

Fitness Trainer interview checklist

Gyms usually start with a chat with the fitness manager, then a practical where you assess and train a staff member or mock client on the floor, and a final discussion on salary, session incentives and shift timings.

10 QUESTIONS TO PRACTISE OUT LOUD

1. How do you assess a new client before writing a programme?

What it checks: Whether you run a structured, safe assessment covering health screening, goals, movement and baseline measures.

2. Tell me about a client who stopped attending sessions. What did you do?

What it checks: Whether you can re-engage clients through understanding and adjustment, which drives retention for the gym.

3. What salary do you expect, and how do you feel about session-based incentives?

What it checks: Whether you understand how gym trainer pay combines fixed salary and personal training commission, and can negotiate realistically.

4. Explain progressive overload and how you apply it for a beginner.

What it checks: Whether you understand a core training principle and can apply it safely and gradually to a new client with good form.

5. Describe a time a client did not see the results they expected.

What it checks: Whether you manage expectations honestly and adjust the plan using data rather than blaming the client.

6. Can you work early morning and evening shifts, including weekends?

What it checks: Whether you can cover the gym's peak hours reliably, which is when clients want to train.

7. How would you design a fat loss programme for a busy working professional who can train three days a week?

What it checks: Whether you can build a realistic programme combining strength training, activity and nutrition within a client's time limits.

8. Tell me about a time you handled a conflict on the gym floor.

What it checks: Whether you handle member disputes during busy hours calmly and professionally while keeping the gym floor safe for everyone.

9. Why do you want to work at our gym?

What it checks: Whether you know the gym's facilities, members and culture and would stay and grow there.

10. How do you train a client with a history of knee pain?

What it checks: Whether you work within your scope, coordinate with physiotherapists and choose safe progressions for common injuries.

TIPS FOR THIS INTERVIEW

- Be ready for a practical on the gym floor: practise running a ten-minute assessment and coaching a squat, hinge and push with clear cues.

- Prepare two or three client stories with starting measures, the programme you used and results over a set period, with the client's permission.
- Carry your personal trainer certificate and a current CPR and first-aid certificate, and know the basic steps of an emergency response.
- Know your monthly session numbers, client retention and renewal rate, because gyms often judge trainers on personal training revenue.

THE DAY BEFORE

- ☐ Confirm the time, venue or video link and the interviewer's name
- ☐ Plan your route and leave time for traffic, or test your camera, microphone and internet
- ☐ Keep copies of your resume, ID proof, certificates and photographs in a folder
- ☐ Iron your clothes and charge your phone and laptop
- ☐ Do one final run-through of your introduction, then stop and rest

ON THE DAY

- ☐ Arrive 15 minutes early, or log in 5–10 minutes early for a video call
- ☐ Greet everyone politely, including the receptionist or coordinator
- ☐ Listen to the full question, pause, then answer in a clear structure
- ☐ Take brief notes of names and key points
- ☐ Ask your prepared questions and confirm the next steps before you leave