training Programs in USA

09/2007 - 11/2007 LA FITNESS BALA CYNWYD, USA
Senior Sales Counselor, Management trainee as a part of OPT.
I was in charge selling the membership of the LA Fitness gym and searching target markets, applying the sales projects and accomplishing the first contact with the prospective clientele.

Certificates

- Wellness Coach Level 2
- CrossFit Level 2 Trainer, USA
- CrossFit Judge, Competition: Turkish Throwdown, İstanbul, 2015,
  General Heats and 2 Finals
- Olympic Weightlifting Trainer,
  Olympic Weightlifting Federation of Turkey
- Wellness Trainer Development Seminar Certificate
- Wellness Trainer, Sports for All Federation of Turkey

Languages

English: Proficient

Hobbies

CrossFit, OCR Running, Spartan Race, Running, Rowing, Olympic Weightlifting.

Memberships

CrossFit, National Strength and Conditioning Association.

E. TURKISH SUMMARY / TÜRKÇE ÖZET

Giriş

Fiziksel aktivite sağlık ve estetik görünümü geliştirici bir araç olarak insanlar için çok önemli bir yere sahiptir (McArdle, Katch, & Katch, 2015, p.835). Bu doğal aktiviteyi başarılı bir şekilde yerine getirebilmek ve sağlıklı kalabilmek için veya insan vücudunu geliştirmek ve daha üst bir seviyeye taşıyabilmek için iyi geliştirilmiş programlara ihtiyaç vardır (Bompa & Haff, 2009). Bu egzersiz programı, insanların günlük yaşam, çalışma hayatı ve spor aktivitelerini başarılı bir şekilde yerine getirebilmesi için motorik beceri ve fiziksel yeterliliklerini geliştirecek tüm mekanik hareket ihtiyaçlarını desteklemelidir (McArdle, Katch, & Katch, 2015; Bompa, & Haff, 2009).

Egzersiz programı (antrenman) düzenlemek ve uygulamak genellikle, karmaşıklığı ve egzersiz esnasında olası karşılaşılabilecek sağlık sorunları ve sakatlıklar sebebiyle uzman desteği gerektirmektedir (ICC, 2013; Balyi, Way, & Higgs, 2013; Lyle & Cushion, 2010). Antrenman veya egzersizin amacına bağlı olarak, [ör., performans atletlerini spor yarışmalarına hazırlamak (Cote, & Wade, 2009; Bompa, & Haff, 2009), sağlık/zindelik/sakatlık rehabilitasyonu arayanlar (Liguori G, & Caroll-Cobb, S., 2019; Thompson, Bushman, Desch, & Kravitz, 2010; Cote, & Wade, 2009; Giallauria, Piccioli, Vitale, & Sarullo, 2018), veya mesleki fiziksel uygunluk (fitness) geliştirme arayanlar (Irving, Orr, & Pope, 2019)] için, atletik performans koçları, grup fiziksel uygunluk ders eğitmenleri, kişisel antrenörler atletlere veya egzersiz katılımcılarına yardımcı olan profesyonellerdir. Bu çalışmanın amacı kişisel antrenörlerin profesyonel uygulamalarıdır ve takip eden bölümlerde sadece kişisel antrenörler üzerinde durulacaktır.

Amerikan Spor Hekimliği Kolejine göre (ACSM), "*Kişisel antrenör, sağlıklı toplumlar ve/veya egzersiz yapmaya sağlık yönünden bir engeli bulunmayan kişilere liderlik yapabilen, bireyselleştirilmiş bir yöntem geliştirip uygulayabilen fiziksel uygunluk (fitness) profesyonelleridir* " (Thompson, Bushman, Desch, & Kravitz, 2010, p.8). Bir meslek olarakta hızla büyümektedir (Thompson, Bushman, Desch, & Kravitz, 2010, p.3).

ACSM kişisel antrenörün görevini şu şekilde tarif eder,

> Kişisel antrenör bir çok yöntem kullanarak şu alanlarda yetkindir 1) egzersiz biliminin temellerini kullanarak güvenli ve etkili egzersiz metodlarını yönetmek ve göstermek; 2) uygun egzersiz tavsiyeleri yazmak; 3) güvenli ve etkili egzersiz metodlarını göstermek; 4) bireylerin sağlıklı davranışlarının başlaması ve devam etmesi konusunda motive etmek (Thompson, Bushman, Desch, & Kravitz, 2010, p.9)

Kişisel antrenörlerin yetkinliğini sorgulayan çalışmalar egzersiz biliminde lisans eğitimi veya kaliteli kişisel antrenör eğitimi almış olmanın mesleki niteliğe olumlu etki yaptığını göstermektedir (Malek, Nalbone, Berger, & Coburn, 2002). Bununla birlikte, kişisel antrenörlerin önemli bir bölümünün alan bilgisinin yetersiz olduğu da çeşitli çalışmalarda gösterilmiştir (Malek, Nalbone, Berger, & Coburn, 2002; Akerson, 2014; Canbolat, & Çakıroğlu, 2016; Mahmoud, 2018; Jankauskiene, & Pajaujiene, 2018).

