

**Report on 2016/2017 Job Analysis
National Exercise and Sports Trainers Association (NESTA)
Personal Fitness Trainer (PFT) Certification Examination**



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EXECUTIVE SUMMARY

This report describes the methodology and procedure used to conduct a job analysis and develop the exam specifications for the National Exercise and Sports Trainers Association (NESTA) Personal Fitness Trainer (PFT) certification examination.

The three major activities that comprise the job task analysis process described in this report are as follows:

1. ***Job Task Analysis Panel Meeting*** – A gathering of subject matter experts to discuss and develop a description of the scope of practice
2. ***Job Task Analysis Survey*** – A large-scale survey to practitioners not involved with the panel to validate the task and knowledge statements developed by the panel
3. ***Development of Examination Specifications*** – The development of the Examination Specifications by the panel based on the results of the survey

Several practitioners were assembled by NESTA to serve as subject matter experts (SMEs). The individuals selected represent a wide variety of work-related characteristics such as years of experience, work setting, geographical location, and areas of specialty. This helps in developing a scope of practice that is reflective of the roles and responsibilities of the job role and is relatively free from bias. By analyzing of the experiences and expertise of current practitioners, the results from the job task analysis become the basis of a validated assessment that reflects the competencies required for competent job performance.

The job task analysis process utilized in this study yields exam specifications that accurately reflect the scope of practice, allowing for the development of fair, accurate, and realistic assessments of candidates' readiness for certification. The resultant Examination Specifications document (Appendix E) indicates a 100-item examination with content distribution requirements at the competency area (content domain) level as well as topic (content subdomain) level. The four competency areas are:

1. ***Business Applications***
2. ***Program Design***
3. ***Exercise Science***
4. ***Program Implementation***

INTRODUCTION

This report describes the methodology and procedure used to conduct a job analysis and develop the exam specifications for the National Exercise and Sports Trainers Association (NESTA) Personal Fitness Trainer (PFT) certification examination.

The procedure was conducted in accordance with principles and practices outlined in the *Standards for Educational and Psychological Testing*¹, which describe principles and guidelines for all aspects of test development, including content validation.

A job analysis (sometimes referred to as a practice analysis, job task analysis, or work analysis) is a scientific inquiry conducted in order to identify the tasks and work activities conducted, the context in which those tasks and activities are carried out, and the competencies (knowledge areas, skills, and abilities) required to perform a job role successfully². Different methods can be used which may differ in the levels of specificity in analyzing and describing different work elements, with the choice of method largely dependent on the intended purpose and use of the results. The methodology of the current analysis was tailored to the creation of exam specifications for test development.

When completed, the job analysis process utilized in this study yields exam specifications that accurately reflect the scope of practice, allowing for the development of fair, accurate, and realistic assessments of candidates' readiness for certification. The job analysis is typically performed every 5 years so that the content outline represents the current scope of practice. Because it serves as the primary basis for content validity evidence as required by the aforementioned Standards, the job analysis is a primary mechanism by which a certifying body or regulatory board can ensure the accuracy and defensibility of an exam. It serves as the foundation of the certification exam and is critical to the success of the entire exam development process. All necessary documentation verifying that the validation process has been implemented in accordance with professional standards is included in this report.

This report is divided into the major activities of the job task analysis process, which are:

1. **Job Task Analysis Panel Meeting** – A gathering of subject matter experts to discuss and develop a description of the scope of practice
2. **Job Task Analysis Survey** – A large-scale survey to practitioners not involved with the panel to validate the task and knowledge statements developed by the panel
3. **Development of Examination Specifications** – The development of the Examination Specifications by the panel based on the results of the survey

¹ American Educational Research Association, American Psychological Association, National Council on Measurement in Education (2014). *Standards for Educational and Psychological Testing*. Washington, DC: AERA.

² Sackett, P. R., Laczko, R. M. (2003). *Job and Work Analysis*. Handbook of Psychology. One: 2: 19–37.

JOB TASK ANALYSIS PANEL MEETING

In preparation for the Job Task Analysis Panel meeting, PSI reviewed the existing content outline (See Appendix A), the current eligibility requirements, and job-related information recommended by NESTA.

Subject matter experts (SMEs) were selected to represent a wide variety of work-related characteristics (such as years of experience, work setting, geographical location, and areas of specialty) in order to develop a scope of practice that is reflective of the roles and responsibilities of the job and is relatively free from bias. See Appendix B for a complete list of the SMEs and their qualifications.

