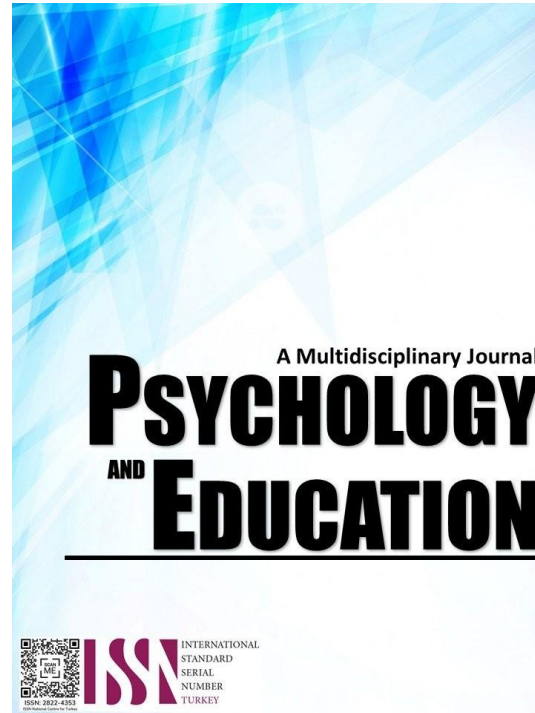


BECOMING WELL: A GROUNDED THEORY OF WELLNESS CONTINUITY AND DISCONTINUITY THROUGH FITNESS PRACTICES



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Becoming Well: A Grounded Theory of Wellness Continuity and Discontinuity Through Fitness Practices

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Abstract

This study examined how fitness coaches in Region XII, Philippines, sustained fitness engagement through fitness practices. Using grounded theory methodology, the study employed constant comparative analysis, theoretical sampling, and systematic coding. Thirty participants were recruited, who were divided into ten sets of three from diverse fitness programs, including Zumba, Yoga, Power Cycling, Trampoline, and Weight-lifting, using purposive and theoretical sampling until data saturation was achieved. Data analysis focused on patterns of engagement, disruption, and adaptation across physical, mental, social, emotional, spiritual, and environmental dimensions. Findings revealed that wellness is a cyclical, interpretive process: continuity emerges through adaptive integration, while moments of discontinuity serve as opportunities for reflection, recalibration, and growth. The emergent theory is ADHERE (Arnaldo–Danilo Habitual Engagement and Resilient Exercise) Theory, which was tested across different groups such as age, sex, civil status, educational attainment, employment status, and type of activity. The results revealed that the level of continuity and discontinuity among the respondents was high and that sustained wellness participation is system-based, relying on the interaction of behavioral routines, cognitive commitment, relational accountability, and environmental support rather than demographic characteristics or activity type. Among sustaining mechanisms, psychological and value-based disengagement was most influential, while structural adaptation varied with age and employment conditions.

Keywords: *physical education, wellness, continuity, discontinuity, sustained fitness engagement, ADHERE, grounded theory, Philippines*

Introduction

Sustained fitness engagement refers to the long-term continuation of physical activity behavior, not merely initial participation, but consistent adherence to regular exercise despite life's competing demands, psychosocial barriers, and changing contexts (e.g., self-efficacy, social support, motivation) (Liu et al., 2023). Research consistently shows that psychological resources such as self-efficacy and social support are significant predictors of whether individuals remain physically active over time, highlighting that engagement involves more than physical routines alone (Galindo-Aldana et al., 2025). Without strong psychological and social underpinnings, adults may initiate fitness behaviors but struggle to sustain them, particularly as age, employment, and life transitions introduce additional structural constraints.

International research offers further insight into this issue, with studies revealing that adherence to exercise is highly dependent on psychosocial mediators throughout the duration of physical activity. For instance, in a sample of adults spanning across a wide range of ages, intrinsic and extrinsic motivation most consistently predict long, term adherence, while intrinsic motivation promotes fidelity of fitness engagement more than extrinsic motivation (Cid et al., 2025), and systematic analysis shows that factors such as age and psychosocial resources are among the strongest predictors of maintenance of an active lifestyle over months and years (Ricke et al., 2023). Clearly, years of continued fitness require more than the ability to participate in such activities, but continually fostering an enduring psychologically healthy state.

In terms of national evidence, there is little that has been conducted on sustained fitness in the Philippines; however, existing evidence shows the psychosocial and motivational factors that determine having similar patterns of sustained physical activity among demographic groups. For instance, a study on motivational, age, and demographic predictors of exercise adherence in Filipino samples found that motivation, age, and psychosocial contextual factors all directly differ in the way people persist with exercise plans (Tullao, 2025). Similar to the evidence showing that higher levels of motivation and higher perceptual engagement to psychosocial motivations all directly show a preference for whether people persist with exercise plans, sustained fitness, similar to the Filipino cohorts, is seemingly determined by the life context conditions and motivation factors.

Locally, similar concerns emerge regarding demographic influences on long-term wellness engagement. While direct studies in Region XII (SOCCSKSARGEN) on fitness engagement are limited, research has documented that social support and psychosocial resilience are crucial resources in regional populations, particularly among adolescents and older adults, implying that these factors are likely critical to sustaining physical fitness behavior across the lifespan (Cruz & Girlie, 2022). Moreover, evidence from related health behavior research supports the idea that psychosocial resources significantly buffer against barriers that typically undermine long-term health behaviors, especially among adults facing economic, familial, or caregiving responsibilities in local contexts. These demographic and social dynamics suggest that factors beyond physical routines mediate sustained fitness engagement in local communities, necessitating attention to psychosocial and motivational supports.

Despite these insights, a persistent gap remains: existing wellness and fitness frameworks enumerate multiple dimensions but do not sufficiently explain how adults sustain fitness engagement over time, especially in relation to demographic variability (e.g., age, employment, caregiving roles, access constraints). This conceptual and empirical gap limits our understanding of sustained engagement as a dynamic, psychosocially informed process rather than a static physical routine. Addressing this deficiency aligns with the United Nations Sustainable Development Goal 3 (Good Health and Well-Being), which emphasizes promoting lifelong physical and mental health, and SDG 4 (Quality Education), which includes health literacy and capacity building that supports sustained healthy behaviors across demographic groups.

To disseminate the findings and maximize impact, the study's outcomes will be translated into: practice-ready frameworks and guidelines for fitness centers and workplace wellness coordinators that emphasize psychosocial supports and demographic tailoring; policy briefs for local government units and regional stakeholders to inform inclusive wellness programming; peer-reviewed publications submitted to international journals in health promotion, behavioral science, and wellness; and community and professional forums (HEIs, NGOs, wellness practitioners) where evidence-based strategies for enhancing sustained fitness engagement can be shared with practitioners and policy-makers alike.

Research Questions

Guided by grounded theory, this study explored adults' lived experiences of multidimensional wellness and aimed to generate an empirically grounded explanation of how sustained fitness engagement is conceptualized and integrated across physical, mental, emotional, spiritual, social, and environmental domains within high-stress environments. Specifically, the research questions sought to answer the following:

1. How do adults conceptualize and experience sustained fitness engagement across physical, mental, emotional, spiritual, social, and environmental dimensions through fitness practices?
2. What processes and interactions influence the integration or lack thereof of sustained fitness engagement in response to the demands of modern, high-stress environments?

Methodology

Research Design

This study adopted a constructivist grounded theory design following the methodological principles of Kathy Charmaz (2014), integrating constant comparative analysis, theoretical sampling, and systematic coding. Data collection and analysis proceeded iteratively, allowing emerging categories to be continuously refined and theoretically elaborated as the study progressed (Glaser & Strauss, 1967). This cyclical process ensured that the resulting theory was inductively derived from participants' lived experiences rather than being imposed a priori.

Grounded theory was selected for its capacity to generate contextually grounded explanations of complex social processes, particularly in underexplored domains such as multidimensional wellness. Consistent with qualitative inquiry (Creswell & Poth, 2016; Charmaz & Thornberg, 2020), the study emphasized meaning-making, subjective experience, and contextual interpretation. Through iterative coding (open, axial, and selective), analytic memoing, and constant comparison, raw data were progressively abstracted into higher-order conceptual categories until a coherent substantive theory was achieved.

This approach is particularly suited to examining wellness as a multidimensional and socially embedded construct, shaped by the interaction of personal, cultural, and environmental factors. The design enabled the identification of patterns, strategies, and conditions influencing how fitness coaches sustain wellness within the sociocultural context of Region XII, Philippines.

Participants

The study involved 30 fitness coaches from Region XII, selected through a combination of purposive and theoretical sampling to ensure both diversity and conceptual depth. Participants represented various fitness modalities (e.g., Zumba, yoga, power cycling, trampoline, and weight training) and varied in age (18–60 years), gender, and professional experience (minimum of one year for emerging coaches and five years for veterans).

Inclusion criteria required participants to be actively engaged in wellness-oriented coaching practices within the region. Individuals primarily involved in competitive sports coaching or with less than one year of experience were excluded to maintain alignment with the study's focus on holistic wellness.

Initial purposive sampling targeted information-rich cases, while subsequent theoretical sampling was guided by emerging categories, enabling refinement and validation of developing concepts. Data collection continued until theoretical saturation was reached, defined as the point at which no new properties or relationships emerged (Charmaz, 2021; Hennink & Kaiser, 2022).

Participants were organized into 10 interview sets ($n=3$ per group) for both in-depth interviews and focused discussions, allowing triangulation of individual and collective perspectives. Recruitment was facilitated through gym administrators acting as ethical gatekeepers, ensuring voluntary participation without coercion.

Research Instrument and Data Collection

In line with qualitative research traditions, the researcher served as the primary instrument (Denzin & Lincoln, 2011), utilizing a semi-structured interview guide to explore participants' experiences of multidimensional wellness. The guide focused on two central questions: (1) how participants conceptualize and experience sustained fitness engagement across wellness domains, and (2) the processes influencing its integration in high-stress environments.

Data were collected through in-depth interviews and focused group discussions, enabling both individual narratives and shared meaning-making processes. Interviews were audio-recorded with consent, transcribed verbatim, and supplemented by field notes capturing non-verbal cues and contextual observations. This multimethod approach enhanced data richness and triangulation (Eakin & Gladstone, 2020).

Data collection occurred in naturalistic settings (e.g., gyms, studios, and community spaces) to preserve contextual authenticity. All data were securely stored in encrypted files, and pseudonyms were used to ensure confidentiality. Reflexive memoing was conducted throughout to document analytic decisions and emerging insights, strengthening methodological transparency and rigor.

Procedure

Ethical clearance was obtained from the institutional research ethics committee prior to data collection. Participants were recruited through formal coordination with fitness centers and were provided with detailed study information, including purpose, procedures, risks, and rights. Written informed consent was secured before participation.

