

# **What do you mean there's no meritocracy? Lamenting the end of civility and work ethic in millennial learners and workers**

**Lee Fielder**

Physical education and sport training and management

Brock University

This phenomenologically oriented study examines and describes the relevance and effectiveness of professional development and continuing education programs for real-world situations of personal trainers. The participants were personal trainers, facility managers, and persons involved in the accreditation process. Data collection took place in three phases. The first phase consisted of the participants completing a Questionnaire designed by the author (the PUMP ), followed by focus groups with personal trainers, and interviews with managers. The study's three data sets required reduction via a content analysis by question, content analysis by existential categories, and further thematic analysis using the lived relation existential dimension. The author used the analysis/ reduction strategies of lifeworld existentials, idiomatic expressions and etymological source examination as proposed by van Manen and recursion via close reading and re-phrasing as proposed by Giorgi. The findings disclosed the existential thematic of lived relation as particularly cogent for the groups participating and also disclosed several sites of disconnect between the varying and somewhat inevitable age differentiated levels of employment and teaching and learning. The discussion contains the salient sites and issues of disconnect between clients, personal trainers, and facility managers and how they might affect the personal training experience, preparation of professionals, and professional development of practitioners in the field. The intergenerational disconnect emphasized between Boomers as clients and Millennials as personal trainers requires further exploration and dialogue and underscores the need for different approaches to content and delivery of professional development and continuing education experiences for personal trainers and managers of fitness facilities.

The author plans to present the development of the data collection protocols using insider generated typologies and to discuss in detail how the recursive nature of the analysis process allowed for an exploration of the lived relation dimension of personal training and other sites of bodily based professional practices.