How FLEX Program Works

Training Guide · https://www.fitnessacademy.com/help-center/how-flex-program-works/

FLEX is a 5-day-per-week training program that builds strength and conditioning in the same session. The goal is to be capable across the board: strong enough, fit enough, durable enough.

Sessions take 45 to 60 minutes start to finish. The program is built in 6-week blocks, and each block has a built-in progression so you get better without guessing.

New to FLEX? Start Here

1. **Pick your track.** FLEX Full Gym if you train in a gym, FLEX Dumbbell if you train with dumbbells and bands. You can switch anytime in the app.
2. **Start with today's workout.** You join the block wherever it is, even mid-week, and train forward from there.
3. **Watch the video on each exercise and read the notes.** They tell you how to do it and how heavy to go.
4. **Use your first week to find your weights.** Start lighter than you think you need and add weight from set to set until it matches the note. If a note refers to last week, pick a weight you are confident with.
5. **Join the Facebook community group.** Each new block and its halfway changes are explained there.

Your Daily Session

Every workout follows the same four parts in the same order.

Prep Work warms your body up and gets your joints ready for the work ahead. Think of it as switching from rest mode to training mode.

Strength Work builds your strength and muscle. Each exercise has notes that tell you how to do it and how heavy to go.

Conditioning Work builds your engine. Workouts range from short intense intervals to longer steady efforts, and each day has a different one.

Cool Down is a few minutes of stretching to finish the session.

Short on time? A shorter session is Prep Work plus either Strength Work or Conditioning Work.

Your Training Week

FLEX is 5 training days and 2 rest days a week. Across the week you squat, hinge, push, pull and train your core. For the weekly layout, see Training Schedule.

The 6-Week Block

Each block is built around the same strength exercises for 6 weeks. The conditioning is different every day.

Why the strength exercises stay the same

You get stronger by repeating the same movements, not by constantly switching them. When you stay with an exercise for a full block, three things happen: your technique improves because your body learns the pattern, your loading becomes predictable because you know what weight you used last week, and your numbers go up because you are building on a foundation instead of starting from scratch every Monday.

What changes week to week

The challenge builds through the block. Every strength note in the app tells you how many reps to leave in the tank. This is RIR, reps in reserve. "3-4 RIR" means you finish the set with 3 to 4 good reps left.

Early in the block you leave more reps in the tank while you learn the exercises and find your weights. As the weeks go on, that number comes down and the weights go up. Halfway through the block, some of the strength work is adjusted. Those changes are explained in the Facebook group.

The exact number is in the note on every exercise. For a full guide on selecting weights and using RIR, see Strength Work: Weight, Sets & Reps.

How to know you are progressing

Progress is not always a heavier weight. These are all signs of real progress:

- The same weight feels easier than it did two weeks ago.
- You are completing more reps at the same weight.
- Your form is cleaner and more controlled.
- You recover faster between sets.

What happens after 6 weeks

A new block starts right after the last one ends. There is no deload week and no break between blocks. Each new block is explained in the Facebook group.

The strength work changes and the progression starts over. Your strength and fitness carry over. Where the work is familiar, start at a weight that fits your current strength. Where it is new to you, start lighter while you learn the movement and find your weight.

Conditioning

The conditioning side of FLEX is designed so you develop every aspect of fitness. Each day has a different workout.

The reason we mix short hard efforts with longer sustained ones instead of focusing on one at a time is simple: you need all of them, all the time. Spending 6 weeks on only intervals then 6 weeks on only long steady work means you lose what you are not training. FLEX keeps everything moving forward together.

Unlike strength, conditioning does not build from week to week. Each workout stands on its own.

Pacing labels

Every conditioning workout has a pacing label that tells you how it is meant to feel. Use it as your guide. How hard you push on the day is up to you.

- **Forever:** Easy, conversational pace. Not scored.

- **Steady:** The hardest pace you can hold for the entire workout without slowing down. Your pace at the end should match your pace at the start.
- **Push:** Harder than Steady. Hard and sustained, and you manage the effort across the full workout.
- **Sprint:** Hard in bursts. Recovery is built into the format. Each effort can be intense because rest follows.

For a full breakdown, see Conditioning Work: Pacing.

Weight selection for conditioning

Conditioning work weights are different from strength work weights. Choose a weight that lets you keep moving at the right pace with good form. Most workouts list a recommended range, M for men and F for women. When no weight is listed, see Conditioning Work: Weight Selection for ranges and guidelines.

Two Tracks, Same Program

- **FLEX Full Gym** uses barbells, dumbbells, kettlebells, pull-up bars, machines (rower, bike, etc.), and boxes.
- **FLEX Dumbbell** is built for training with dumbbells and resistance bands. Where a workout uses equipment you may not have, like a pull-up bar, it also gives an option without it.

Both tracks follow the same structure and the same progression. You can switch between them anytime in the app.

Common Questions

Does the program repeat the same 5 workouts for 6 weeks? Your strength exercises repeat so you can progress on them. Your conditioning is different every day.

What if I miss a day or a full week? Pick up where the program is. There is no need to make up missed sessions. The block moves forward and so do you. One missed week does not undo the other five.

I feel like the weight is too light in Week 1. Check it against the note. If you finish a set with more reps left than the note calls for, go heavier on your next set. If you are right on it, you are where

you should be, with room to build over the block.

The conditioning felt easy today. Is that right? Check the pacing label. If it said Forever, easy is correct. If it said Steady, it should feel controlled but not easy. If it said Push or Sprint and it felt easy, go heavier or faster next time.

I do not have the equipment for an exercise. Check the ⚙ line on the workout, then Exercise Substitutions. If you are still stuck, ask in the group.

Can I do extra cardio outside the program? Yes. Add 1-2 sessions per week of easy walking, jogging, cycling, swimming, or rowing at a conversational pace, 30 to 45 minutes each. See Adding Running to FLEX.

Where do I go if I have more questions? The Help Center covers everything from app setup to exercise substitutions. The Facebook community group has coaches answering questions daily. Post in any language. Facebook translates automatically.