Data collection followed a structured yet flexible process. Interviews and group discussions were scheduled at participant-preferred times and locations to ensure comfort and openness. Audio recording was conducted only with explicit consent, and participants were allowed to pause, skip questions, or withdraw at any stage without consequence.

To ensure data accuracy and credibility, member checking was employed, allowing participants to review and validate their transcripts prior to analysis. All data were anonymized using coded identifiers and stored in compliance with the Data Privacy Act of 2012 (RA 10173). Data will be retained for five years and securely disposed of thereafter.

Ethical Considerations

This study adhered to established ethical principles, including informed consent, confidentiality, voluntary participation, and data protection. Ethical approval was granted by the University Research Ethics Committee prior to implementation.

The researcher practiced continuous reflexivity to minimize bias and ensure that participants' voices were authentically represented. Anonymity was maintained through pseudonyms, and all identifying information was removed from transcripts and reports. Participants were informed of potential minimal risks, such as mild emotional discomfort, and appropriate safeguards were implemented.

Collaboration with an academic adviser and adherence to institutional guidelines ensured both methodological rigor and ethical compliance, aligning the study with international standards for qualitative research publication.

Results and Discussion

This section presents the emergent theory on wellness continuity and discontinuity through fitness practices. The starting point of forming the emergent theory of the study begins with figuring out how the research questions were developed. It is of prime importance that the justification for the emergent theory emanates from the cycle of interviews conducted with the participants. Moreover, the presentation of the emergent theory follows the presentation of the codes and the concept taken from the actual utterances of the participants. The next part is the integration of the categories and their properties. Moreover, the presentation of categories, properties, and diagrams points to the emerging theory on wellness continuity and discontinuity through fitness practices among adults.

Emergence of the Research Questions

This paper aims to introduce a new theory on wellness continuity and discontinuity through fitness practices among adults and will attempt to address and provide an in-depth understanding of the factors related to continuity and discontinuity.

It began by abstracting from the participants their views on fitness practices in the beginning, and after they decided to undergo fitness practices. The participants' views will inform future fitness practitioners on the typical reasons why some of those who started the fitness activity continue and discontinue their practices. It will further draw out from them how the typical reason could be felt among adults. The other research question focuses on the processes and interactions that influence the integration or lack thereof of these wellness dimensions in response to the demands of modern, high-stress environments. By doing these, young adults will have a better understanding of the factors or the possible causes of wellness continuity and discontinuity through fitness practices.

The following presentation proceeds from the three phases of section 4, namely, phase one, the core ideas, nodes, and categories. Phase two presents the integration of categories and their properties through the discussion on how the participants in the IDI and FD viewed



the factors affecting wellness continuity and discontinuity through fitness practices. Phase three is the presentation of categories and their properties, including diagrams. More importantly, section four presents the answers to the two research questions.

Before presenting the matrices, it is important to clarify how participants understood wellness across the dataset. The statement explains how the findings should be understood. It shows that participants experienced wellness as one integrated experience rather than separate parts, and it helps readers see the matrices as evidence of one connected process instead of unrelated themes.

This framing guides the presentation of the matrices that follow. Rather than treating physical, emotional, social, and meaning-related wellness as independent outcomes, the analysis shows how these dimensions co-occur and become mutually reinforcing through ongoing engagement. In this study, sustained fitness participation functions as the organizing pathway through which wellness is interpreted, practiced, and stabilized over time.

Accordingly, the matrices are presented in a progressive sequence, from significant statements and initial codes (Phase One), to clustered categories and properties (Phase Two), and finally to integrated themes and theoretical propositions (Phase Three). This structure demonstrates how the findings move from descriptive accounts toward an explanatory understanding of how wellness becomes integrated, or fragmented, under real-life demands.

Table 1. *RQ 1 - Concepts and Experiences of Adults on Multidimensional Wellness*
 Phase One: Core Ideas, Nodes, and Categories

Core Ideas	Nodes	Categories
Securing a balance with routines and nutrition (S1)		
Establishing balance activity and nutrition (S2)		
Lifestyle alignment fosters fitness continuity (S4)	Routine management	Habit Structuring
Management of routines sustain fitness practices (S9)		
Structured routines promote fitness continuity (S10)		
Guided fitness management aligns fitness practices (S5)		

Phase two: The Integration of Categories and its Properties

Habit Structuring

Habit structuring is an emergent category under physical wellness that is closely tied to how participants organize and regulate everyday life. Rather than treating physical activity as a stand-alone behavior, they described it as something that must be carefully coordinated with work responsibilities, eating patterns, rest, and other daily commitments. This indicates that fitness continuity is not sustained through motivation alone, but through deliberate efforts to create order and predictability within daily routines.

Insights from the analysis suggest that participants understood balance as something actively worked toward rather than automatically achieved. Physical activity and nutritional practices were described as interdependent, requiring conscious planning and adjustment. Participants emphasized the importance of aligning movement with appropriate food intake, often through advance preparation or scheduling, to ensure that fitness practices remained physically sustainable and practically feasible. This reflects an ongoing process of meaning-making in which individuals interpret wellness as a holistic, embodied practice shaped by daily choices.

Participants also highlighted the importance of ensuring that fitness practices fit within their broader lifestyle contexts. Engagement was more likely to be sustained when routines complemented existing roles and responsibilities rather than competing with them. When fitness aligned with personal values, work schedules, and social expectations, it was experienced as manageable and meaningful. Conversely, when misalignment occurred, participants described difficulty maintaining consistency. This suggests that continuity is shaped by perceived harmony between fitness practices and everyday life, rather than by commitment in isolation. The participants have the following statements uttered during the focused discussion and in-depth interview.

For me to be able to workout while also fulfilling my teaching responsibilities, I start my day early. I go to the gym in the early morning, then I teach in the afternoon, and I teach until evening. This has become my routine, which I repeat every day”. (P2S1, L111–116).

I’ll go for a walk. For example, I already registered, since it’s [being done] every quarter; it’s already the 4th [quarter], I signed up for all four. So that’s fire, earth, water, and air. So, every Sunday, I’d get really motivated to wake up early and walk because I paid for it. Yes, so that I would really do something. That could motivate me, even if it’s just once a week, like that”. (FD,P3S9, L16&24)

Physical routines? On Mondays, Wednesdays, and Fridays, I participate in Zumba classes. Then on Tuesdays and Thursdays, in the morning, [I attend] Strong Nation [sessions] accompanied by Circle Mobility. Strong Nation is a combination of martial arts and patterns by Zumba. Martial arts and HIIT, high-intensity interval training. Plus, martial arts and toning at the same time (FD, P1S10, L46–56)

Data further illustrates that maintaining fitness requires active regulation of time and habits. Participants described planning workout schedules, organizing meals, and setting boundaries around their routines as strategies to protect their engagement in physical activity. These practices functioned as stabilizing mechanisms, enabling participants to navigate competing demands without abandoning fitness altogether. In this sense, continuity appears to be sustained through intentional self-management rather than rigid discipline.



Predictability and structure also emerged as supportive elements in participants’ experiences. Having established patterns reduced uncertainty and lowered the effort required to initiate physical activity. However, participants did not describe these patterns as fixed or inflexible. Instead, they emphasized the need to adapt routines in response to changing circumstances, highlighting flexibility as essential to long-term engagement. This reinforces the idea that sustainable fitness practices are structured yet responsive to life’s variability.

Finally, participants’ narratives indicate that external guidance played a meaningful role in helping them coordinate their fitness practices. Support from coaches, instructors, or structured programs provided direction, accountability, and reassurance, particularly in balancing activity and dietary practices. These forms of guidance were not experienced as controlling but as enabling, helping participants integrate fitness more coherently into their daily lives. From a constructivist standpoint, this underscores the relational nature of fitness engagement, where continuity is co-constructed through interaction and shared understanding.

Overall, the findings suggest that fitness continuity is best understood as a negotiated and adaptive process embedded within everyday living. Engagement is sustained not through isolated acts of willpower, but through the ongoing organization of routines, alignment with lifestyle contexts, and supportive guidance that together make fitness practices both meaningful and manageable.

Table 2. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: Core Ideas, Nodes, and Categories

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Providing premium on discipline (S1, S2); Consistency supports fitness continuity (S5); Consistent practices sustain fitness participation (S7); Fitness practices sustains health (S8)	Consistency	Behavioral Persistence
Intrinsic and extrinsic motivation drives fitness consistency (S6)		

Phase two: *The Integration of Categories and its Properties*

Behavioral Persistence

In view of the physical and mental dimensions, participants pointed out behavioral persistence as defining a category that summarized their personal experiences. Maintaining regular engagement in fitness is recognized by participants as a critical component for sustaining well-being over time. Rather than describing participation as sporadic or incidental, participants framed continued involvement in physical activity as something that requires commitment, self-regulation, and repeated effort. This suggests that fitness continuity is closely tied to how individuals cultivate stable patterns of engagement that can withstand fluctuations in motivation and external demands.

Participants often placed a strong value on discipline as a guiding principle in their fitness practices. Discipline was not described as punitive or externally imposed, but as a personal standard that helped anchor behavior during periods of low motivation or competing priorities. This reflects how a person constructs discipline as a meaningful resource, one that enables them to persist even when enthusiasm wanes. In this sense, regular participation becomes less about momentary desire and more about honoring a self-defined commitment to health. The participants have the following statements uttered during the focused discussion and in-depth interview.

Discipline is really needed. Like me, my mornings are for my [children who are] students. I wake up early in the morning, bring them to school, and then go directly to the gym. Then, after gym, I proceed to work.

Okay, for me, as a fitness coach, this must be reflected [in my physical appearance], especially as a female. Usually, it is necessary to demonstrate to clients that you are physically fit and you’re doing something like this and that. As for my everyday routine, I try to do workouts whenever possible. It’s not every day, as there are busy times, you get busy. There is a specific time, even during break out. But as much as possible, [I do it] two to three times per week in order to maintain my physique. And then again, a healthy lifestyle. Yeah. (FD,P1S5, L227–246)

I manage rest by [doing] an [isolation-based] workout, in which specific types of exercises are scheduled [on different days]. [From] Monday to Friday, different [muscle groups are targeted]; [for example], chest exercises on Monday. Because your body needs 24 hours of rest so that your muscles will grow, the [targeted muscle group] should be worked to fatigue and then allowed to rest. On the following day, a different muscle group is trained while the previously worked muscles are resting. This cycle is repeated using varying workout setups to ensure adequate rest for each muscle group. [The same muscle group] should not be trained on consecutive days. (FD,P3S7, L50–52)

Participants also described sustained engagement as reinforcing itself over time. Regular practice was seen as creating momentum, making it easier to continue participating once routines were established. This highlights a reciprocal process in which ongoing participation supports continuity, and continuity, in turn, strengthens commitment. Rather than viewing fitness as a series of isolated decisions, participants framed it as a cumulative practice that gains stability through repetition.