Danışanların (müşteriler) kişisel antrenörlerle çalışmalarının ana amacı kendilerini egzersiz veya fiziksel uygunluk programlarında yönetecek yeterli bilgi ve deneyime sahip olmamalarıdır (Garcia-Garcia, Serrano-Gomez, Mendo, & Sanchez, 2012). Bu faktörlerin dışında, kendilerini motive edemeyebilirler veya nereden başlamaları gerektiğini bilemeyebilirler (Göroğlu, 2020). Bu nedenle, fiziksel uygunluk profesyonellerinden, kişisel antrenörlerden veya koçlardan profesyonel yardım alırlar (Tel, Aksu, & Erdoğan, 2019).

Danışanların ihtiyaçları kendi amaç, ihitiyaç, ve geçmiş deneyimlerine göre değişebilir. Hareketsiz bireyler kilo vermek (Garcia-Garcia et al., 2012;

Donoghue & Allen, 2016), kardiyovasküler ve solunum dayanıklılığı kondisyonlarını geliştirmek veya tüm vücutlarını kuvvetlendirmeyi hedeflerken, sporcuların ihtiyaçları belirli bir spor dalında daha rekabetçi olabilmeleri için kuvvet ve kondisyon geliştirmek gibi farklılıklar gösterebilir (Bompa, & Haff, 2009). Bunların dışında, son zamanlarda fiziksel uygunluk kapasitesine ihtiyaç duyan bir kategori olarak mesleki fiziksel uygunluk da görünür olmuştur. Bu meslek grubuna örnek olarak ilk yardım personelleri, kolluk kuvvetleri veya itfaiyeciler verilebilir. Bu meslekler, gündelik işlerini güvenli bir şekilde yerine getirebilmek için aerobik dayanıklık geliştirme ve ağırlık kaldırma teknikleri gibi spesifik fiziksel uygunluk parametrelerinde antrenman yapmaya ihtiyaç duyabilirler.

Sağlıklı bir yaşam tarzı için sağlık sektörü ve fiziksel uygunluk gereksinimleri bu on yılda daha fazla tanınmakta ve hızla gelişmektedir. İnsanlar sağlıkları konusunda daha bilinçliler ve bilimsel olarak kanıtlanmış yöntemlerle sağlıklarını nasıl iyi koruyacaklarını araştırmaktadırlar. Bu nedenle kişisel antrenman seansları satın alıp, onları en kısa sürede en etkili şekilde hedeflerine taşıyacak kişisel antrenörler aramaktadırlar. Kişisel antrenörler, amaçları ne olursa olsun danışanlarını memnun edebilmek için, onları hedeflerine taşıyacak bilgi, teknik uygulama, deneyime sahip ve alanında yetkin olmalıdır (ACSM, 2019).

Bu tür ihtiyaçları karşılamak için, danışanların durumuna göre uyarlanmış ve iyi tasarlanmış fiziksel uygunluk programlarını yönlendirecek kişisel antrenörlere ihtiyaç vardır.

Çalışmanın Amacı

Bu çalışmanın amacı, sağlık veya mesleki hareket becerileri ve fiziksel uygunluk dahil olmak üzere çeşitli amaçlarla kişisel antrenör ile çalışan kişilerin amaç ve deneyimlerini incelemektir.