NESTA selected SMEs representing a variety of work-related characteristics within the population, such as years of experience, work setting, and areas of expertise. In order to define the scope of practice, PSI conducted three 1-hour telephone interviews on October 3, 2016 and October 4, 2016 with the selected SMEs to discuss tasks and competencies associated with the role. See Appendix C for a summary of the questions asked and responses obtained from the interviewees.

PSI conducted a 1-day job analysis panel meeting on October 14, 2016 with SMEs to review the outgoing test blueprint, discuss the scope of practice, and develop a list of tasks and competencies (knowledge) that reflect the job role. PSI led the SMEs in refining task and knowledge statements, organizing them into a domain and subdomain structure, and then estimating the relative content weighting for each subdomain.

The Panel developed 15 task statements.

1. Assess client fitness goals, motivations, nutrition, lifestyle, and health
2. Obtain and discuss release of liability and any relevant medical release
3. Conduct applicable physical assessments
4. Establish expectations and fitness goals collaboratively with client
5. Develop fitness program according to client assessment and goals
6. Educate clients with regard to nutrition and fitness concepts
7. Demonstrate and instruct proper exercise technique
8. Demonstrate and instruct appropriate amplifications, modifications, and alternatives to exercises
9. Evaluate client progress toward fitness goals
10. Modify fitness goals and program according to ongoing client evaluation
11. Prepare and maintain equipment and exercise environment
12. Administer appropriate care (e.g. First Aid, rest, hydration) or medical referral
13. Obtain and maintain liability insurance, business license, and applicable certifications (e.g. CPR, AED, First Aid, PFT)
14. Market professional fitness services to prospective clients
15. Maintain client base, client information, and service records

The Panel developed 15 knowledge statements across four content domains.

1. Business Applications
 - A. Marketing, Referrals, and Sales
 - B. Scope of Practice
 - C. Professional Liability
2. Program Design
 - A. Client Assessment and Evaluation
 - B. Program Development and Progression
 - C. Exercise Selection
3. Exercise Science
 - A. Anatomy
 - B. Exercise Physiology
 - C. Kinesiology and Biomechanics
 - D. Nutritional Science
4. Program Implementation
 - A. Exercise Techniques
 - B. Demonstration and Instruction
 - C. Emergency Intervention
 - D. Equipment and Exercise Environment
 - E. Motivation and Behavior Modification

The Panel developed 13 demographic questions for the job task analysis survey.

1. Have you worked as a personal fitness trainer within the past 6 months?
2. How many years have you worked as a personal fitness trainer?
3. What is the highest education level you have completed?
4. What other personal fitness trainer credentials do you currently hold? Select all that apply.
5. In which setting do you primarily work?
6. In which capacity do you work with your clients?
7. What is your gender?
8. With which age and gender demographics do you work? Select all that apply.
9. Do you work with special populations?
10. How many hours per week do you perform work activities associated with your role as a personal fitness trainer?
11. How many other personal fitness trainers do you directly manage or supervise?
12. In which country do you primarily work?
13. In which US state or territory do you primarily work?

Using the rating scales described in the Job Task Analysis Survey section, the Job Analysis panel provided ratings for each knowledge and task statement in order to determine whether the tasks and knowledge were sufficiently critical to practice and to establish an expectation of the

survey results. The panel’s ratings are presented alongside the survey ratings in the Job Task Analysis Survey section.

The Panel identified linkages between the task and knowledge statements to ensure that each task was covered by at least one relevant knowledge area and that each knowledge area had at least one relevant task identified. See Table 1 for a summary of the knowledge-task linkages identified.

Table 1
Linkages Among Knowledge and Task Statements

		TASK															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
KNOWLEDGE	1A															x	x
	1B		x											x	x		
	1C		x										x	x	x		
	2A	x	x	x	x						x						x
	2B				x	x				x		x					x
	2C				x	x				x		x					
	3A					x	x	x						x			
	3B					x	x	x						x			
	3C					x	x	x						x			
	3D	x								x					x		
	4A									x	x						
	4B				x					x	x						
	4C									x					x		
	4D														x		
	4E	x				x											

JOB TASK ANALYSIS SURVEY

PSI developed, administered, and monitored a survey to validate the tasks and knowledge developed by the job analysis panel and to help determine content weighting. To this end, the survey collected respondents' ratings of the importance and frequency for each task and knowledge area. Below are the prompts for each rating scale.

