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SESSION MEMO

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SYNTHESIS

Strong instructor profile, evidenced across safety, personalization, proactivity, and technical currency, with concrete examples. Communication and attendance are the lighter points still to confirm.

ANALYSIS CONFIDENCE	COVERAGE	CANDIDATE TALK TIME	DEGRADED MODE
High	7 of 7 criteria	47%	No

Evidence by criterion

Safety and Correct Exercise Execution

● STRONG

Depth: **Challenge** · Evidence: **Validated**

The candidate stops sets upon detecting incorrect posture and corrects it before considering load. A safety protocol tested in a real situation.

“When I see a student's lower back rounding on a deadlift, I stop the set right there and fix the posture before even thinking about load.”

False negative risk: **Low**. Evidence was stress-tested at Challenge depth.

Personalization and Workout Adaptation

● STRONG

Depth: **Confirmation** · Evidence: **Specific**

Adapted the workout for a pregnant student with medical clearance and weekly follow-up. Specific evidence of personalization.

“I had a pregnant student who wanted to keep training. I built a low-impact plan with her obstetrician's clearance and followed up week by week.”

False negative risk: **Low**. Evidence was obtained but not stress-tested. A capable candidate may have been under-probed.

Equipment Hygiene and Cleaning

● **STRONG**

Depth: **Confirmation** · Evidence: **Specific**

Created a per-shift cleaning checklist with a spray bottle at each station. A systematic protocol that does not depend on spare time.

“I set up a per-shift cleaning checklist and put a spray bottle at every station. It became routine, it doesn't depend on having spare time.”

False negative risk: **Low**. Evidence was obtained but not stress-tested. A capable candidate may have been under-probed.

Communication and Constructive Feedback

● **MIXED**

Depth: **Investigation** · Evidence: **Surface**

Gives feedback at the end of the set, but the account is generic and does not include a concrete example of approach or specific situation.

“at the end of the set I always tell the student what they can improve”

False negative risk: **Medium**. Criterion was not probed past Investigation depth. A capable candidate could have been missed.

Proactivity and Improvement Suggestions

● **STRONG**

Depth: **Confirmation** · Evidence: **Specific**

Proposed periodic fitness assessments and observed an increase in retention. Specific evidence of initiative with measurable impact.

“I proposed a fitness assessment every eight weeks. Student retention went up because they could see measured progress.”

False negative risk: **Low**. Evidence was obtained but not stress-tested. A capable candidate may have been under-probed.

Commitment and Attendance

● **MIXED**

Depth: **Confirmation** · Evidence: **Specific**

Admits absences due to college but demonstrated responsibility by giving notice and rescheduling in advance. Specific evidence with a caveat.

“I missed a few times last semester because of college, but I always gave notice and rescheduled in advance.”

False negative risk: **Medium**. Evidence was obtained but not stress-tested. A capable candidate may have been under-probed.

Depth: **Challenge** · Evidence: **Validated**

Degree in physical education with specialization in strength training and follow-up on new research. Technical currency grounded in a solid academic base.

"I have a degree in physical education with a specialization in strength training. I keep up with new research and adjust my methods."

False negative risk: **Low**. Evidence was stress-tested at Challenge depth.

NEXT STEPS

- 1 Conduct a focused behavioral (STAR) follow-up for Communication and Attendance, the two criteria that did not reach Challenge depth.
- 2 Request references from previous employers or colleagues who can attest to the candidate's reliability and communication style.
- 3 Run a practical class observation or scenario test to assess safety cues and real-time communication with students.
- 4 Ask the candidate to share a written example of a personalized training plan or a feedback exchange with a student.

LIMITS OF THIS READING

- Communication and Feedback was explored only at the Probe level (MaxProbeDepthReached: 1), producing a surface-level account with no concrete example of approach or specific situation.
- Commitment and Attendance reached the Confirmation level (MaxProbeDepthReached: 2) with a specific example, but carries medium false-negative risk; further behavioral follow-up is recommended for both areas.
- How does the candidate communicate and provide constructive feedback to students in challenging situations? (explored at surface level only)
- What is the candidate's full track record on commitment and attendance now that the college schedule that caused past absences has ended or changed?

This document presents evidence for decision-making. It does not recommend hiring or not hiring. The decision is yours.

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