Health was frequently positioned as both a motivation and an outcome of sustained participation. Participants associated ongoing



engagement in fitness with improved physical functioning, emotional stability, and overall well-being. These perceived benefits reinforced their commitment, suggesting that continuity is supported by participants' lived experiences of positive change. From an interpretive lens, health is not merely an external goal but an embodied confirmation that sustained effort is worthwhile, further anchoring continued participation.

Evidently, sustained engagement is shaped by the interplay of internal and external motivational forces. Participants described drawing on personal satisfaction, enjoyment, and a sense of achievement, while also responding to external influences such as social expectations, coaching support, or structured programs. Rather than treating these sources of motivation as opposing forces, participants experienced them as complementary. This interaction underscores how consistency is constructed through both personal meaning and contextual reinforcement, aligning with Charmaz's emphasis on co-constructed processes.

Overall, these suggest that continued participation in fitness is maintained through a dynamic combination of discipline, perceived benefits, and motivational support. Fitness continuity emerges not as a fixed trait or individual characteristic, but as an ongoing accomplishment shaped by repeated action, evolving meaning, and supportive contexts. This positions sustained engagement as a process of persistence that is actively maintained across time and circumstance, rather than passively achieved.

Table 3. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Regulation of food intake (S1); Nutrition control guides fitness outcomes (S3) Appropriation guides fitness concept efficacy (S4)	Nutrition	Dietary Regulation
Adequate knowledge on fitness and nutrition ensures practice efficacy (S6). Alignment of physical and nutritional integration for fitness practices (S10)		

Phase two: *The Integration of Categories and its Properties*

Dietary Regulation

Under the physical dimension of wellness, dietary regulation emerged as a category to describe their entire experiences relative to this dimension. Eating practices of participants are closely intertwined with their engagement in fitness, shaping both their expectations and experiences of physical activity. Food-related decisions were not treated as incidental or secondary but were described as requiring careful consideration and regulation in relation to training demands and personal goals. This suggests that fitness practices are understood as part of a broader system of bodily management, where what is consumed is perceived to influence the effectiveness and sustainability of physical activity directly.

Participants viewed food choices as a guiding mechanism for achieving desired fitness outcomes. Rather than focusing solely on exercise routines, they emphasized the need to monitor and adjust intake in ways that supported performance, recovery, and overall well-being. This reflects how individuals actively construct knowledge about the body, drawing connections between nourishment and physical capability. Control over eating practices thus becomes a way of exerting agency over fitness trajectories. The participants have the following statements uttered during the focused discussion and in-depth interview.

What we usually do is eat whenever time allows. If we are unable to divide [our food intake] into several meals, for example, five [meals per day], we reduce it to three meals instead. Or, if I sleep late, I still consume the remaining portion. This is because food serves as nourishment for the muscles. (FD,P2S3, L308–314)

Nothing will change even if you follow a nutritional program, but you forget this basic rule. So, I will always tell them to consume 'God-made' food and then forget about the 'man-made' food. So that's your question every time you're going to eat. And then that's all of it, you don't need to count calories or become overly concerned about whether you consumed an adequate amount of protein. Much of the confusion is eliminated, and once you've mastered this, you may participate in stricter nutritional programs. Those that already involve computations, so I found the same thing, something like that. (FD,P1S4, L178–183)

We must rest for faster recovery. We really need to recover our muscle, so the [ideal] duration for that would be 8–9 hours, with 8 hours being the [optimal] duration. If you start resting at 9 or 10 p.m., you should avoid any other activity. Rest is essential so that the muscles worked during exercise can properly relax. Consuming protein aids this process, as it helps repair the muscle tears that occurred during the workout. (FD,P3S6, L330–336)

Participants also framed the effectiveness of their fitness practices as dependent on making appropriate and informed decisions. Appropriateness, in this sense, was shaped by individual goals, bodily responses, and contextual factors such as workload or training intensity. This highlights a process of continual evaluation, where individuals assess whether their choices align with what they believe their bodies require. Such evaluations underscore the interpretive nature of fitness engagement, in which practices are adjusted through ongoing sense-making rather than fixed prescriptions.

Fitness knowledge played a central role in shaping participants' confidence in their practices. Those who perceived themselves as



informed about the relationship between physical activity and nourishment described greater assurance in managing their routines. Understanding how to balance intake with exertion allowed individuals to engage more intentionally, reducing uncertainty and perceived risk. This suggests that knowledge functions not merely as information but as an enabling resource that supports sustained and purposeful participation.

Finally, participants emphasized the importance of integrating movement and eating practices into a coherent whole. Physical activity and nourishment were experienced as mutually reinforcing rather than separate domains, with alignment between the two contributing to a sense of effectiveness and control. When this integration was achieved, fitness practices were described as more manageable and meaningful. From a reflexive thematic perspective, this points to fitness continuity as an embodied practice shaped by the coordination of multiple elements, rather than by isolated behaviors.

Taken together, these findings suggest that sustained engagement in fitness is supported by how individuals regulate, understand, and integrate their eating practices with physical activity. Fitness is not constructed solely through movement, but through informed and intentional coordination of bodily inputs and outputs. This reinforces the view of fitness continuity as a dynamic, knowledge-informed process embedded in everyday life.

Table 4. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: Core Ideas, Nodes, and Categories

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Pressure is felt in relation to appearance (S1). Coaching role pressures fitness (S8)	Pressure	Role Expectations

Phase two: The Integration of Categories and its Properties

Role Expectations

Role expectations attached to social and professional dimensions shape how participants experience and sustain engagement in fitness. Rather than engaging in physical activity solely for personal well-being, individuals described navigating a range of external expectations that influenced how they viewed their bodies and performance. These expectations were often experienced as pressure, shaping both motivation and emotional responses to fitness practices.

Appearance emerged as a salient reference point through which individuals evaluated themselves. Participants described heightened awareness of how they looked, particularly in contexts where visibility and public perception were central. This awareness was not always internally generated but was linked to perceived judgments from others. This perception reflects on how bodily ideals are socially constructed and internalized, influencing how participants make sense of their fitness engagement. Fitness, in this context, becomes a way of managing how one is seen, rather than purely a personal health practice.

Professional responsibilities also played a significant role in shaping participants’ experiences. Those occupying instructional or leadership positions described feeling an implicit obligation to embody fitness ideals associated with their role. Maintaining physical condition was framed as part of professional credibility, reinforcing the sense that fitness engagement extended beyond personal choice. This suggests that fitness practices are shaped by role-based expectations, where the body functions as both a personal and professional resource. The participants have the following statements uttered during the focused discussion and in-depth interview.

Before, as I mentioned, I was only going to the gym for Zumba. Over time, as I became an instructor, I started to put pressure on myself. Is it appropriate to put pressure on myself, like, ‘Oh, as a yoga instructor, you have to build your muscles because your previous routine focused mostly on cardio, which does not effectively build muscle. So, I began incorporating weight [training] and started taking supplements, including fat burners. (FD,P1S1, L412–432)

Para sa akoo as teacher or instructor, kailangan gyud nga makita nila ang imong gitudlo sa imoha. Mm-hmm, ang resulta gyud. Kita Makita nila. (FD,P1S8,L355-363)

For me, as a teacher or instructor, it is essential that clients can see in you the outcomes of what you teach; that they can really see the results.” (FD,P1S8, L355–363)

The pressure associated with these expectations was described as having dual effects. For some participants, it acted as a motivating force, encouraging regular engagement and heightened commitment. For others, it contributed to stress and heightened self-scrutiny, making fitness feel less restorative and more evaluative. This highlights the ambivalent nature of pressure, which can simultaneously support continuity and introduce vulnerability to disengagement.

Importantly, participants’ narratives indicate that these pressures are negotiated rather than passively accepted. Individuals described developing strategies to cope with or reframe expectations, such as redefining personal standards or prioritizing functional well-being over appearance. From a reflexive thematic standpoint, this underscores how fitness engagement is shaped through ongoing negotiation between internal values and external demands.

Overall, these suggest that sustained engagement in fitness is influenced not only by personal motivation or routine, but also by the



social meanings attached to the body within specific roles. Fitness continuity is constructed within a landscape of expectations that both encourage and complicate participation, positioning fitness as a practice deeply embedded in social identity and professional responsibility.

Table 5. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*

Phase One: Core Ideas, Nodes, and Categories

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Fitness is achieved through mental execution (S1); Strategic adaptation and application address difficulty (S3); Applied knowledge enhances fitness practice (S7)	Application	Skill Application

Phase two: The Integration of Categories and its Properties

Skill Application

Skill application under the physical dimension requires deliberate mental engagement, reflection, and strategic planning. Fitness was described as a practice in which participants actively translated knowledge into action, carefully considering how movements should be executed to achieve desired outcomes. Rather than viewing participation as rote or purely physical, participants emphasized the cognitive processes that guide performance, demonstrating that sustained engagement is shaped by thoughtful decision-making, problem-solving, and reflective execution.

Analysis revealed that participants approached challenges in their routines with adaptive strategies. When encountering difficulties such as fatigue, technical barriers, or the need to adjust intensity, they described modifying techniques, pacing, or sequences to maintain effectiveness and consistency. These strategies illustrate how participants actively construct meaning through applied practice, integrating prior knowledge, personal experience, and feedback to inform adaptive responses. Fitness engagement, in this sense, is not static; it is continually negotiated and refined through cognitive and experiential processes.

Applied knowledge was also central to participants’ experiences. Learning foundational techniques, understanding the principles behind movements, and acquiring insight from observation or instruction enhanced confidence, skill, and efficiency. Participants noted that this knowledge allowed them to anticipate challenges, make informed adjustments, and engage more safely and effectively. This reflects a dynamic process in which understanding and action are mutually reinforcing: applying knowledge strengthens practice, and experience in practice deepens understanding. The participants have the following statements uttered during the focused discussion and in-depth interview.

[Similar] to golf. I tried playing golf so I could understand it, it’s even just at the driving range. I kept hearing that, I needed this for your swing. However, I could not achieve the proper flow unless I personally tried it. Even if you did research about it, you really have to think about why it works that way. I was very curious about why it was like that, which is why I decided to try it myself. (FD,P3S3, L130)

I initially started going to the gym when the instructor was here because of Zumba. Because I love dancing. I was only coming for the Zumba classes; I don’t use the treadmill, weights, nothing else. As I continued attending the gym, I noticed other classes and became curious. Why was I only doing Zumba while others were trying different exercises? Since then, I have tried every eventually discovered which [types of exercises] best fits my body.” (FD,P1S1, L659–680)

Of course, if you are going to coach fitness, you must have extensive knowledge. You cannot do coaching without any knowledge because you could injure your client. You could injure your client with incorrect exercise form, counting, improper weight management. You need to know your client’s weight, nature of work. For example, if he’s an office worker who is mostly sedentary should not be immediately subjected to high-impact exercises. Which should not be because they need conditioning. There’s what we call body conditioning, for example, for the first week and second week should be for minimal cardio, walking, stretching. In the 2nd month, jogging can be introduced, for at least 15 minutes. Once you’ve observed the client’s body resistance improves, small weights may be gradually incorporated, depending on their capacity. Additionally, clients with medical conditions require careful management. For instance, I have a client with a heart defect. He cannot engage in progressive or heavy workouts; exercises must be adapted, focusing on controlled breathing, stretching, and walking, similar to yoga practices. (FD,P3S7, L84–86)

Participants further highlighted that strategic application of skills supported sustained engagement and reinforced continuity. Being able to respond thoughtfully to challenges not only increased effectiveness but also enhanced enjoyment, self-efficacy, and motivation. Rather than relying solely on discipline or routine, participants emphasized the importance of mental execution, problem-solving, and applied understanding in sustaining meaningful participation.