Frequency: Consider whether the [knowledge area / task] is a part of your job, and if so, how often you [use this knowledge / perform the task].

- 0 - Not Relevant
- 1 - Rarely
- 2 - Seldom
- 3 - Occasionally
- 4 - Frequently
- 5 - Very Frequently

Importance - Consider how use of the [knowledge area / task] relates to effective and safe performance of job responsibilities.

- 0 - Not Relevant
- 1 - Of Minor Importance
- 2 - Fairly Important
- 3 - Moderately Important
- 4 - Very Important
- 5 - Critically Important

Between October 22, 2016 and November 14, 2016, a pilot survey was conducted with SMEs and NESTA staff members to ensure that the survey was operating correctly. No modifications were made following the pilot survey.

The live survey was sent using online survey software to a list of 13,393 individuals who were obtained from NESTA. A total of 1,148 individuals responded to the survey and 496 completed the survey. A monetary incentive was provided to those who responded to all the survey questions: one \$250 Amazon Gift Card and a NESTA program of your choice (excluding MPT), one \$100 Perform Better Gift Card and a NESTA program of your choice (excluding MPT), and three \$50 Perform Better Gift Card and a NESTA program of your choice (excluding MPT). The survey was opened on November 17, 2016 and closed on December 28, 2016. See Appendix D for the emails sent to potential respondents.

The survey included demographic questions regarding professional characteristics relevant to the specialty. The first demographic question (Have you worked as a personal fitness trainer within the past 6 months?) served as a filter to allow only those who indicated "yes" to move forward with the rest of the survey. See Table 2 for a summary of the demographic questions in the survey.

Table 2
Results of the Demographic Questions in the Job Analysis Survey

Have you worked as a personal fitness trainer within the past 6 months?	<i>n</i>	%
Yes	828	72.1%
No	320	27.9%
How many years have you worked as a personal fitness trainer?	<i>n</i>	%
Mean = 6.15 Standard Deviation = 6.03 Minimum = 0 Maximum = 36	493	---
What is the highest education level you have completed?	<i>n</i>	%
High school diploma or equivalent	32	6.5%
Some college	123	25.1%
Associate or vocational degree	79	16.1%
Bachelor degree	195	39.8%
Master degree	56	11.4%
Doctoral degree	5	1.0%
Which personal fitness trainer credentials do you currently hold? Select all that apply.	<i>n</i>	%
AAPTE - Certified Personal Fitness Trainer (CPFT)	2	--
ACTION - Certified Personal Trainer (CPT)	7	--
ACSM - Certified Personal Trainer (CPT)	7	--
ACE - Personal Trainer (CPT)	22	--
COOPER - Personal Trainer Certification (CPT)	5	--
IFPA - Fitness Training Certification (PFT)	1	--
ISSA - Personal Trainer Certification	22	--
NASM - Certified Personal Trainer (CPT)	56	--
NCCPT - Certified Personal Trainer (CPT)	8	--
NCSF - National Certified Personal Trainer (CPT)	27	--
NESTA - Personal Fitness Trainer (PFT)	450	--
NETA - Certified Personal Trainer (CPT)	10	--
NFPT - Certified Personal Fitness Trainer (CPT)	5	--
NSCA - Certified Personal Trainer (CPT)	6	--
PTAG - Certified Personal Trainer (CPT)	0	--
Other	87	--
In which setting do you primarily work?	<i>n</i>	%
Gym	290	59.2%
Fitness studio	80	16.3%
Own home	25	5.1%
Mobile	27	5.5%
Outdoor	26	5.3%
Other	42	8.6%
In which capacity do you work with your clients?	<i>n</i>	%
Exclusively one-on-one	117	23.8%
Primarily one-on-one	200	40.7%
Equally split between one-on-one and group	120	24.4%
Primarily group	45	9.1%
Exclusively group	10	2.0%