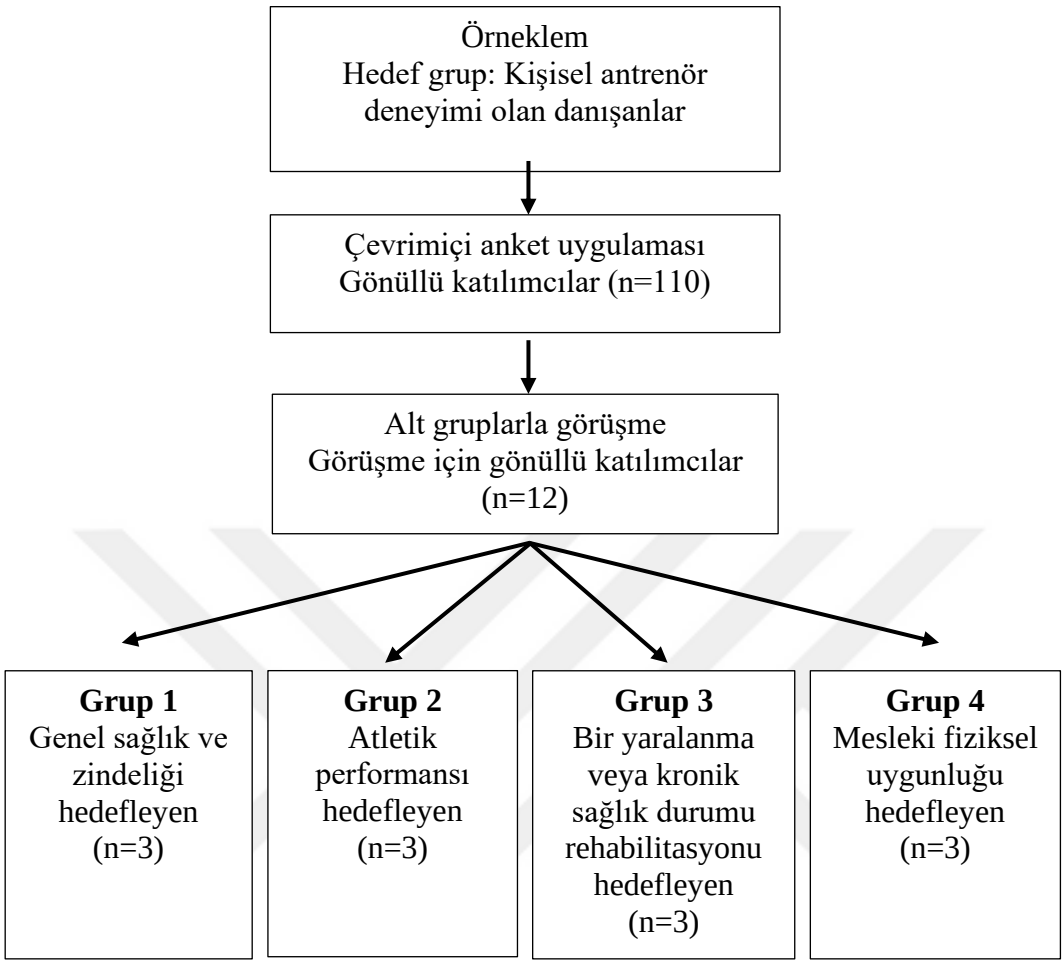
Araştırma Soruları

1. Danışanlar neden kişisel antrenörle çalışıyor?
2. Danışanlar kişisel antrenörlerini nasıl seçerler?
3. Kişisel antrenör ile çalışan danışanların memnuniyet düzeyi nedir?
4. Kişisel antrenörle çalışırken danışanların hangi özellikleri gelişir?
5. Danışanların en önemli kişisel antrenör yetkinlikleri hakkındaki görüşleri nelerdir?

Yöntem

Çalışma tasarımı

Bu çalışmada karma araştırma yöntemi kullanılmıştır. İlk olarak, araştırmanın nicel kısmı için kişisel antrenör ile çalışmış bireylere anket uygulanmıştır. Ardından, 1) genel sağlık ve zindelik, 2) performans sporcusu (atletik performans), 3) bir yaralanma veya akut/kronik hastalıklardan iyileşme (rehabilitasyon) ve 4) mesleki fiziksel uygunluk gruplarını temsil eden gönüllü katılımcıların kişisel antrenör deneyimlerini nitel bir yaklaşımla derinlemesine anlamak için çevrimiçi (Zoom Uygulaması aracılığıyla) görüşmeler yapılmıştır (Şekil 3.1).



Şekil 3.1. Çalışma tasarımı

Örneklem

Kişisel antrenörle çalışma tecrübesi olan bir popülasyon hedeflenmiştir. İlk aşamada bu popülasyon için duyuruya çıkılmış ve internet üzerinden dijital bir anket doldurmaları istenmiştir. Anketi tamamlayan toplam katılımcı sayısı 110'dur. Bunların 58'i (%52,7) erkek, 52'si (%47,3) kadındır. Katılımcıların yaş ortalaması 35.8 yıl'dır (SS= 8.0; min-maks: 18-54 yıl). 110 katılımcıdan 13'ü (%11,8) asıl mesleğini sporcu olarak ifade eden rekabetçi (performans) sporculardır. Katılımcıların geri kalanı farklı işlerde çalışan bireylerdir (Tablo 3.1). Daha sonra genel sağlık ve zindelik, atletik performans, rehabilitasyon ve mesleki uygunluk amacı ile kişisel antrenörlerle çalışan gönüllü katılımcılarla

her gruptan üçer olmak üzere toplam 12 kişi ile çalışma, amaç ve deneyimleri hakkında görüşme yapılmıştır.

Katılımcıların 87'si (%79,1) bir spor branşına performans veya katılım sporcusu olarak katılmaktadır. Katılımcıların 24'ü (%21.8) bir yıldan az, 19'u (%17.3) bir ila üç yıl arası ve 67'si (%60.9) üç yıldan fazla spor/egzersiz tecrübesine sahiptir (Tablo 3.2). Altmış iki (%56,4), 29 (%26,4) ve 19 (%17,2) katılımcının kişisel antrenörle sırasıyla bir yıldan az, bir ila üç yıl ve üç yıldan fazla çalışma deneyimi vardır (Tablo 3.3). Katılımcıların çoğu haftada iki (f=48, %50.5) ve üç (f=34, %35.8) gün bir kişisel antrenörle çalışmıştır veya çalışmaktadır.

