

## Programmers Should (at a minimum):

- Have an annual calendar with themes to follow (a macro view)
- Use smaller (6-12) week focuses on skills or progressions
- Make sure that there aren't any movement 'blind spots' or overuse issues
- Make sure that movements aren't being repeated on the same days week to week (having squats every Monday means that people who can't come on Monday are missing out!)
- Understand that people have lives, creating complicated programs that don't work if you miss a few days aren't very functional for 'regular' people.
- The workouts are created for the average people. Program for the 'rest', and scale up for the 'best'.
- Have adequate guidance on each workout for proper scaling.
- Write out detailed instructions so the stimulus is consistent class to class.
- Have a scaling guide, so coaches and members can be smarter with their progression selections.
- Repeat workouts often enough so that people can see progress, and not so often they become monotonous.
- Use workouts that aren't just 'For time' and 'AMRAP', to keep things interesting.
- Create workouts that aren't too hard to fit into your square footage, and don't need too much equipment, or have so many movements the coach can't adequately 'teach' each thing.
- Spend time each week educating coaches so they can adequately explain the concepts to the members.
- Take the time to actually plan/program context, mobility, skill work, lifting progressions, and cash outs, instead of leaving it up to the members and the coaches to make it up as they go.
- Make sure the daily volume isn't too much to fit into the hour so the classes don't feel rushed.

## To Improve Coaching:

- The coaches come together weekly to talk about the programming and the plan for the rest of the class time.
- Coaches really know the members and how to scale properly (and have ample 'tools' in the toolbox to attack problems from many angles).
- The coaches know how to 'read' the workouts and make sure the stimulus is the same across all of the classes each day (and they ask questions when they don't know).
- The coaches are always stepping into people's training to give corrections and feedback.
- The coaches make sure that the hour is packed with good instruction, while being a bit entertaining, building relationships, and not making it feel too 'rushed'.
- The coaches have enough education to teach movement well. They have learned from multiple sources and when they encounter a new issue with a client, they seek out answers so they will be prepared the next time it shows up.
- They give their full attention to the class, and they use everyone's name at least twice.
- The coaches make sure that every person got some coaching and is leaving the gym with an understanding of what they need to do to improve.
- The coaches 'look the part'. They dress like a professional (they wear workout clothes), and they take care of themselves (and/or can do the stuff they are teaching).
- They make sure that the classes have some fun to them. They do fun games, keep the workouts interesting (making people combine scores to compare to other 'teams', they stagger people so people don't know who will finish first, they use creative substitutions), they ask good questions so people bond, etc.



### Things to Avoid (what bad gyms/coaches do)

- They make the programming up as they go. -They make/choose workouts that 'look cool', 'look fun', or worse, 'look brutal'.
- They treat their members like 'lab rats' and experiment on them, rather than follow proven systems.
- They don't track the progress of their clients, the frequency of injuries, and they don't get feedback from the coaches on how the lesson plans are working in the hour.
- Their coaches are 'managers' and not 'leaders'. They just make sure everyone starts the WOD on time, that the music is good, and that everyone puts their equipment away.
- Their coaches are focused more on their own training, and not the progress of the members.
- Their coaches cannot 'relate' to regular people who don't live and breathe the gym life / CrossFit.
- The coaches look down on people and even laugh behind their backs when people struggle.
- The coaches 'hook up' with clients and each other frequently.
- The coaches stick to their cliques, and they don't make the environment inclusive.