What is your gender?		
Female	221	44.9%
Male	268	54.5%
Decline to state	3	0.6%
With which age and gender demographics do you work? Select all that apply.		
Young men (age 17 and under)	135	--
Young women (age 17 and under)	134	--
Adult men (age 18-64)	389	--
Adult women (age 18-64)	441	--
Senior men (age 65 and over)	221	--
Senior women (age 65 and over)	234	--
Do you work with special populations?		
No	310	64.6%
Yes (please specify)	170	35.4%
How many hours per week do you perform work activities associated with your role as a personal fitness trainer?		
0-10 hours	70	14.2%
11-20 hours	111	22.5%
21-30 hours	142	28.8%
31-40 hours	90	18.3%
41-50 hours	52	10.5%
51 hours or more	28	5.7%
How many other personal fitness trainers do you directly manage or supervise?		
0	353	73.4%
1 to 5	88	18.3%
6 to 10	21	4.4%
11 to 20	13	2.7%
21 to 60	6	1.2%
In which country do you primarily work?		
Canada	7	1.4%
Chile	1	0.2%
China	1	0.2%
Egypt	1	0.2%
India	3	0.6%
Israel	1	0.2%
Italy	1	0.2%
Netherlands	1	0.2%
Nigeria	1	0.2%
Romania	1	0.2%
Trinidad and Tobago	1	0.2%
Uganda	1	0.2%
United States	469	95.9%

In which US state or territory do you primarily work?		
Alabama	2	0.4%
Alaska	1	0.2%
Arizona	7	1.5%
Arkansas	1	0.2%
California	195	41.8%
Colorado	7	1.5%
Connecticut	5	1.1%
Delaware	1	0.2%
District of Columbia	2	0.4%
Florida	10	2.1%
Georgia	7	1.5%
Hawaii	13	2.8%
Idaho	2	0.4%
Illinois	25	5.4%
Indiana	2	0.4%
Kentucky	3	0.6%
Louisiana	1	0.2%
Maryland	6	1.3%
Massachusetts	5	1.1%
Michigan	1	0.2%
Missouri	13	2.8%
Montana	3	0.6%
Nebraska	2	0.4%
Nevada	3	0.6%
New Jersey	13	2.8%
New Mexico	1	0.2%
New York	22	4.7%
North Carolina	9	1.9%
Ohio	9	1.9%
Oklahoma	2	0.4%
Oregon	8	1.7%
Pennsylvania	5	1.1%
Rhode Island	2	0.4%
Tennessee	2	0.4%
Texas	47	10.1%
Utah	1	0.2%
Virginia	2	0.4%
Washington	19	4.1%
Wisconsin	8	1.7%

A total of 496 respondents completed the ratings for the task statements and the knowledge statements. Table 3 and 4 shows the mean ratings provided by the respondents for the task statements and knowledge statements, respectively.

Table 3
 Task Statement Ratings

	Task Statements	Frequency	Importance
1	Assess client fitness goals, motivations, nutrition, lifestyle, and health	4.50	4.58
2	Obtain and discuss release of liability and any relevant medical release	3.68	4.13
3	Conduct applicable physical assessments	3.98	4.09
4	Establish expectations and fitness goals collaboratively with client	4.32	4.40
5	Develop fitness program according to client assessment and goals	4.47	4.50
6	Educate clients with regard to nutrition and fitness concepts	4.19	4.18
7	Demonstrate and instruct proper exercise technique	4.80	4.79
8	Demonstrate and instruct appropriate amplifications, modifications, and alternatives to exercises	4.41	4.41
9	Evaluate client progress toward fitness goals	4.07	4.19
10	Modify fitness goals and program according to ongoing client evaluation	4.01	4.17
11	Prepare and maintain equipment and exercise environment	3.59	3.67
12	Administer appropriate care (e.g. First Aid, rest, hydration) or medical referral	2.71	3.92
13	Obtain and maintain liability insurance, business license, and applicable certifications (e.g. CPR, AED, First Aid, PFT)	3.84	4.27
14	Market professional fitness services to prospective clients	3.35	3.64
15	Maintain client base, client information, and service records	4.10	4.14