Veri toplama araçları

Anket: Anket konuyla ilgili literatür taraması yapıldıktan sonra iki uzman tarafından hazırlanmıştır. Uzmanlardan biri deneyimli bir kişisel antrenördür. Diğer uzman, antrenörlük ve öğretim tasarımının pedagojik yönlerinde doktora derecesine sahip bir akademisyendir. Anket maddelerinin hazırlanmasında kavramsal çerçeve olarak ACSM (2019) standartları ve öğretim tasarımı bileşenleri (amaç, içerik, uygulama, ölçme ve değerlendirme) kullanılmıştır. Anket, açık ve kapalı uçlu sorulardan oluşan 20 madde içermektedir (Bkz. Ek B). Anket, 1) demografik özellikler, 2) katılımın amaçları, 3) katılımdan memnuniyet, 4) katılımın algılanan sonucu ve 5) kişisel antrenör danışanlarının algısına göre kişisel antrenörlerin en kritik yetkinliklerine ilişkin görüşleri anlamayı amaçlamaktadır. Bu çalışmada anketin uygulanmasından önce, hedef grup için anket maddelerinin anlaşılırlığını anlamak için kişisel antrenörle çalışan beş danışanla bilişsel görüşme yapılmıştır (Willis, 1994). Bilişsel görüşme çalışmasına dayanarak, anketin içeriğini, netliğini ve okunabilirliğini geliştirmek için küçük değişiklikler yapılmıştır. Anket tasarımından sorumlu iki uzmanın maddeler üzerinde mutabakata varmasından sonra, anketin dijital son formu hazırlanmış ve çalışma katılımcılarının kullanımı için çevrimiçi anket web sitesine yüklenmiştir.

Görüşmeler: Online görüşmeler Zoom uygulaması ile yarı yapılandırılmış bire bir (Cresswell, 2012; Newcomer, Hatry & Wholey, 2015) olarak yapılmıştır. Anketi hazırlayan iki uzman görüşme sorularını da hazırlamıştır. Görüşme soruları şu konuları içermektedir: 1) danışanın kişisel antrenörle çalışma nedenleri, 2) danışanın kişisel antrenör seçim kriterleri, 3) kişisel antrenmandan memnuniyet düzeyi, 4) kişisel antrenörle çalışmanın sonucu, 5) kişisel antrenörün eğitim planlama, uygulama, ölçme ve değerlendirme yetkinlikleri. Ayrıca ileride kişisel antrenör ile çalışmak isteyenler ve kişisel antrenörler için danışanların önerilerine yer verilmiştir (Bkz. Ek C).

Veri analizi

Bu çalışmada nicel veriler için tanımlayıcı istatistik kullanılmıştır (frekanslar, yüzdeler, ortalamalar ve standart sapmalar). Nitel görüşme verileri için ise geleneksel içerik analizi yönteminden yararlanılmıştır (Hsieh ve Shannon, 2005). Nitel veri analizinde MAXQDA 2022 yazılımı kullanılmıştır (VERBI Software, 2021).

Bulgular

Danışanlar kişisel antrenörle neden çalışıyorlar?

Anket bulgularına göre, katılımcıların % 80'inden fazlası vücut geliştirme/şekillendirme ve zindeliği geliştirme/koruma için kişisel antrenörle çalışmaktadır. Spora özgü fiziksel uygunluk bileşenlerini geliştirme katılımcıların % 50'sinden fazlası tarafından kişisel antrenörle çalışmanın hedefi olarak bildirilmiştir. "Akut veya kronik bir hastalıktan/yaralanmadan iyileşme", "belirli bir sporu öğrenmek" ve "mesleğe özgü hareket yeterliliği veya fiziksel uygunluğu (spor dışında) karşılamak" katılımcıların % 17'sinden azı tarafından işaretlenmiştir.

"Atletik performans", "mesleki uygunluk", "genel sağlık ve zindelik" ve "rehabilitasyon" gruplarından kişisel antrenör ile çalışan katılımcılarla yapılan görüşmeler, bu grupların tamamının özel ihtiyaçlarının farkında olduklarını ve antrenörlerini bu ihtiyaçlarına göre seçtiklerini göstermiştir. Aşağıda farklı gruplardan katılımcıların kişisel antrenörle çalışma nedenleri kendi ifadeleri ile verilmiştir;

> Spor becerilerimi geliştirmek için kişisel bir antrenörle çalıştım (Athlete\YE).
>
> Askerlikte ihtiyacım olan fiziksel uygunluk gereksinimlerini karşılamak için bir kişisel antrenörle çalıştım. Fiziksel yeterlilik (fitness) testlerinden iyi bir puan almak profesyonel kariyerimde önemli bir konu. Biraz daha bilimsel yardım almak istedim (Mesleki uygunluk-Askeri Personel\M).
>
> Hamilelik sonrası kilo ile ilgili sorunları çözmek ve fiziksel aktivitemi arttırmak için kişisel bir antrenörle çalıştım (Wellness\H).
>
> Dizimde menisküs sorunum vardı. Omzumda ağrı vardı. Bu sorunları gidermek için kişisel antrenör desteği aldım (Rehabilitasyon\Ö).

Danışanlar kişisel antrenörlerini nasıl seçiyorlar?

Bu araştırma sorusu görüşme verileri ile incelenmiştir. Bulgulara göre, katılımcılar kişisel antrenörlerini iş veya çalıştay/seminerler sırasında gözlemleyerek, diğer kişisel antrenörlerin/arkadaşların önerilerini dikkate alarak, internette araştırma yaparak ve kişisel antrenörlerin sosyal medya paylaşımlarını takip ederek seçmişlerdir.