Overall, these suggest that fitness engagement is a cognitively and practically integrated process in which mental execution, strategic adaptation, and applied knowledge intersect to support performance and continuity. Sustained participation emerges through reflective, intentional, and adaptive practice, highlighting that the development and application of skills are central to maintaining meaningful and enduring wellness routines.



Table 6. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Constant learning enhances fitness practice (S4). Learning drives growth for fitness (S9)	Learning	Continuous Learning
Foundational learning is essential in fitness coaching (S6)		

Phase two: The Integration of Categories and its Properties

Continuous Learning

Continuous learning under mental and cognitive domain posits that engagement in fitness is not a static endeavor but a dynamic process of continuous learning and skill refinement. Rather than simply repeating routines or following instructions, participants emphasized the ongoing acquisition of knowledge, the application of new strategies, and the incorporation of lessons from experience into current practice. This orientation toward growth and improvement highlights how sustained engagement is closely linked to the capacity to learn, adapt, and refine approaches to exercise over time.

Responses from wellness enthusiasts revealed that learning functions as both a practical and motivational resource. Participants described how acquiring new knowledge about techniques, physiology, or training principles enhanced confidence, competence, and enjoyment in their routines. These kinds of experiences demonstrate that meaning in fitness engagement is co-constructed: participants interpret and integrate new insights into their practice, translating understanding into action that reinforces both performance and commitment. Learning, therefore, operates as a driving force that both informs and sustains participation.

Foundational learning, particularly in the context of coaching or guided practice, emerged as a critical factor in shaping long-term engagement. Participants highlighted that understanding core principles provided a scaffold for more complex or individualized routines, allowing for safe, effective, and purposeful participation. This foundational knowledge also enhanced self-efficacy, enabling participants to navigate challenges, adapt routines, and maintain consistency. In this sense, early and continuous learning establishes the conditions for sustainable practice, ensuring that fitness engagement is both informed and resilient. The participants have the following statements uttered during the focused discussion and in-depth interview.

Yes, let’s say for example, if I want to understand certain adaptations on this training protocol, I’ll do it for a certain period, just so I can find out that’s it. For example, I had massive curiosity as to why there are many strong athletes from the province despite not having proper nutrition, something like that. There appears to be a phenomenon where when athletes train on an empty stomach and then he’s carbohydrate- or glucose-depleted, there’s a better response of myosin, mTOR, chemical pathways, and metabolic pathways in the body during hard training, even without prior food intake. Applying this in practice is challenging, particularly if performance metrics must be achieved during training. Performance may initially be poor, but the adaptations are ultimately beneficial.” (FD,P1S4, L720–729)

For me, to maintain continuous learning, I often start with the basics by listening to the advice of experienced coaches. I pay attention to their experiences, such as how they conduct certain workouts. Like, they might introduce a new exercise program, Insanity or Sanity workout. Sometimes, I would ask. My number one recommendation is to attend training workshops, as these provide the most essential guidance. (FD,P1S9, L965–980)

I trained in Manila, where I was exposed to a variety of workouts. There was strength training and athletic training. Athletic training is specifically designed for athletes and tailored to their needs. There are athlete clients who do not want to bulk up, such as basketball players, because excessive muscle tightness in the shoulders and arms can affect their performance. So their shoulders and arms should be flexible. There are various types of training, including strength training, bodybuilding, athletic workouts, high rocks, and CrossFit. These represent different categories of exercise. After completing training, the knowledge gained is specifically applicable to athletes. (FD,P3S6, L514–534)

Participants further noted that continuous learning fosters growth by encouraging experimentation, reflection, and incremental improvement. Engagement in learning was not confined to formal instruction but included observing others, seeking feedback, and reflecting on personal experiences. This iterative process supported both skill development and motivation, creating a feedback loop in which acquired knowledge reinforced engagement, and active participation generated new learning opportunities.

Overall, these suggest that sustained participation in fitness is closely intertwined with ongoing learning. Engagement is maintained not solely through routine or discipline but through the continuous integration of knowledge, reflection, and skill development. By actively constructing understanding, applying insights, and building on foundational learning, participants create meaningful, adaptive, and enduring fitness practices that support both growth and continuity in wellness engagement.

Table 7. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Satisfying curiosity and direction through experimentation (S2);	Curiosity	Exploratory Engagement



Curiosity drives fitness routine exploration (S8).
 Curiosity drives knowledge for fitness application (S10)

Phase two: The Integration of Categories and its Properties

Exploratory Engagement

Exploratory engagement emerged as a defining category under the mental dimension of wellness. Participants’ narratives indicated that engagement in fitness is often motivated by a desire to explore and understand new approaches to movement and well-being. Rather than strictly following prescribed routines, they described experimenting with different exercises, techniques, and modalities to discover what worked best for their bodies and goals. This suggests that meaningful participation is reinforced when individuals are able to investigate, test, and adapt their practices, transforming fitness into a process of personal inquiry.

An interpretive insight from the analysis is that exploration is closely linked to motivation and ongoing engagement. Participants reported that the opportunity to try new approaches enhanced their sense of agency, kept routines interesting, and provided a sense of direction in their fitness journey. This highlights how knowledge is actively constructed through experience; participants learn not only through instruction, but by engaging in iterative experimentation that informs future practice. The participants have the following statements uttered during the focused discussion and in-depth interview.

In fitness training, modifications are usually applied. Because there’s muscle adaptations then stimulation. All of these fall under the principle of variability; without variation, the client may not enjoy the program, and the isometric muscles may not be adequately stimulated. The specific modifications also depend on the client’s fitness level. (FD,P1S2, L584–591)

Yes, mostly. Clients typically join the Zumba class before they start their workout. Or, for clients who come early, they’d workout first before the Zumba class. For example, they’d do ten-to-fifteen-minute cardio before starting their main workout. After completing their workout, Zumba sessions usually begin around 6:00 PM, which completes their exercise routine. (FD,P2S8, L688–695)

It’s okay. I believe it is better to engage in various activities since you’re already sticking to fitness; why not know it all? First, I do warm-up, because they always teach warm-ups. Warm-up for badminton, warm-up for basketball. I have taken courses for APA certification and have special education training for special children participating in Olympic sports events. Because I’m a tennis player, badminton player, and a lawn tennis player, and table tennis. I include a wide variety because I want to know it all. (FD,P1S10, L373–393)

Participants also emphasized that curiosity extends beyond movement itself to include understanding the principles behind exercise and bodily response. By seeking to understand why certain techniques were effective or how different strategies impacted performance and recovery, participants cultivated applied knowledge that informed subsequent routines. This process of discovery demonstrates that fitness engagement is not purely physical but is deeply cognitive and reflective, with exploration fostering skillful, informed participation.

Finally, the analysis suggests that experimentation supports continuity by sustaining interest and reinforcing commitment. Engaging with new approaches and acquiring new insights allowed participants to adapt routines to evolving goals, avoid stagnation, and maintain motivation over time. In this sense, engagement in fitness emerges as an active, knowledge-driven process, where curiosity functions as a catalyst for sustained practice, personal growth, and self-directed learning.

Overall, these findings indicate that exploration and experimentation are central to maintaining meaningful fitness engagement. Rather than relying solely on routine or external guidance, participants construct their practice through inquiry, reflection, and adaptation, highlighting the dynamic and evolving nature of sustained participation.

Table 8. RQ 1 - Concepts and Experiences of Adults on Multidimensional Wellness
 Phase One: Core Ideas, Nodes, and Categories

Core Ideas	Nodes	Categories
Assessment guide fitness goals (S4); Results reinforce fitness practice (S5)	Evaluation	Performance Feedback

Phase two: The Integration of Categories and its Properties

Performance Feedback

Performance feedback under the mental dimension in fitness is shaped by the ways in which participants’ progress is monitored and evaluated. Outcomes and personal assessments were used as reference points to gauge how well routines aligned with goals, providing direction and insight into participants’ ongoing practices. Rather than simply performing exercises, participants interpreted feedback as a tool for reflection, adjustment, and refinement, demonstrating that sustained engagement is closely tied to evaluative processes.

Tangible results reinforced participants’ commitment to their fitness routines. Positive outcomes, whether in performance, endurance, or overall well-being, were experienced as confirmation that efforts were effective and meaningful. This reflective process not only



motivated continued participation but also informed decisions about adapting intensity, frequency, or technique. Additionally, feedback functions as both an external and internally mediated mechanism through which participants make sense of their practice and shape the trajectory of their fitness journey. The participants have the following statements uttered during the focused discussion and in-depth interview.

Our bodies remain primitive even today. It thinks we're still cave men running from mammoths and saber-toothed tigers. So let's say, for example, if we are hungry and need to hunt but fail, the body adapts by either breaking down or strengthening itself so that the next attempt is more successful. Although we now live in a modern lifestyle with easy access to food, such as groceries and 7-11s, the body's fundamental functions have remained similar to those of hunter-gatherers from 10,000 years ago. So, when we're training, when glycogen is depleted, it signals the body, 'Oops, hold up, you haven't eaten after your workout.' So let's expand your muscle fibers, like 'let's expand it,' that's a concept. (FD,P1S4, L763-775)

Right? Yes, that. However, my goal is to build muscle and achieve proper form. That was my main goal for going to the gym before. (FD,P3S5, L156)

Which areas of the body will be affected? And, let's say, is it beneficial for other purposes as well? When combining different styles of training, which is what we do in conditioning. So, we should really pair up training styles compatible with their sport. (FD,P1S5, L1123-1126)

Participants also described evaluation as a form of self-regulation. Regularly assessing progress allowed them to identify areas for improvement, recognize achievements, and maintain a sense of accountability. This iterative process positions fitness engagement as dynamic, where reflection and adaptation are central to sustaining participation over time. Rather than relying solely on discipline or routine, participants integrated the insights gained from evaluation into their practices, reinforcing continuity and fostering a sense of competence and mastery.

Overall, these suggest that feedback and reflective assessment are essential components of meaningful fitness engagement. By providing clarity, reinforcement, and opportunities for adjustment, evaluative processes help participants sustain their practices, ensuring that fitness routines remain purposeful, effective, and aligned with evolving goals.