Table 4
Knowledge Statement Ratings

Task Statements		Frequency	Importance
1	Business Applications		
1.A	Marketing, Referrals, and Sales	3.33	3.70
1.B	Scope of Practice	3.63	3.68
1.C	Professional Liability	3.51	3.94
2	Program Design		
2.A	Client Assessment and Evaluation	4.18	4.32
2.B	Program Development and Progression	4.27	4.34
2.C	Exercise Selection	4.40	4.27
3	Exercise Science		
3.A	Anatomy	3.84	3.93
3.B	Exercise Physiology	3.84	3.91
3.C	Kinesiology and Biomechanics	3.90	3.98
3.D	Nutritional Science	3.76	3.99
4	Program Implementation		
4.A	Exercise Techniques	4.54	4.49
4.B	Demonstration and Instruction	4.65	4.55
4.C	Emergency Intervention	2.24	3.82
4.D	Equipment and Exercise Environment	3.72	3.80
4.E	Motivation and Behavior Modification	4.18	4.28

DEVELOPMENT OF EXAM SPECIFICATIONS

On January 12, 2017, the Job Task Analysis Panel met to review the results of the job task analysis survey, finalize the tasks and knowledge that would comprise the next exam content outline, and finalize the content weighting for the examination.

The panel reviewed the demographic results and confirmed that the results matched expectations and impressions of the practitioner population, suggesting that the respondent sample is reflective of those currently working as personal fitness trainers.

All the task statements were retained by the panel. When asked about the task with the lowest ratings (Task 12 – Administer appropriate care or medical referral), the panel explained that the task is important even though it is not frequently performed.

All of the knowledge statements were retained by the panel. After review and deliberation, four knowledge statements were identified by the panel as over-weighted. The number of items in 1B (Scope of Practice), 1C (Professional Liability), 3D (Nutritional Science), and 4E (Motivation and Behavior Modification) was reduced. The panelists explained that, while important, these topics are either too narrow or the trainer's role is limited with regard to this topic. Panelists explained that in the case of nutrition and motivation, a personal fitness trainer is expected to know the fundamentals and is often required to make a referral for more in-depth discussion of either topic. Four content areas were identified by the panel that could benefit from an additional exam item to better represent the content. The number of items in 2C (Exercise Selection), 3B (Exercise Physiology), 4A (Exercise Techniques), and 4C (Emergency Intervention) was increased. The panelists explained that these topics represented the cornerstones of the profession and were critical in understanding the fundamentals of the job role.

The final examination content outline can be found in Appendix E.

APPENDIX A – OUTGOING EXAM CONTENT OUTLINE

Content Domain	# items
1 Exercise Applications and Instruction	10
1A Subjective and Objective Feedback	
1B Exercise Prescription	
1C Biomechanics of Application	
1D Exercise Progression	
1E Exercise Instruction	
1F Forms and Types of Resistance	
2 Program Design	16
2A Components of Fitness	
2B Individualized Programming	
2C Periodization	
2D Adaptation and Response to Resistance Exercise	
2E Adaptation and Response to Cardiovascular Exercise	
2F Goal Specific Training	
2G Principles of Exercise Progression	
2H Exercise Parameters	
2I Function and Dysfunction	
2J Special Populations	
3 Business Applications	20
3A Independent Contractor vs. Employee	
3B Target Marketing and Segmentation	
3C Networking	
3D Advertising and Promotion	
3E Professionalism	
3F Salesmanship	
3G Gaining New Clients	
3H Retaining Current Clients	
3I Communication	
3J Business Ethics	
3K Client-Trainer Guidelines and Expectations	
3L Goal Setting	
3M Motivation	
3N Creation and Implementation of a personal training business	
4 Assessments	18
4A Assessment of Limitations and Abilities	
4B Reliability of Testing and Evaluation Methods	
4C Norm vs. Criterion Referencing	
4D Timing of Assessments	
4E Information Gathering and Client Research	

4F	Coronary Artery Disease Risk	
4G	Medical Consent	
4H	Art of Asking Questions	
4I	Effectiveness, Efficiency, and Safety	
4J	Injury Prevention	
4K	Injury Treatment	
4L	Client Goal Setting	
5	Exercise Sciences	15
5A	Nervous System Adaptation and Response	
5B	Muscular System Adaptation and Response	
5C	Skeletal System Adaptation and Response	
5D	Energy Systems	
5E	Cardiovascular System Adaptation and Response	
5F	Biomechanics	
5G	Functional Anatomy	
5H	Exercise Physiology	
5I	Systems of the Body	
6	Exercise Psychology	11
6A	Psychological Attributes and Issues Related to Exercise and Nutrition	
6B	Psychological Factors on Physical Performance	
6C	Modes of Instruction	
6D	Motivating the Client	
6E	Increasing Compliance	
6F	Behavior Modification Strategies	
6G	Cause and Effect of Psychology Related to Injuries, Illness, and Disease	
7	Nutritional Science	10
7A	Macronutrients	
7B	Micronutrients	
7C	Caloric Intake	
7D	Supplementation	
7E	Professional Scope of Practice as it Relates to Nutrition	
7F	Chronic and Acute Effects of Nutrition	
7G	Anatomy and Physiology of Nutrition	

