



EPIC FITNESS
+ L I F E S T Y L E

FAQ - EPIC FITNESS + LIFESTYLE PERSONAL TRAINER CAREER

We are Ottawa's only functional movement, functional medicine and functional food facility. We coach clients lifestyle habits through our four pillars: functional movement, holistic nutrition, nature and self-care. We believe that Personal Training is more than just helping clients get in shape, it's about educating clients and the community on the science of movement and coaching them mentally, physically and spiritually toward living an EPIC Life.

OUR 4 BEHAVIOUR TENANTS

These are behaviours we look for, coach, embody and value: 1) I vibe high, 2) I know what's next, 3) Never idle, 4) Be quick, don't hurry

OUR CORE VALUES

This is what values are important to us: 1) Excellence, 2) Performance, 3) Inspiration, 4) Community

WHY FUNCTIONAL TRAINING?

We do not subscribe to commercialized Functional Training, we are dogmatic and purists that go way deeper than you would experience anywhere else. Our Founder + CEO, Stephanie Karlovits, has worked with the greats in functional training and has studied and practiced it for years. We combine Bio-Mechanical Science, Motivational Interviewing, Mobility and Metabolic Conditioning in our workouts and thrive for clients to understand their body as a whole, as an integrated mass of complex joints, tissues, organs and nerves. Once we get to know movement patterns and how a body operates, we create strategic and custom programming that leads clients towards reduced pain, fatigue, plateaus in strength or performance and optimal anatomical health.

WHICH CERTIFICATIONS DO YOU RECOMMEND?

Yes, you need to be certified. It shows us that you are serious and that you have the basics down so we can layer on the good stuff. We recommend: ACE, ACSM, CSEPT-CPT, NSCA-PT, Can-Fit Pro PTS but there are others, just ask!

DO I NEED TO BE CERTIFIED TO APPLY?

We ask that your personal training certification as well as your CPR and First Aid certification be completed within 3 months of your start date. To complement the training received through certification, we take you through our own EPIC Mentorship Program which is available for all of our new hires. This sets you up for success in our environment. It covers our unique Functional Training methods, Lifestyle coaching principles, Mindset, Marketing and Business.

DOES EPIC OFFER A PROFESSIONAL DEVELOPMENT PROGRAM?

Yes, our EPIC trainers advance through 4 levels of professional development. Each level has a certain number of experience hours, educational requirements, and community service hours associated with it. As you advance through each level, the projects that you work on, and with whom will upgrade, as will the compensation and commission.

WHAT CAN I EXPECT IN MY FIRST 4 WEEKS?

After your initial two week On-Boarding Mentorship, you are then put through 4 weeks of additional business, training and financial support. You are supported by our current team of trainers as well as our administration and our leadership teams. This includes 'classroom' time, practical application of your newly acquired functional training knowledge, sales & marketing as well as shadowing time with experienced and veteran trainers.

Personal trainers who have successfully completed their Mentorship Program (2 weeks) are allocated 4 weeks of full time (up to a max. of 30 hours/week) paid time (at minimum wage) to bridge the transition to building a full client roster. During this time, trainers will start to see clients while also completing their assigned readings, practicing functional programming, doing consultations with prospective clients, attending community events and doing general marketing and administration for their business and the company as a whole.

WHAT WILL MY SCHEDULE BE LIKE?

We recommend that at first you accept any client that is available to work with you. Split shifts (mornings and evenings) are likely while you build your clientele as this is reflective of the most commonly requested times. However, you have control over your own schedule and can work towards an 'ideal' schedule. We encourage you to have the schedule that fits with your LIFE. To us, your health and wellness is our biggest asset, we want you to be plugged in and happy with your schedule.

I WANT TO LEARN MORE! WHAT BOOKS SHOULD I READ? WHICH PODCASTS SHOULD I LISTEN TO?

Stephanie Karlovits has curated a book list that is available here:

<https://www.amazon.ca/shop/stephaniekarlovits>

Sign up for our newsletter here: <http://eepurl.com/dx2m21>

Follow us on instagram, come to our workshops and events: www.epicfitnessottawa.com/community-events

@stephaniekarlovits @epicfitnessottawa

Functional Training: JC Santana, Mike Boyle, Katy Bowman, Ido Portal, Jill Miller

Holistic Nutrition: Dr Rhonda Patrick, Dr. Mark Hyman, Bulletproof radio,

Nature: Florence Williams, Forest Bathing, Anatomy of the Spirit,

Self Care: Brene Brown, Benjamin Hardy, Dr Wayne Dyer, the Four Agreements, Good Life Project

Philosophy of an enlightened life: Caroline Myss, Joe Rogan, Aubry Marcus, the Health Nut, Tim Ferris, Self Service, Gabrielle Bernstein

DOES EPIC OFFER OPPORTUNITIES TO WORK AS AN INDEPENDENT CONTRACTOR?

The main differences between our employed personal trainers and independent contracted trainers pertain to mentorship, compensation, liability and client roster.

EPIC staff employees receive full mentorship, training and support, are on our payroll, are covered under our insurance and collaborate with our in-house sales and marketing team to build their client roster.

Independent contract trainers (IC) do not receive any mentorship, are compensated based on a 70:30 split, must have active liability insurance and bring in their own clientele. IC trainers must have been working full time in the industry for a min. of 5 years, have a full client roster and charge a min of \$94/hour for their sessions.

Regardless of the logistical details, employed and contract trainers both align with EPIC philosophically.

WHAT DOES EPIC LOOK FOR IN A PERSONAL TRAINER?

We are looking for top performers, lifelong learners, athletes and movement enthusiasts. The ideal candidate is never idle. You know 'what's next' for you and your clients. Teaching and coaching is what gets you out of bed in the morning. Being 'of service' to others comes naturally to you. Volunteering and community involvement is part of who you are. Your friends describe you as energetic, confident and approachable. People want to be around you.

HOW DO I LIVE THE EPIC LIFE?

- ✓ Complimentary membership to use the gym facility and group classes
- ✓ Exclusive staff discounts on personal training for you and products, apparel and supplements
- ✓ Exclusive staff discounts at our on-site @thebasecampcafe
- ✓ Exclusive discounts on trainer education through EPIC partnerships
- ✓ Free access to The School of EPIC Workshop Series
- ✓ Employee benefits for full time staff
- ✓ Exclusive EPIC Mentorship program

CAN THIS BE A CAREER?

Many people do not think of Personal Training as a career. We are the company that disproves that theory. You can design the life of your dreams, study and be of service in areas that interest you, work with the people you want to work with, be a lifelong learner, assist the company in growing as you grow and make a great living doing so.

You may be with us short term on the way to further education or another career path, you may want to trailblaze through our levels as a trainer, you may want to branch off and go independent after a few years, or you may want to run an EPIC Fitness + Lifestyle someday - everything is possible with us and we welcome amazing short-term and long-term team members who are aligned with us.

MORE ON OUR FOUNDER + CEO

Visit: www.epicfitnessottawa.com/founder

Follow Stephanie Karlovits on instagram @stephaniekarlovits and visit our Youtube channel: EPIC Fitness Ottawa

*We are looking for people who are passionate about being of service to others, plugged into the wellness and movement industry and who are really excited about making an impact on people's lives in a holistic way.
Is this you?*

APPLY HERE: <https://theepiclife.typeform.com/to/nWC1JK>
www.epicfitnessottawa.com | @epicfitnessottawa