Table 9. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: Core Ideas, Nodes, and Categories

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Motivation helps in sustaining wellness continuity (S1). Constant motivation sustains fitness participation (S3)	Motivation	Motivational Drive

Phase two: The Integration of Categories and its Properties

Motivational Drive

Inclusive of the social dimension of wellness, motivational drive came out as an emergent category. Engagement in fitness, as elaborated by the participants, is deeply influenced by the factors that sustain the drive to continue participating over time. They described motivation as an ongoing force that shaped not only their willingness to engage in exercise but also their ability to navigate challenges, competing priorities, and moments of low energy. Rather than treating participation as automatic, participants experienced sustained engagement as a product of both personal commitment and the reinforcement provided by internal and external motivators.

An important insight from the analysis is that motivation functions as a stabilizing element within participants' routines. Those who reported consistent engagement described drawing energy from a combination of intrinsic factors, such as personal satisfaction, achievement, or enjoyment, and extrinsic factors, including social support, accountability, and guidance. This illustrates how participants actively construct meaning and purpose in fitness, integrating both internal desires and relational cues to maintain participation over time. The participants have the following statements uttered during the focused discussion and in-depth interview.

I appreciate some of my yoga students who really do feedback after the class. Usually In gyms, there is often more than one instructor; for example, at Pacman Fitness Gym, there's me and Coach Jun. In here, me, Coach Chic, and Coach Jun. It varies. The same goes for A Fitness. So, when they come to ours class, I do not encourage students to compare instructors; rather, I encourage them to support each other because I believe each of us has a specific specialty. For instance, if a student wants power-focused yoga to develop abdominal strength, I recommend them attending to classes of this yoga teacher, or 'support this teacher. (FD,P1S1, L1005-1014)

Actually, it provides motivation and encouragement. Like 'Oh, this person teaches boxing,' and people tend to say, 'Let's join.' (FD,P2S1, L988-993)

What I do is I always remind clients of their goals while tracking their progress. Since this differs from [Anytime Fitness], we document progress through pictures, front and side views, before and after, as well as weight measurements. Once progress is visible, I can provide feedback such as, 'Ma'am, your endurance is better now,' 'You are much stronger,' 'Keep it up, Ma'am,' 'Look at you, you're stronger now.' Because I have clients that have arthritis, skinny. (FD,P2S3, L961-976)



Participants also emphasized that motivation is not static but fluctuates in response to experiences and context. Sustained engagement required ongoing renewal of focus and intentionality, with participants reflecting on personal goals, perceived benefits, and progress to reinforce their commitment. This process highlights the dynamic interplay between motivation and practice: drive sustains engagement, and continued engagement, in turn, reinforces motivation. Such reciprocity underscores the interpretive nature of fitness participation, where continuity emerges through the active negotiation of purpose, effort, and context.

Overall, these suggest that sustained engagement in fitness is supported by a continual drive that provides energy, direction, and meaning to participants' practices. Fitness continuity is therefore understood as an ongoing accomplishment, shaped by evolving motivation that enables participants to navigate challenges, maintain consistency, and integrate wellness practices into everyday life.

Table 10. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
 Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Support boost confidence in wellness continuity (S1); Support fosters continued fitness participation (S4); Environmental support and motivation enhances fitness participation (S5). Support sustains fitness continuity (S10)	Support	Social Assistance

Phase two: *The Integration of Categories and its Properties*

Social Assistance

Relevant to the social and environmental dimension of wellness, social assistance collectively defined the experiences of the participants. The presence of supportive social and environmental structures, as elaborated by the participants, deeply influences engagement in fitness. Rather than navigating wellness practices in isolation, participants emphasized the role of encouragement, guidance, and shared accountability in sustaining participation. Supportive relationships and environments were described as providing both practical assistance and emotional reinforcement, helping individuals feel capable and motivated to maintain consistent engagement over time.

Participants highlighted that support functions as a confidence-building mechanism. They reported that knowing others were invested in their progress, whether through coaching, group participation, or encouragement from peers, reinforced their commitment and reduced uncertainty in their practices. This kind of perception illustrates how fitness engagement is co-constructed: meaning and motivation emerge not only from individual effort but also from relational interactions and shared experiences within supportive contexts. The participants have the following statements uttered during the focused discussion and in-depth interview.

Yes, that's correct. So, you'd also get encouraged when students say, 'Coach, keep that up, what you did earlier, and with this part.' This makes them feel as if they are attending in a retreat every week, even if they did not attend one, simply by joining my class. I also encourage their feedback. And there are times, as a yoga teacher, I reflect on my own routine and worry that it may become repetitive or monotonous, potentially leading students to lose interest. They might get bored. This is why I put pressure on myself, as I mentioned earlier, I need to have variations in ano, in every class. (FD,P1S1, L1028-1037)

Yes, building a healthy lifestyle can be quite expensive, [developing] better eating habits is quite expensive. However, it should be viewed as an investment in oneself. I first build rapport with my clients by getting to know their lifestyle so I can get an idea which I can modify. That's where I build rapport, but not in a way that's imposing abrupt changes; instead, I ensure that there is still enjoyment in the process. (FD,P2S4, L805-810)

Yes, he/she knows that I am naturally active. He/she can also see that I am more productive when I am physically active, and that I tend to gain weight when I am inactive. He/she wants me to become slimmer and supports that goal. (FD,P1S10, L678-687)

Participants also emphasized that supportive environments enhance the overall experience of participation. Beyond providing motivation, these environments offered practical guidance, modeling of effective practices, and structured opportunities for engagement. This interplay between relational encouragement and tangible resources helped participants navigate challenges, maintain routines, and adapt practices in ways that promoted continuity. In this sense, engagement in fitness is sustained through an ongoing negotiation between personal agency and the scaffolding provided by external support.

Overall, these suggest that continued participation in fitness is reinforced when individuals are embedded in contexts that provide guidance, encouragement, and shared accountability. Supportive relationships and environments do more than motivate; they enable participants to navigate challenges, sustain routines, and integrate wellness practices meaningfully into daily life. Fitness continuity, therefore, emerges as a relational and contextually grounded process rather than solely an individual endeavor.

Table 11. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
 Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Community sustains fitness continuity (S2)	Community	Collective Belonging



Supportive community sustains fitness engagement (S7)

Phase two: The Integration of Categories and its Properties

Collective Belonging

Collective belonging came out as definite characteristics closely defining the experiences of the participants under the social dimension of wellness. A sense of belonging in fitness engagement is often reinforced through connections with others who share similar goals or values. Participants described being part of groups, networks, or social circles where shared participation and mutual encouragement helped maintain commitment. Rather than experiencing fitness as an isolated activity, participants emphasized the meaningful role of interpersonal bonds in sustaining routines over time. The sense of connection fosters accountability and motivation. Participants reported that being part of a supportive collective encouraged them to remain consistent, particularly when challenges or competing priorities arose. This illustrates that fitness continuity is co-constructed within relational contexts: engagement is not simply an individual endeavor but emerges through interaction, shared expectations, and the reinforcement provided by a collective. The participants have the following statements uttered during the focused discussion and in-depth interview.

What I initially noticed here was like ‘I don’t care about you,’ ‘I don’t know you.’ I had just returned and was still adjusting. I realized that some clients could not train together because their interactions might clash or result in complaints. Therefore, I gradually introduced clients to one another. So, for example, when their schedules overlapped, I would say, ‘Oh, ma’am, this is my client,’ to each of them. Eventually, I was able to help them become friends. So, it takes time and adjustments to have social relationship and connection. (FD,P1S2, L744–749)

Because in my experience here, sir, there are clients who initially did not know each other. Then,after I introduced them, they became close. They’re going out. Well, they’re girls. They’re going out, having coffee. Sometimes they would invite me, saying ‘Coach, let’s play badminton’. So, that part is good. You build connections and network. (FD,P1S2, L770-777)

“I build connections [with] people because many individuals who go to the gym have limited knowledge about exercise. I simply teach and assist them like you’re offering help. So, in that way, although they initially think you’re strict, but you’re not. And since you see each other daily, we naturally acknowledge one another, which creates opportunities to motivate others. Do not degrade or belittle people for not knowing something, because a lack of knowledge simply means they have not yet learned. So, one should be mindful of their words, as hurtful language can be damaging. Most people respond positively when they are treated with respect and encouragement.”(P3S7,L127-133)

Participants also highlighted that community participation contributes to a sense of belonging and shared purpose. Being embedded in environments where wellness and fitness are valued provided both practical guidance and emotional encouragement, enhancing confidence and resilience. These relational dynamics allowed participants to sustain engagement over time, suggesting that the social dimension of practice is integral to maintaining continuity.

Overall, these indicated that sustained engagement in fitness is shaped not only by personal motivation or routine but also by the relational and collective contexts in which participants operate. Connections with others who provide support, encouragement, and shared accountability help maintain participation, reinforcing fitness as a socially embedded, meaningful, and sustainable practice.

Table 12. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Healthy communication strengthens relationship and engagement in fitness environment (S3). Communication sustains client connection (S6). Open communication and support promote sustainable fitness practice (S9)	Communication	Interpersonal Communication

Phase two: The Integration of Categories and its Properties

Interpersonal Communication

Within the social dimension of wellness, interpersonal communication emerged as a distinct category. Meaningful engagement in fitness, as expressed by the participants, is reinforced through the quality and clarity of interactions within their environments. They described how open, supportive, and transparent communication contributed to stronger relationships with coaches, peers, and other participants, which in turn fostered continued participation. Rather than being limited to instruction or guidance, communication was experienced as a relational process that built trust, accountability, and shared understanding.

Communication functions as both a motivational and relational resource. Participants reported that consistent dialogue with coaches or peers reinforced their commitment, provided reassurance, and clarified expectations, making engagement in fitness practices more manageable and purposeful. This emphasized how meaning in fitness is co-constructed: participants interpret feedback, guidance, and encouragement within the context of supportive interactions, shaping how they sustain routines and achieve goals. The participants have the following statements uttered during the focused discussion and in-depth interview.



For me, I am mostly close to people because I get to train with them every day. We joke and laugh together. Although I am strict when it comes to workouts and goal attainment, it is still important to build good communication.” (FD,P1S3, L887–889)

Yes, the personal problems. It is important to [communicate] with them so that their stress from home or work can be released during the workout. You need to talk with them and listen attentively; you do not need to argue with clients while they are expressing their stress. Listen to them. If a client has a health-related concern, you must pay close attention and provide appropriate [learning].” (FD,P3S6, L723–727)

Yes, we also ask them, for example, ‘We haven’t seen you last Monday. What did you do?’ They responded, ‘I just got busy,’ and we encourage them by saying, ‘Come back to training.’ Based on my experience at Anytime Fitness, the greater the number of clients I have, the more incentives are provided. So, I have to encourage them to continue so that participation is sustained and, ideally, increased.” (FD,P2S9, L1163–1170)

Participants also emphasized that effective communication helped maintain connection and cohesion within the fitness environment. Being able to express challenges, seek advice, or receive feedback not only improved practice outcomes but also enhanced a sense of belonging and mutual support. This relational dimension contributed to resilience, enabling participants to remain engaged even when faced with obstacles or competing priorities.