APPENDIX B – SUBJECT MATTER EXPERTS

Name	Job Title	Organization	Years Exp.	JA Panel	Inter view	Exam Specs
Allison Salibian	Personal Trainer	Imagine Fitness	0-5	x	x	x
Dan Levin	Elite Personal Trainer	Renaissance	5+	x		
Jason Coates	Elite Personal Trainer	Renaissance	5+	x		x
Justin Montgomery	Certified Personal Trainer	24 Hour Fitness	0-5	x		x
Kathy Engstrom	Personal Trainer	YMCA	5+	x	x	x
Kristine Giese	Personal Trainer	Bay Club	5+	x		
Lauren Schwab	Gym Manager	F45 Training	5+			
Mark Barriere	Director of Health and Wellness	YMCA	5+	x		x
Meghan Alt	Fitness Specialist	Self-Employed	0-5	x		
Tyler Compton	Personal Fitness Trainer	24 Hour Fitness	0-5	x	x	

APPENDIX C – INTERVIEW NOTES

Allison Salibian
October 3, 2016

1. What is your current job role and how many years of experience do you have?
 - Owner operator of own personal fitness studio and competition prep
 - Online business, nutrition consulting
 - Full time for 5 years
2. What is new in your profession since the last job analysis (or in the past 5 to 10 years)?
 - Gym setting originally, bigger emphasis on sales goals
 - Business model has changed since moving to private setting
 - Not much change in industry except for some improved research
 - Overall culture shifted to accept women's fitness goal of increased muscle instead of just sport-specific (empowerment of women)
 - Increased media attention
 - Personal fitness trackers are everywhere
 - Emphasis on personalized fitness
 - Group fitness is how gyms maintain subscriptions/membership
 - Change toward to moving to people rather than them coming to you
3. Is there anything that is grossly underrepresented or overrepresented in the existing examination content outline?
 - Not enough Exercise Application and Instruction
 - Too much Business Applications
4. If we had to start over, what would you say are the major categories of job knowledge required in order to do the job?
 - Program Design (Assessments and Injury Prevention, Exercise Sciences), Exercise Application and Instruction (Exercise Sciences, Exercise Psychology), Business Applications
5. What are the three job tasks that take up the majority of a practitioner's time?
 - Scheduling and business aspect, program design according to fitness goals, keeping self fit and up to date with new exercises
6. What are the three most important considerations when performing the job role?
 - Physiology and biomechanics, Time management, Injury prevention (safety, even emotional well-being)
7. What would you say separates those who are competent enough to enter the job role as compared to those who aren't cut out for it?
 - Maturity, Can't just be a fan of fitness, Aware of consequences, Client-centric emphasis, Relationship-building
8. What specific characteristics of the practitioner population should I know about to have a better understanding of them?
 - Need to look the part; Your appearance is your own business card
 - Has a personal story to stay fit; Personable and care about other people; High-energy; Organized

Tyler Compton
October 4, 2016

1. What is your current job role and how many years of experience do you have?
 - Personal fitness trainer at 24 Hour Fitness
 - Less than one year
 - Drug and alcohol center before; helping others with fitness and nutrition
 - Gym and fitness helped with my own story
2. What is new in your profession since the last job analysis (or in the past 5 to 10 years)?
 - Crossfit and HIT has gotten more popular
 - Group fitness and time management
 - More incorporation of circuit training into programs
 - More HIT equipment available at gyms
3. Is there anything that is grossly underrepresented or overrepresented in the existing examination content outline?
 - Exercise psychology and nutrition perhaps over-weighted
4. If we had to start over, what would you say are the major categories of job knowledge required in order to do the job?
 - Injury prevention; Nutrition; Biomechanics; Communication
5. What are the three job tasks that take up the majority of a practitioner's time?
 - Training clients; Finding new clients and lapsed clients; Organizing and managing own time
6. What are the three most important considerations when performing the job role?
 - Injury prevention and safety (correct technique); Checking schedule and filling schedule; Educating self on different topics like exercise, food, supplements, and stretches
7. What would you say separates those who are competent enough to enter the job role as compared to those who aren't cut out for it?
 - There are some limitations based on where you work, such as a specific gym
 - Program design can be a challenge; specific examples provided would be helpful to newer PFTs
 - Genuine concern for clients; listen to clients and invest energy in clients' goals
 - Attitude and energy level; Committed to process
8. What specific characteristics of the practitioner population should I know about to have a better understanding of them?
 - Having a plan ahead of the workout
 - Passion for fitness and to help others
 - Entrepreneurial, independent, self-motivated