Katılımcıların kişisel antrenörlerin bilgi, deneyim, başarı, eğitim düzeyi ve iletişim tarzlarına ilişkin algıları, belirli bir kişisel antrenörle çalışmaya karar verme nedenleri arasında yer almaktadır. Katılımcıların konuyla ilgili görüşme alıntılarından biri aşağıda sunulmuştur;

> Onu (kişisel antrenör) bir seminerde gördüm. Sohbeti beni etkiledi. Yetkin olduğunu gördüm. Gerçekçi yaklaşımları vardı. Konu bilgisi yüksek, iletişimi güvenilirdi. Instagram'daki paylaşımları profesyoneldi. Bir uzman olduğunu ve işini iyi yaptığını gördüm (Wellness\H).

Kişisel antrenör ile çalışan danışanların memnuniyet düzeyi nedir?

"Kişisel antrenörle çalışmaktan memnun kaldınız mı?" sorusuna katılımcıların biri (%0,9), ikisi (%1,8), dördü (%3,6), 34'ü (%30,9), 69'u (%62,7) sırasıyla hiç, düşük, orta, yüksek ve çok yüksek şeklinde yanıt vermiştir (Tablo 4.2). Bulgulara göre, çoğu katılımcı kişisel antrenörlerle çalışmaktan oldukça memnundur.

Danışanlara kişisel antrenör yeterliklerinin farklı boyutları ile ilgili (alan bilgisi, iletişim becerileri, hareket/beceri öğretimi, antrenman ortamında sağlık ve güvenlik önlemlerinin alınması, motivasyon becerileri, antrenman ortamının düzenlenmesi) memnuniyetleri sorulduğunda, her birinde % 90'ın üzerinde memnuniyet olduğu saptanmıştır. (Tablo 4.3). En yüksek memnuniyet antrenörün alan bilgisi, iletişim becerileri ve hareket/beceri öğretimi ile ilgilidir. Danışanların küçük bir yüzdesi kişisel antrenörünün antrenman ortamında sağlık ve güvenlik önlemlerini alma, motivasyon sağlama ve antrenman ortamını düzenleme durumundan memnun kalmadığını belirtmiştir (Tablo 4.3).

Görüşme bulguları, danışanların genel memnuniyetinin de iyi düzeyde olduğunu göstermiştir. Kişisel antrenörlerin antrenman programlarının zamanlamasını ve içeriğini ihtiyaçlarına göre uyarlama konusundaki yeterliliklerine ilişkin memnuniyetlerini özellikle belirtmişlerdir. Ayrıca ekipmanların etkin yönetiminden, iyi alan bilgisinden, hareketlerin gösterim kalitesinden, geri bildirim kalitesinden, gelişimin takibinden ve kişisel antrenörlerinin olumlu iletişiminden bahsetmişlerdir. Katılımcıların memnuniyetini belirten bir alıntı aşağıda sunulmuştur;

> Bilgi tabanı çok iyiydi. İstediğim çalışma modeline sahipti (Mesleki fitnes-Askeri Personel\M).

Bununla birlikte, görüşme katılımcılarından bazıları, kişisel antrenörlerin sınırlı özel konu bilgisi ve danışanların onlarla çalıştığı süre dahil olmak üzere, kişisel antrenörle çalışırken memnuniyetlerini sınırlayan faktörleri de belirtmişlerdir.

> Memnun kalmadım, biraz daha fazla olabilirdi. Beni daha iyi yönlendirebilirdi. Dizimden ameliyat olduğum için beni zorlamaktan kaçındı. İsteklerimi birkaç kez tekrarlamak zorunda kaldım (Rehabilitasyon\N).

Katılımcılara iletişim, danışan ihtiyaçlarını anlama, egzersiz/antrenman planlaması, antrenman ortamını hazırlama, egzersizin/antrenmanların uygulanması, motivasyon sağlama, geri bildirim verme, ölçme ve değerlendirme dahil olmak üzere kişisel antrenör yeterliliklerinin belirli yönleriyle ilgili memnuniyetleri sorulduğunda verilen yanıtlardan örnekler aşağıda sunulmuştur;

İletişim

> Yaklaşımı iyi ve samimiydi" (Mesleki fitnes-Askeri Personel\M).

Danışanın ihtiyaçlarını anlamak

> İhtiyaçlarımı açıkladım ve bana bu ihtiyaçlarıma göre rehberlik etti (Wellness\H).

Antrenman/egzersiz planlaması

> Uygun programı geliştirdi. Memnunum. Özellikle hareketlerin doğru formuna ve esneme egzersizlerine daha çok zaman ayırdı (Rehabilitasyon\Y).

Antrenman alanının hazırlanması

> Çalışacağımız alanı ve ekipmanı hazırlıyordu. Antrenmanı yönetiyordu (Mesleki fiziksel uygunluk - Askeri Personel \M).

Uygulama

> Karmaşık hareketleri daha küçük parçalara böldü. Her bölümü doğru bir şekilde yaptıktan sonra, tüm hareketi yapana kadar bir sonraki parçaya geçmemi istedi (Athlete\YE).

Motivasyon

> Çevrimiçi kişisel antrenman olmasına rağmen fiziksel olarak birebir antrenman yapar gibi hissettim (Wellness\H).

Geri bildirim verme

> Onun geri bildirimleri beni doğru forma soktu. Formum bozulduğunda, yorulduğumda ve hata yaptığımda beni hep düzeltti (Rehabilitasyon\Y).