Overall, these suggest that ongoing, open communication is central to sustaining engagement and continuity in fitness practices. By fostering supportive relationships, providing clarity, and reinforcing motivation, communication helps integrate individual effort into a collaborative and adaptive environment, positioning fitness participation as a socially mediated and enduring practice.

Table 13. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Mentorship strengthen connection (S2); Good communication foster client fitness engagement (S8) Safe space enforces fitness engagement (S4)	Rapport	Relational Trust

Phase two: The Integration of Categories and its Properties

Relational Trust

Relational trust functioned as a central category influencing participants’ social wellness. The quality of relationships within the fitness environment is strongly influenced by engagement in fitness. Participants described how connections characterized by trust, mentorship, and supportive interaction enhanced their sense of belonging, confidence, and commitment. Rather than viewing fitness engagement as an isolated or purely self-directed activity, participants framed it as relational, emphasizing that meaningful connection with instructors, peers, or mentors contributes to both motivation and continuity in their wellness practices.

Mentorship emerged as a particularly influential factor in sustaining engagement. Participants noted that guidance from experienced or knowledgeable figures not only helped refine technique and knowledge but also reinforced a sense of accountability and shared purpose. Mentorship illustrates how meaning and motivation are co-constructed: participants interpret feedback, guidance, and encouragement within the context of relational trust, which shapes both confidence and sustained participation. Relationships were not merely supportive in a functional sense, they were embedded in processes of shared understanding, reinforcement, and relational co-creation of fitness goals. The participants have the following statements uttered during the focused discussion and in-depth interview.

“...loss. However, it is different when friendships are established. There is somebody who can motivate them that they need to attend not merely because they are paying, but because it benefits them. As a result, the community grows. One of my concerns before was, ‘If I am not around, who will serve as my replacement?’ for sure they would pick from one of the members who already knows my routine rather than training another one. And that [happened] to me when I was traveling from Davao and heavy rain prevented me from going to my class. I contacted one of my highly committed members, and luckily, she did it; she’d take over my class. I was very happy because none of my other members or co-coaches knew my routine well enough to do so.” (FD,P2S2, L810–821)

Yes, they tend to stay. Actually, commitment to fitness is often difficult, especially for women, because it requires sacrificing time. Many individuals work out also for their mental health; they need someone to talk to. So, as a coach, you must be willing to listen and provide advice. You should really be a good listener, because everyone goes through personal challenges. So, this willingness to listen helps create friendships within the fitness environment. (FD,P2S8, L893–914)

However, if that factor is removed, it creates an environment where a community can develop within a safe space. This is the strength of coaches like Coach Jeric and Coach TJ. For example, even if people do not initially join classes and only walk in, Coach TJ is very inviting, especially with newcomers, encouraging them to participate. Once someone joins and experiences the class, it creates a compounding effect. I think that’s something they have that’s crucial in the fitness industry, because if you are not a people person... (FD,P1S4, L845–851)

Participants further highlighted the critical role of communication in maintaining connection and engagement. Open, transparent, and



responsive dialogue was described as enabling participants to voice challenges, clarify expectations, and receive timely guidance. This two-way interaction fostered a sense of psychological safety, allowing participants to engage more fully, experiment within practice, and integrate feedback into their routines. Effective communication, therefore, functioned as both a relational and practical mechanism for sustaining participation, reinforcing commitment while simultaneously shaping the quality and effectiveness of fitness practices.

The creation of a safe and non-judgmental space was also central to participants' experiences. Environments perceived as supportive and understanding allowed individuals to explore their capabilities, manage uncertainty, and maintain consistent engagement. Such spaces fostered trust, mitigated apprehension, and reinforced participants' willingness to invest in their routines. From a reflexive thematic standpoint, these findings underscore that engagement in fitness is relationally embedded: trust, rapport, and relational safety operate as foundational mechanisms that enable continuity, resilience, and meaningful participation.

Overall, these suggest that sustained engagement in fitness is deeply intertwined with the quality of interpersonal relationships and relational dynamics. Mentorship, effective communication, and the provision of psychologically safe spaces not only support technical skill development but also cultivate confidence, motivation, and continuity. Fitness participation, therefore, is co-constructed through relational processes, highlighting the centrality of trust, rapport, and social support in sustaining meaningful wellness practices.

Table 14. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Physical activity releases tension and emotion (S1). Physical activity partly nullifies heavy emotions (S2). Fitness activity regulates emotions (S10)	Regulation	Emotional Stabilization
Emotional regulation maintains fitness quality (S3). Fitness activity regulates emotional states (S7).		

Phase two: The Integration of Categories and its Properties

Emotional Stabilization

Emotional stabilization emerged from participants' narratives as a core category shaping emotional wellness. Participants revealed that engagement in fitness is not solely a physical pursuit but also a vital mechanism for managing emotional states. Rather than experiencing exercise as purely a routine or obligation, participants described using physical activity to process tension, release stress, and regulate intense emotions. For many, fitness offered a structured outlet where emotions could be expressed safely, enabling participants to approach their routines with greater focus and composure. This indicates that the role of fitness extends beyond health maintenance, functioning as a tool for maintaining psychological equilibrium in the context of daily life.

Physical activity was frequently described as a means to mitigate the weight of heavy emotions. Participants recounted that moments of frustration, anxiety, or overwhelm could be partly alleviated through movement, which allowed them to regain clarity and emotional balance. This suggests that participants actively interpret exercise as a form of self-regulation, constructing meaning in their engagement by linking bodily movement to emotional management. Fitness, in this context, is not just an outcome-oriented practice but a process that integrates mind and body to sustain overall well-being. The participants have the following statements uttered during the focused discussion and in-depth interview.

There are times when I feel spaced out or when I have a headache. As much as possible, I try to keep myself occupied so that my focus is maintained. It is essentially the same routine, but occasionally I find myself distracted or dazed. Of course, my feelings during these moments are different.” (FD,P2S3, L1150–1157)

Progressive training, like chest press, your focus will be directed towards that. You think about aspects like the number of sets, the weight you can lift, and whether you can increase it, stuff like that. It distracts you from thinking about your problem and diverts your attention to other [things]. (FD,P3S7, L183–189)

No, you do not share your personal matters [with] yours clients. Because, they're paying you a premium to enjoy the training. For example, even if a client is also a good friend, personal matters should not be shared during training. However, outside the training context and in an appropriate time and environment, sharing may be acceptable. During personal training, if you are upset or have problems at home, these are personal issues that should remain separate from the session. Clients should not sense that personal issues are affecting the session; life goes on, so to speak. (FD,P1S4, L1028–1049)

Participants also emphasized that regulating emotions through fitness directly enhanced the quality of their engagement. When emotional tension was addressed, routines were experienced as more enjoyable, manageable, and effective. Conversely, unresolved emotional strain could hinder participation, demonstrating the reciprocal relationship between emotional regulation and sustained practice. This interplay highlights how participants navigate the ongoing negotiation between internal affective states and behavioral commitment, reinforcing the idea that fitness continuity is constructed through both physical and emotional processes.

Furthermore, participants described the emotional benefits of fitness as cumulative and reinforcing. Regular engagement not only

alleviated immediate stress but also contributed to longer-term resilience, motivation, and confidence in their capacity to maintain wellness practices. From a reflexive thematic standpoint, this underscores that emotional stabilization is an integral, active component of sustaining engagement, rather than a secondary or incidental outcome. Participants' experiences illustrate that fitness is simultaneously restorative, sustaining, and meaning-laden, linking embodied practice with emotional well-being.

Overall, these suggest that physical activity functions as a dynamic tool for managing emotional states, supporting resilience, and enhancing the continuity of wellness practices. Engagement in fitness is constructed through the interplay of bodily movement and emotional regulation, where participants actively interpret, adapt, and integrate their experiences to sustain meaningful and enduring participation.

Table 15. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: Core Ideas, Nodes, and Categories

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Physical activity execution solves problems (S1). Coping fosters wellness engagement (S4)	Coping	Stress Coping

Phase two: The Integration of Categories and its Properties

Stress Coping

Stress coping emerged from participants' accounts as a core category shaping emotional wellness. Engagement in fitness often functions as a purposeful strategy for managing and navigating stress. Rather than viewing physical activity solely as a health or recreational practice, participants described using exercise as a tool to address challenges, solve problems, and restore equilibrium in the face of daily demands. In this way, physical activity was experienced not merely as movement, but as an active, embodied approach to coping with life's pressures, allowing participants to regain focus and maintain a sense of control over their well-being.

An important insight from the analysis states that coping through fitness extends beyond temporary relief. Participants emphasized that engagement in structured activity provided clarity and mental space, which facilitated problem-solving and decision-making in other areas of life. This perspective suggests that participants actively construct meaning in their practice by linking bodily activity with cognitive and emotional processing. Fitness, therefore, is both a medium for stress management and a context through which participants interpret and navigate personal challenges. The participants have the following statements uttered during the focused discussion and in-depth interview.

For me, sir, weightlifting or boxing. training every day. Our lives are generally stressful. Everyone has different problems. The gym is truly my rest time; even when I am tired, I still choose to work out. Training helps boost my emotions and allows me to control myself, enabling me to remain calm and neutral at everything. (FD,P2S1, L1137–1148)

I've been through a lot of things. Pain when it comes to family relationships. Even if [I] came from a broken family, [I] try as much as possible to remain focused when it comes to work. Passion is there, and the focus. [Mental] focus is really important. However, [these experiences] can still affect [me].

No, you do not share your personal matters [with] yours clients. Because, they're paying you a premium to enjoy the training. For example, even if a client is also a good friend, personal matters should not be shared during training. However, outside the training context and in an appropriate time and environment, sharing may be acceptable. During personal training, if you are upset or have problems at home, these are personal issues that should remain separate from the session. Clients should not sense that personal issues are affecting the session; life goes on, so to speak." (FD,P1S4, L1028–1049)

Participants also highlighted that this coping function reinforces ongoing engagement. Regular participation was described as creating resilience, enabling individuals to maintain routines even when confronted with competing demands or emotional strain. Rather than relying solely on intrinsic motivation, participants experienced sustained engagement as shaped by the tangible benefits of coping: the relief, clarity, and empowerment that physical activity afforded reinforced their commitment to continue practicing consistently. This illustrates a reciprocal relationship, where coping strategies both motivate and sustain participation in wellness practices.