Kathy Engstrom
October 4, 2016

1. What is your current job role and how many years of experience do you have?
 - Personal Trainer and Group Exercise Instructor YMCA in Murrieta
 - Since 1978 in fitness, single-client PFT since 1998
 - A lot of management, sales, group fitness
2. What is new in your profession since the last job analysis (or in the past 5 to 10 years)?
 - Trend toward gadgets (TRX, foam rolling, fitness tracker), which are great but newer PFTs are not familiar with what to do without them
 - Fitness trackers recommended for every client, but some instruction is helpful
3. Is there anything that is grossly underrepresented or overrepresented in the existing examination content outline?
 - Business Applications and Exercise Psychology is important
 - Looks good to me
4. If we had to start over, what would you say are the major categories of job knowledge required in order to do the job?
 - Exercise Science, Exercise Application and Instruction, Program Design, Injury Prevention
5. What are the three job tasks that take up the majority of a practitioner's time?
 - Designing programs, practicing programs (perform what clients will be doing), assessments
6. What are the three most important considerations when performing the job role?
 - Flow of the program (logistics), Client safety, Client goals and perceptions
7. What would you say separates those who are competent enough to enter the job role as compared to those who aren't cut out for it?
 - Ability to communicate, outgoing personality, intelligent, adaptable, teachable
 - Listens to clients, phenomenal program designs, clear directions to clients
 - Client retention is a challenge for many
8. What specific characteristics of the practitioner population should I know about to have a better understanding of them?
 - Fairly confident
 - Talker, comfortable with new people
 - Eagerness to learn

APPENDIX D – SURVEY EMAIL

Date: November 17, 2016
From: scott@nestacertified.com
Subject: Your Input Needed - NESTA PFT

Body: Please help in the development of updated specifications for the NESTA Personal Fitness Trainer certification examination. The purpose of this survey is to identify tasks and knowledge reflective of the professional role of a personal fitness trainer.

Those who complete the survey will be eligible to win:

- 1 Grand Prize: \$250 Amazon Gift Card and a NESTA program of your choice (excluding MPT)
- 1 First Prize: \$100 Perform Better Gift Card and a NESTA program of your choice (excluding MPT)
- 3 Second Prizes: \$50 Perform Better Gift Card and a NESTA program of your choice (excluding MPT)

Your individual responses will be kept confidential and will be combined with those of other respondents. The survey will likely require 10 to 15 minutes to complete. Please direct all inquiries to Scott Gaines at scott@nestacertified.com. The deadline for completion of the survey is December 28, 2016.

This is a great way to give back to the profession and ensure a high standard is maintained for the PFT credential. Please ensure your perspective is counted.

Thank you in advance for your support.

Dr. John Spencer Ellis
President and CEO
National Exercise & Sports Trainers Association

APPENDIX E – NEW EXAM CONTENT OUTLINE

Content Area		# items
1	Business Applications	15
1.A	Marketing, Referrals, and Sales	5
1.B	Scope of Practice	5
1.C	Professional Liability	5
2	Program Design	25
2.A	Client Assessment and Evaluation	8
2.B	Program Development and Progression	8
2.C	Exercise Selection	9
3	Exercise Science	25
3.A	Anatomy	6
3.B	Exercise Physiology	7
3.C	Kinesiology and Biomechanics	7
3.D	Nutritional Science	5
4	Program Implementation	35
4.A	Exercise Techniques	10
4.B	Demonstration and Instruction	9
4.C	Emergency Intervention	5
4.D	Equipment and Exercise Environment	6
4.E	Motivation and Behavior Modification	5