Ölçme ve değerlendirme

> İki üç ayda bir vücut çevre ölçümlerimi ve güç gelişimimi ölçüyordu (Sporcu\YE).

Kişisel antrenörle çalışırken danışanların hangi özellikleri gelişti?

Bulgulara göre danışanlar kişisel antrenör ile çalışırken şu özellikleri geliştirmiştir; Vücut geliştirme/şekillendirme (%71.8), Kas kuvveti (%64.5), Egzersiz alışkanlığı (%60.0), Vücut ağırlığı yönetimi (%59.1), Kas dayanıklılığı (%58.2), Genel sağlık ve zindeliği geliştirme/koruma (%53.6), Esneklik (%47.3), Fiziksel olarak aktif yaşam tarzı (%44.5), Güç (%42.7), Dayanıklılık (%40.9), Aerobik dayanıklılık (%40.9), Kendine güven (%40.0), Sağlıklı beslenme/beslenme alışkanlığı (%38.2), Denge (%37.3), Koordinasyon (%35.5), Spora özel kondisyon (%35.5), Çeviklik (%33.6), Hareket becerileri (%33.6), Sürat (%29.1), Sosyalleşme (%24.5), Reaksiyon zamanı (%19.1), Belirli bir sporu öğrenme (%18.2), Akut veya kronik bir hastalık/yaralanmadan iyileşme (%12.7), Mesleğe özgü hareket yeterliliğini veya fiziksel uygunluğu sağlama (%9.1), Diğer (%2.7) (Tablo 4.4). Bulgular, danışanların en çok vücut

geliştirme/şekillendirme, kas gücü özellikleri, egzersiz alışkanlıkları, vücut ağırlığı yönetimi ve kas dayanıklılığı geliştirdiğini göstermektedir.

Görüşme katılımcıları hareket becerilerini ve fiziksel uygunluklarını geliştirdiklerini ve sakatlıklarının düzeldiğini belirtmişlerdir. Katılımcıların kişisel antrenör ile yapılan antrenmanlar sonucunda gelişen özellikleri ile ilgili görüşlerinden bir alıntı aşağıda sunulmuştur;

> Hedefime istediğim seviyede ulaştım. Ameliyat olduğum bacağım diğeriyle aynı seviyeye geldi. Atrofi olmadı (Rehabilitasyon\N).

Ayrıca, bulgulara göre danışanların yaklaşık yüzde ellisi kişisel antrenmanda öğrendiklerini kısmen veya tamamen günlük yaşamlarına aktardıklarına inanmaktadırlar. Bununla birlikte, katılımcıların diğer yarısı kişisel antrenmandan öğrendiklerini günlük ve iş yaşamlarına bir etkisi olmadığını bildirmişlerdir (Tablo 4.5).

Danışanların en önemli kişisel antrenör yetkinlikleri hakkındaki görüşleri nelerdir?

Bulgulara göre danışanlar en önemli kişisel antrenör nitelikleri olarak mesleki alan bilgisi, iletişim becerileri, disiplin, öğretme becerileri ve motivasyon becerilerini görmektedir (Tablo 4.6).

Tartışma

İlk araştırma sorusunun bulguları, bireyleri kişisel antrenörle çalışmaya iten birçok farklı neden olduğunu göstermektedir. Sadece vücudu şekillendirmenin, fiziksel uygunluk kapasitesi ve hareket becerilerini geliştirmenin değil, aynı zamanda danışanları profesyonel bir fiziksel uygunluk danışmanlığı ve bir kişisel antrenör tarafından koçluk aramaya iten farklı, çeşitli ve önemli faktörlerin olduğu anlaşılmaktadır. Örneğin, danışanların genel sağlık geliştirme, akut veya

kronik bir hastalık/yaralanmadan iyileşme ve fiziksel dayanıklılık ve hareket becerileri gerektiren çeşitli mesleklerin standartlarını karşılama, atletik performans geliştirme beklentileri kişisel antrenörle çalışma amaçları arasında sayılabilir.

Mevcut çalışmanın bulguları, danışanların kişisel antrenörle çalışmanın çoklu sebepleri olduğunu açıklayarak literatürü genişletmiştir. Daha önce yapılan araştırmalara paralel olarak, kişisel antrenörle çalışmanın birincil nedenlerinin estetik amaçlı vücut geliştirmek ve fiziksel uygunluk olduğu anlaşılmaktadır. Bu çalışmadaki nitel bulgular, kişisel antrenör danışanlarının özel ihtiyaçlarının farkında olduklarını ve kişisel antrenörlerin antrenman sürecinde kendilerini profesyonel olarak desteklemelerini beklediklerini göstermektedir. Kişisel antrenörler için standartlar belirlenirken bu hususlara dikkat edilmelidir. Kişisel antrenörlerin, danışanların kendilerinden ne beklediğini ve çeşitli ihtiyaçları olan danışanların ihtiyaçlarını karşılamak için hangi mesleki bilgi ve becerileri öğrenmeleri gerektiğini anlamaları önemlidir.