Furthermore, participants indicated that the effectiveness of fitness as a coping mechanism was strengthened when integrated with other supportive practices, such as reflective self-assessment, structured routines, or guidance from peers and instructors. The interplay between physical action and contextual support enhanced participants' capacity to manage stress while simultaneously promoting continuity and quality of engagement. From a reflexive thematic standpoint, this underscores how coping is not a passive response but an actively constructed process, where engagement in fitness is meaningfully embedded in broader strategies for sustaining wellness.

Overall, these suggest that physical activity serves as a dynamic mechanism for coping with stress, supporting resilience, and reinforcing sustained engagement in wellness practices. Participants' experiences highlight that fitness is both a practical and interpretive tool, enabling problem-solving, emotional regulation, and continuity in a way that integrates the physical, cognitive, and contextual dimensions of well-being.



Table 16. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Fitness promotes emotional awareness (S5).	Awareness	Emotional
Emotions shape personal experience (S2)		Awareness

Phase two: The Integration of Categories and its Properties

Emotional Awareness

Within the emotional dimension of wellness, emotional awareness surfaced as a distinct category. Engagement in fitness extends beyond physical activity, providing a meaningful context for developing emotional awareness. Rather than viewing exercise as solely a tool for health or aesthetics, participants described becoming increasingly attuned to their internal states, noticing how emotions emerged, fluctuated, and influenced their engagement. Fitness practices were experienced as both a reflective and experiential space, where bodily movement and emotional states intersected, allowing participants to recognize, label, and respond to their feelings in ways that supported overall well-being.

Analysis revealed that emotional awareness was not passive but actively cultivated through the practice of movement. Participants highlighted that as they engaged in routines, they became more conscious of tension, frustration, or satisfaction, and this awareness informed how they adjusted intensity, technique, or duration. This demonstrates that participants co-construct meaning through the interplay of bodily experience and emotional reflection. Awareness of one’s emotional state shapes the experience of fitness itself, influencing motivation, persistence, and the way routines are integrated into daily life. The participants have the following statements uttered during the focused discussion and in-depth interview.

When I am feeling happy, actually, I tend to take easier and lighter approach. We go along easily, chat casually. However, when I am not in the mood, I do prefer that they feel a like “Coach, I this is already painful,” I push them to lift heavy weights as much as the [maximum]. (FD,P2S5,L1797-1800)

I think it would lessen the intensity of emotions such as anger or sadness. I’m relieved. It also helps because sometimes we tend to overthink, things like, ‘I am sad today’ or ‘I am angry because of this situation that happened.’ But once you relax through weight [training], it becomes different. You begin to realize that it is not as overwhelming as it seemed, and you are able to think clearly.” (FD,P1S2, L944–951)

Participants further emphasized that emotions serve as both signals and guides in shaping their practice. Positive feelings such as enjoyment, confidence, or satisfaction reinforced engagement, whereas negative states, including stress or frustration, prompted reflection and adjustment. This dynamic indicates that emotional awareness is a critical mediator of continuity, helping participants understand how affective responses influence consistency and commitment. Fitness, in this sense, becomes a feedback loop: engagement heightens emotional awareness, and heightened awareness informs more intentional, mindful participation.

The relational and environmental context also played a role in nurturing emotional awareness. Participants noted that supportive coaches, group interactions, and safe practice environments allowed them to explore their emotional responses without judgment, enhancing the capacity to integrate awareness into practice. These contextual supports not only facilitated emotional recognition but also reinforced the habit of reflecting on feelings as part of sustaining fitness engagement. By situating emotional awareness within relational and environmental scaffolding, participants demonstrated how both internal processes and external influences shape continuity.

Finally, emotional awareness was linked to broader self-regulation and personal growth. Participants described how understanding their emotional states enabled them to set realistic goals, maintain motivation, and navigate challenges more effectively. Awareness of emotions became a tool for intentional practice, guiding decisions about pacing, intensity, and recovery. From a reflexive thematic standpoint, this highlights that emotional experience is intertwined with cognition, action, and reflection, making awareness a central component in the sustained engagement and meaningful integration of fitness into daily life.

Overall, these suggest that fitness participation functions as a structured space for cultivating emotional awareness, where bodily movement, reflective insight, and relational support converge. By recognizing and responding to emotions, participants enhance their capacity for self-regulation, motivation, and resilience, positioning emotional awareness as both an outcome and mechanism for sustaining long-term engagement in wellness practices.

Table 17. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Fitness promotes emotional management (S5).	Management	Emotional Handling
Fitness aids emotional struggles (S6)		
Communication alleviates tension (S9)		



Phase two: The Integration of Categories and its Properties

Emotional Handling

Emotional handling functioned as a central category influencing participants’ capacity to regulate and manage emotional experiences. Fitness engagement plays a central role in managing and navigating emotional experiences. Rather than seeing exercise solely as a physical or health-related activity, participants described it as a mechanism through which they could process tension, regulate mood, and cope with emotional struggles. Fitness was experienced as a structured and intentional space where physical movement intersected with cognitive and affective processes, allowing individuals to exercise agency over how they respond to emotional challenges.

The data revealed that participants actively use fitness practices to modulate emotions. Engaging in routines was described as a way to release pent-up stress, redirect negative energy, and restore a sense of balance. This perception amplifies how participants co-construct meaning by linking physical activity with emotional self-regulation: movement becomes not only a means of physical expression but also a tool for managing and interpreting internal states. In this sense, fitness participation transforms into a proactive strategy for emotional maintenance, rather than a passive or incidental benefit.

Communication emerged as an additional and complementary mechanism for handling emotions within the fitness context. Participants highlighted that interactions with coaches, peers, or group members provided opportunities to verbalize frustrations, seek support, and gain perspective. Such relational exchanges were described as alleviating tension, enhancing clarity, and reinforcing participants’ ability to manage emotions effectively. This demonstrates that emotional handling is not an isolated process but one that is socially mediated, where relational support scaffolds individual regulation and reinforces engagement. The participants have the following statements uttered during the focused discussion and in-depth interview.

I don’t carry my emotions into the session, for example, when I am irritated or in a bad mood. I don’t carry those feelings with me. Even if I am stressed or what. Once I arrive at the class, it changes. Sometimes people notice that I am nervous; Olga, for instance, can tell because my hands become cold, but once the session begins, it disappears. And sometimes I think, Sir Jun, my main struggle is that I tend to overthink. (FD,P3S5, L367–371)

When I was in Cebu, I tried weightlifting. That was where I began lifting very heavy weights. In the afternoon, I would lift forty pounds, then increase it to sixty, and so on pushing as much as I could. I was angry because of work. After that, I felt better, as if I had been relieved.” (FD,P2S6, L831–847)

Sometimes you just let them be. With others, especially beginners, you cannot immediately approach or talk to them. If you do, they might perceive you as rude or think, ‘Why is it always me? Why would I do that?’ But if they already know you, ‘Ma’am, just talk to her gently. Speak to her nicely,’ so that might sign in on the attendance. (FD,P2S9, L1537–1541)

Participants further emphasized that the combination of physical activity and communication enhanced their capacity to sustain engagement over time. By addressing emotional struggles through both movement and dialogue, they were better able to maintain focus, motivation, and consistency. Emotional management was thus experienced as a multidimensional process, integrating embodied, cognitive, and social resources. This highlights that sustained participation is not solely dependent on personal discipline but is actively shaped through the negotiation of emotions within both individual and relational contexts.

Finally, emotional handling was described as contributing to broader well-being and resilience. Participants noted that developing strategies to manage emotions through fitness and supportive communication allowed them to navigate challenges in daily life more effectively, reinforcing the integration of wellness practices into their routines. From a reflexive thematic standpoint, this underscores that emotional management functions as both an outcome and a sustaining mechanism, linking personal insight, relational dynamics, and embodied practice in ways that support ongoing engagement.

Overall, these suggest that fitness participation serves as a dynamic platform for emotional management, where physical activity, reflective awareness, and supportive communication converge to mitigate tension and enhance continuity. By providing strategies to navigate emotional struggles, participants cultivate resilience, motivation, and intentional engagement, positioning fitness as a practice deeply intertwined with emotional regulation and sustained wellness.

Table 18. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: Core Ideas, Nodes, and Categories

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Professionalism protects clients’ meaningful fitness practice (S8)	Boundaries	Emotional Boundaries

Phase two: The Integration of Categories and its Properties

Emotional Boundaries

Emotional boundaries emerged from participants’ narratives as a core category shaping emotional wellness. Professional boundaries play a crucial role in sustaining meaningful engagement in fitness. Rather than viewing fitness as a purely transactional or routine-based interaction, participants highlighted how the establishment of clear relational and professional limits supports both client well-



being and the integrity of practice. Professionalism was described not simply as a formal expectation but as a deliberate strategy to create an environment in which clients could engage safely, confidently, and purposefully.

Boundaries based on the data, function as a protective mechanism for the quality of engagement. Participants emphasized that when boundaries were maintained, whether in terms of communication, personal space, or expectations, clients experienced a greater sense of security and focus in their routines. This perception of participants illustrates how relational frameworks shape the meaning and experience of fitness practice: professionalism is not merely procedural but co-constructed through interactions that foster trust, respect, and clarity, thereby enhancing the perceived value and sustainability of engagement. The participants have the following statements uttered during the focused discussion and in-depth interview.

At present, it is really necessary to appear okay in front of clients. It has an impact, for example, in teaching, when you handle 16 tracks with different steps and different genres, you might forget some parts. Your emotional state affects how well you memorize while teaching, whether you are still smiling or not, and the participants can also feel this, because of course, your aura is no longer the same as before.” (FD,P1S8, L1401–1412)

Yes, sir, it also affects me. Sometimes they tell me that, they do not comment publicly; instead, they send me [private messages] saying, ‘Coach, what seems to be the problem?’ ‘Nothing, ma’am,’ and then I immediately delete my post because my clients are leaving comments.” (FD,P3S8, L1400–1402)

Participants also reflected on the relational dimension of boundaries, noting that clear expectations around roles, responsibilities, and conduct prevented confusion, misunderstandings, or over-dependence. This structure allowed clients to engage with their routines more autonomously while still benefiting from guidance, fostering a balance between support and self-directed participation. Boundaries, therefore, functioned not as restrictions but as scaffolding for meaningful engagement, enabling clients to navigate their fitness journeys with confidence and purpose.

Furthermore, participants highlighted that professionalism and boundaries supported both emotional and relational stability. When expectations were clear and roles respected, clients reported feeling safe to focus on practice, express challenges, and receive feedback without fear of judgment or intrusion. This sense of containment reinforced engagement, motivation, and adherence over time, illustrating that sustained participation is shaped as much by the relational environment as by individual motivation or discipline.

Overall, these suggest that professional boundaries are foundational to maintaining meaningful, safe, and sustainable fitness engagement. By protecting the integrity of practice, fostering trust, and clarifying roles, boundaries enable clients to participate fully, focus on personal growth, and sustain long-term wellness. Fitness continuity, therefore, emerges not only from routine or discipline but from relational structures that uphold professionalism and intentionally support client experience.