İkinci araştırma sorusu olan danışanların kişisel antrenörlerini seçme süreci ile ilgili bulgulara göre danışanlar antrenörlerini çalıştaylarda/seminerlerde gözlemleyerek, diğer eğitmenlerden ve arkadaşlarından tavsiye alarak, kişisel antrenörler için internette araştırma yaparak ve kişisel antrenörlerin sosyal medya paylaşımlarını inceleyerek seçmektedirler. Mevcut çalışma bulguları, danışanların farklı yöntemler kullanarak kişisel antrenörler aradıklarını göstermektedir. Bu nedenle, kişisel antrenörler, potansiyel danışanların onları iş bağlamında gözlemleyebileceğinden, çalışmaları sırasında kaliteli profesyonel uygulamaları göz önünde bulundurmalıdır. Kaliteli çalıştaylar, seminerler, deneme dersleri hazırlamalı, sunmalı ve potansiyel danışanları bu faaliyetlere katılmaya teşvik etmelidirler. Kişisel antrenörler ayrıca bir web sayfası hazırlayarak uygulamalarını ve deneyimlerini internette ve sosyal medyada sunarak danışanlara ulaşmayı da düşünmelidir. Bu bulgular ayrıca, kişisel antrenörlerin mesleki eğitiminin, potansiyel danışanlarla çalışmaları konusunda iletişim kurma, bilgi ve becerileri içermesi gerektiğini göstermektedir.

Üçüncü araştırma sorusu olan kişisel antrenör ile çalışan danışanların memnuniyet düzeyine ilişkin bulgular, danışanların kişisel antrenörlerinden genel memnuniyet oranının yüksek olduğunu göstermiştir. Kişisel antrenörlerin mesleki konu alanı bilgisi, iletişim becerileri ve hareket öğretme becerileri en çok memnun oldukları parametreler iken, antrenörlerini motivasyon, çalışma ortamında sağlık ve güvenlik önlemlerini alma, antrenman alanı organize etme, ve iletişim açısından zayıf bulan danışanlar da bulunmaktadır. Görüşme bulguları danışanların kişisel antrenörlerinden iletişim, danışanın ihtiyaçlarını anlama, antrenman/egzersizi planlama, antrenman ortamını hazırlama, motivasyon, geri bildirim verme, ölçme ve değerlendirme konularında oldukça memnun olduklarını göstererek nicel bulguları desteklemiştir. Bununla birlikte sayıları az da olsa bazı danışanlar kişisel antrenörlerinin özellikle sağlık problemlerinin egzersiz sırasında/ortamında yönetimi ile ilgili sınırlı alan bilgisine sahip olduğunu vurgulamışlardır.

Bu çalışmada saptanan, danışanların kişisel antrenörlerinin mesleki konu alan bilgisinden yüksek memnuniyet oranı ile kişisel antrenörlerin alan bilgisi (Malek, Nalbone, Berger ve Coburn, 2002; Mahmoud, 2018) ve bazı mesleki becerilerdeki (Dietrich, Keyzer, Jones, Norton, Sekendiz, Gray ve Finch, 2014) zayıflıklarına vurgu yapan başka çalışma bulguları arasında çelişki vardır. Ancak, mevcut çalışma bulgularını değerlendirirken araştırma verilerinin danışan algılarına dayandığını dikkate almak gereklidir. Bu çalışmadaki danışanlar kişisel antrenörlerinin mesleki konu alan bilgi düzeyini geçerli bir şekilde değerlendirecek kadar yetkin olmayabilir (Waryasz, Daniels, Gil, Eberson ve Suric, 2016; Ulusoy ve Özer, 2021; Jolley, Davis, Lavender, & Roberts, 2022).

Bu çalışma bulguları, şayet kişisel antrenörler özel sorun ve ihtiyaçları olan danışanları çalıştırmak istiyorlarsa ek özel eğitim almaları gerektiğini göstermektedir. Bununla birlikte, kişisel antrenörlerin neleri bilmesi gerektiği ve hangi yeterliliklere sahip olmaları gerektiği konusunda danışanların algı ve gerçekliklerindeki olası çelişkileri daha iyi anlamak için daha fazla araştırmaya ihtiyaç vardır.

Dördüncü araştırma sorusu, danışanların kişisel antrenörleriyle çalışırken geliştirdiklerini düşündükleri özellikleri hakkındaki bulgular, danışanların sağlık ve performansla ilgili fiziksel uygunluk, fiziksel aktivite alışkanlığı, hareket becerileri, özgüven, esneklik ve mesleki uygunluk gelişimini algıladıklarını göstermektedir. Bu bulgu, birinci ve ikinci araştırma sorularında yer alan beklenti ve memnuniyetle ilgili bulgularla uyumludur. Danışanlar, kişisel antrenörle çalışma amaçlarına ulaştıklarını belirtmişlerdir. Görüşme bulguları ayrıca danışanların sağlık ve performansla ilgili uygunluklarını, hareketliliklerini, bir yaralanma sonrası sağlık durumlarını veya iyileşmelerini ve mesleki uygunluklarını nasıl iyileştirdiğine dair somut örnekler sunmuştur. Danışanlar yaşam kalitelerinin arttığını ifade etmişlerdir. Danışanların yarısı, öğrenmelerinin iş performansları ve mesleki uygunlukları üzerinde herhangi bir etkisi olmadığını düşünmektedir. Bu bulgu, danışanların neredeyse yarısının sağlıkla ilgili zindelik gelişimlerini mesleki zindelik de dahil olmak üzere genel zindelik/sağlık durumları ile ilişkilendiremediğini göstermektedir.

Beşinci ve son araştırma sorusu, danışanların en önemli kişisel antrenör yetkinlikleri hakkındaki görüşleri olarak, danışanlara göre kişisel antrenörlerin mesleki konu alanı bilgisi, iletişim becerileri, iş disiplini, öğretme becerileri ve motivasyon becerilerinin en önemli mesleki yeterlilik unsurları olduğunu göstermiştir. Kişisel antrenörler için ACSM (2019) standartları, tüm bu hususları bir yetkinlik kategorisi veya alt kategorisi olarak içermektedir. Danışanların kişisel antrenman deneyimlerini geliştirmek için bu kişisel antrenör yeterliliklerinin ne kadar önemli olduğunu görebildikleri anlaşılmaktadır.

Bu bulgudan hareketle, kişisel antrenörlere yönelik gelecekteki mesleki gelişim programlarının kişisel antrenörlerin konu ile ilgili bilgilerinin, iletişim becerilerinin, iş disiplininin, öğretim becerilerinin ve motivasyonel becerilerinin gelişmesini sağlaması gerektiği söylenebilir. Bu anlamda, kişisel antrenörlerin mesleki yeterliliklerini değerlendirmek için ACSM (2019) standartlarını kullanmak, gelecekteki mesleki gelişim programları için iyi bir kavramsal çerçeve sağlayabilir.

Öneriler

Bu çalışmanın bulgularına dayalı olarak, kişisel antrenörlerin standartlarının belirlenmesinden ve mesleki gelişiminden sorumlu olan kurumlar; kişisel antrenörler, danışanlar ve araştırmacılar için aşağıdaki öneriler sunulmuştur.

Kişisel antrenörlerin standartlarının belirlenmesinden ve mesleki gelişiminden sorumlu olan kurumlar için;

- Kişisel antrenman standartları, danışanların kişisel antrenörlerden atletik performans, mesleki uygunluk, genel sağlık ve zindelik ve rehabilitasyon gibi çok çeşitli beklentileri göz önünde bulundurularak geliştirilmelidir.
- Kişisel anternörler için mesleki öğrenme fırsatları, profesyonel konu içerik bilgisi (ne öğretilmeli), pedagojik içerik bilgisi (nasıl öğretilmeli), planlama, ölçme ve değerlendirme, iletişim, iyi bir rol model olma, güvenlik, yönetim, pazarlama, ve diğer paydaşlarla (örneğin koçlar, doktorlar, fizyoterapistler, ebeveynler) işbirliğine odaklanmalıdır.

Kişisel antrenörler için;

- Kişisel antrenörler güncel mesleki standartları takip etmelidirler.
- Kişisel antrenörler, yaşam boyu mesleki gelişim perspektifi geliştirmelidirler. Meslekleri ile ilgili güncel bilimsel bilgileri takip etmelidirler.
- Kişisel antrenörler, danışanlarının çok çeşitli ihtiyaçlarını karşılamak için iletişim, güvenlik, yönetim, pazarlama ve diğer paydaşlarla işbirliğinin yanı sıra profesyonel konu içerik bilgisi ve pedagojik içerik bilgisine ilişkin mesleki yeterliliklerini geliştirmelidirler.
- Kişisel antrenörler, yetkinliklerini ve geçmiş deneyimlerini gösteren profesyonel bir portfolyo hazırlamalıdırlar. Çalıştaylar/seminerler,

deneme dersleri sunmalı, web sayfaları tasarlamalı ve potansiyel danışanlarına ulaşmak için sosyal medyayı kullanmalıdırlar.

- Kişisel antrenörler iş etiğine uymalı, kaliteli kişisel antrenmanlar sunmalı, formda olmalı ve danışanları için iyi bir rol model olmalıdır.

Danışanlar için;

- Danışanlar, kişisel antrenmanda mevcut profesyonel standartları inceleyerek kişisel antrenörlerin rol ve sorumluluklarının farkında olmalıdırlar.
- Danışanlar, ihtiyaçları konusunda bilinçli olmalı ve bunu kişisel eğitmenlerine doğru bir şekilde açıklamalıdırlar.
- Danışanlar, kişisel antrenörlerinin gerektiğinde diğer antrenörleri, doktorları, ve fizyoterapistleri ile iletişim halinde olmasını sağlamalıdırlar.

Araştırmacılar için;

Gelecekteki çalışmaların aşağıdaki konulara odaklanması önerilir;

- Kişisel antrenman profesyonel standartlarının geliştirilmesi
- Çalışmaya katılanların veri toplama araçlarında sorulan fitness ile ilgili terimleri anladığından emin olunması, bunun için veriler toplanmadan önce ayrı bir sayfada terimlerin tanımları sunulabilir.
- Danışanların yüz yüze ve çevrimiçi kişisel antrenman deneyimlerinin incelenmesi
- Kişisel antrenörlerin farklı ihtiyaçlara sahip katılımcılarla deneyimlerinin karşılaştırılması (örneğin, atletik performans, genel sağlık ve zindelik, mesleki uygunluk ve rehabilitasyonda cinsiyet ve yaş grubu farklılıkları)

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