Table 19. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Wellness activity is an expression of selfcare (S1). Establishing relationship with God through physical activity (S1); Fitness promotes spiritual alignment and a sense of purpose (S4). Providing service creates meaningful life purpose (S9)	Meaning	Purpose Orientation
Awareness and spiritual practice enhances fitness engagement (S10)		

Phase two: The Integration of Categories and its Properties

Purpose Orientation

The pursuit of personal meaning and spiritual alignment is deeply intertwined with engagement in fitness. Rather than engaging in physical activity solely for physical health or aesthetic outcomes, participants described wellness practices as expressions of self-care and intentional living. Exercise was experienced as a holistic practice, connecting the body, mind, and spirit, and providing opportunities for reflection, inner growth, and alignment with personal values. This perspective frames fitness as a purposeful activity, where the act of moving becomes a conduit for cultivating a sense of intentionality and coherence in one’s life.

Oftentimes, participants linked physical activity to spiritual engagement and connection with God. For some, movement became a meditative or contemplative practice, fostering awareness, gratitude, and alignment with spiritual beliefs. This demonstrates how participants actively co-construct meaning within fitness: they interpret routines not merely as exercises but as practices imbued with spiritual significance, guiding behavior, motivation, and persistence. Fitness engagement is thus not only about physical improvement but also about fostering alignment between body, mind, and spirit. The participants have the following statements uttered during the focused discussion and in-depth interview.

Originally, yoga was a spiritual practice. However, contrary to what others say such as that yoga originates solely from Buddhism or Hinduism, or that practicing yoga automatically makes a person Buddhist, this is not necessarily the case. Even if one holds Christian beliefs, one can practice yoga in a Christian way. Ultimately, it depends on the individual. For me personally, as a Christian, I believe



in the Bible. So the Bible says that you have to take care of your body. You have to take care of your body because your body is the temple of the Holy Spirit. So you have to take care of your body physically and mentally. And then your nutrition is also connected, spiritually, because If you're sick, your body will be fraught with negativity. Instead of communicating with God, you may begin to feel cursed because of that sickness. (FD,P1S1,L1338-1355)

I have worked in [food and beverage] service, as a barista, and in housekeeping, but now I am here. In a way, it feels as though I have already told myself that this is probably what I am meant to do. Yes, this is where I truly belong. Because at this point, I am no longer using my previous qualifications. It also feels like a significant personal achievement when your client is able to reach their goal.” (FD,P2S4, L1348-1361)

That is why, number one, if you do something purely for your own personal interest, it does not seem to be effective with the crowd or with clients. However, if you do it because you want to help. But if you did it because you want to help, for example, if a client is overweight and you are concerned and want them to lose weight within three weeks, even just five pounds, that concern becomes evident. ‘This person is concerned.’ It feels as though the trainer is applying all of their skills and knowledge to help me lose weight. When it is like this, the client tends to stay long-term.” (FD,P1S9,L1580-1585)

Participants further emphasized that the pursuit of purpose through fitness was reinforced by opportunities to serve others. Acts of mentorship, coaching, or guiding within the fitness context were described as extending the impact of wellness practices beyond the self, creating a sense of meaningful contribution and interconnectedness. This integration of service and purpose enhanced motivation and engagement, suggesting that fitness continuity is strengthened when routines are linked to values that extend beyond personal benefit. By embedding service and reflection within practice, participants experienced their routines as both personally fulfilling and socially meaningful.

Awareness and intentionality emerged as additional dimensions supporting purpose-oriented engagement. Participants highlighted that mindful attention to both physical sensations and emotional states, combined with reflective or spiritual practices, enhanced focus, motivation, and sustained participation. This underscores the interpretive nature of engagement: participants actively construct significance from embodied experience, aligning physical action with emotional, cognitive, and spiritual understanding. The integration of awareness, reflection, and purpose creates a multi-dimensional approach to fitness, reinforcing both meaningful participation and continuity.

Overall, these suggest that a profound orientation toward purpose and meaning shapes fitness engagement. Wellness practices function as vehicles for self-care, spiritual alignment, and service, providing participants with a sense of coherence, intentionality, and fulfillment. By fostering awareness and linking movement to broader values, participants cultivate engagement that is both deeply meaningful and enduring, positioning fitness as a practice that transcends the physical and contributes to holistic well-being and life purpose.

Table 20. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Faith sustains fitness engagement (S2); Faith guide meaningful fitness practice (S8) Faith guides holistic wellness (S6). Spirituality guides fitness practices (S7).	Faith	Faith Commitment

Phase two: The Integration of Categories and its Properties

Faith Commitment

Within the spiritual dimension of wellness, faith commitment surfaced as a distinct category. Participants’ narratives reveal that faith and spiritual commitment play a central role in shaping engagement in fitness and wellness practices. Rather than approaching physical activity purely as a matter of discipline, routine, or health outcomes, participants described their practice as guided by spiritual beliefs and a sense of devotion. Fitness routines were experienced as an extension of faith, providing a structured way to honor personal values, cultivate self-discipline, and align bodily practices with a deeper sense of purpose. In this way, spiritual commitment emerges as both a motivating and sustaining force, connecting physical engagement with meaning, reflection, and holistic wellness.

Participants’ guiding framework for intentional fitness participation is faith. Participants described it as their spiritual orientation to structure routines, set goals, and navigate challenges, allowing them to approach practice with a sense of clarity and alignment. This reflects how participants actively co-construct meaning: spiritual beliefs are integrated into embodied practice, shaping how routines are experienced, interpreted, and sustained. Fitness becomes not merely an activity to achieve physical outcomes but a purposeful practice infused with moral, ethical, and spiritual significance. The participants have the following statements uttered during the focused discussion and in-depth interview.

It is alright because the Lord is my confidant; He is my source of strength, and He is the one who continually gives me wisdom. Before I wake up and before I go to sleep, I pray to God, saying, ‘Lord, I am very weak, and I may not be pleasing in Your sight, but please



do not abandon me. Grant protection to me and to my children, and guide me in my teaching—show me what is right and what is good in everything that I do.’ That is what I always ask for, sir. I am also grateful to my mentors, especially Ate Malo, who constantly guides me. They are like my mother and father. I would not be like this, sir, if not for Ate and Kuya. They are truly my teachers.” (FD,P3S8,L1509-1515)

I believe that I should value and take care of what God has given me. As of now, I do not have any illness. My blood results are normal. I have no diabetes. I am getting older, but by God’s mercy, I still do not have any disease. None of those have happened to me.” (FD,P2S6, L1089-1097)

Yes, I pray. Every night and every morning, I really pray. I pray to be safe. At night, I pray for protection because when you sleep, it is like practicing for death, so [I ask], ‘Lord, please let me wake up tomorrow; please grant me another day.’ In the morning, I pray in gratitude for blessings, ‘thank you Lord.’ Of course, when you have a spiritual guide, you are thinking that you are safe all the time because you have that protector.” (FD,P3S7, L231-233)

Participants further emphasized that faith sustains engagement through motivation and resilience. Moments of fatigue, competing priorities, or emotional strain were often navigated by reflecting on spiritual principles or drawing strength from their beliefs. This anchoring function of faith reinforced persistence, helping participants maintain continuity in practice even in the face of obstacles. Engagement is therefore not only regulated by internal discipline but also scaffolded by a spiritual framework that imbues movement with direction and significance.

The role of spirituality was also closely tied to holistic wellness. Participants highlighted that fitness guided by faith was not limited to physical improvement but encompassed emotional, relational, and spiritual dimensions. By integrating movement with reflection, mindfulness, or prayer, participants cultivated a sense of harmony between body and spirit. This integration fostered meaningful engagement, as routines were experienced not merely as exercises but as opportunities for personal growth, alignment, and self-transcendence. Faith, in this sense, provides both structure and inspiration, linking embodied practices to broader conceptions of well-being.

Overall, these suggest that spiritual commitment functions as a central sustaining mechanism for fitness engagement. By guiding practice, reinforcing persistence, and fostering holistic alignment, faith shapes how participants experience and interpret their routines, making physical activity an expression of meaning, purpose, and integrated wellness. Engagement in fitness is thus constructed as a spiritually informed practice, where continuity, motivation, and holistic health are inseparable from the participants’ belief systems and reflective orientation toward life.

Table 21. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Fitness lacks spirituality (S3); Spiritual disconnection in fitness practices (S5)	Disconnection	Spiritual Detachment

Phase two: The Integration of Categories and its Properties

Spiritual Detachment

Spiritual detachment emerged as a quiet yet powerful thread within the spiritual dimension of wellness, reflecting participants’ capacity to release burdens, embrace inner stillness, and find clarity amid life’s turbulence. Engagement in fitness is sometimes experienced as disconnected from spiritual meaning, with participants highlighting a tension between physical activity and holistic wellness. Rather than being purely restorative or purpose-driven, certain routines were described as lacking depth or spiritual resonance, leaving participants with a sense of disconnection. Fitness, when approached solely as an exercise of the body without integration of reflective or spiritual practice, was perceived as incomplete, failing to fully support the participants’ sense of personal growth, alignment, and purpose. This disconnection underscores that for some individuals, sustained engagement is shaped not only by routine and motivation but also by the perceived meaningfulness of the practice.

Spiritual detachment can influence both experience and commitment. Participants noted that when exercise lacked connection to personal values or spiritual orientation, routines could feel mechanical, less satisfying, and more difficult to maintain. This illustrates how participants co-construct meaning: the absence of spiritual integration reduces the interpretive and reflective depth of engagement, transforming fitness into an activity that primarily targets physical outcomes while neglecting emotional or spiritual dimensions. Engagement is thus not simply about completing routines but about aligning practice with a broader framework of meaning and purpose. The participants have the following statements uttered during the focused discussion and in-depth interview.

Not really. None, perhaps only guidance. You ask for guidance. But to say that yoga is something special, far. My yoga really in contrast witt... ..”(FD, P3S3, L332-334)

It is not really that I am referring only to that... I mean, I cannot quite find the right term... but it is like in yoga, there is something such as humility, right? Those kinds of things. These are the core values of yoga, where you would say that humility is really number



one. And I have really noticed that when I go to church, it feels different—very different. Before, when I attended church, I would just listen. Now, I understand more, because in yoga we sometimes practice meditation, not excessively, but we have moments of silent time. In yoga. And for me, in my own practice, I usually have that silent time, though not always. I am not someone who always meditates; I just become quiet.” (FD, P3S3, L312-314)

I? I don’t have one. I would be too hypocritical to say that I do.” (FD,P1S3,L1315)

Participants further highlighted that this sense of disconnection could impact motivation and continuity. When fitness practices were perceived as spiritually detached, participants reported experiencing reduced intrinsic drive and lower engagement in reflective or mindful practice. The absence of spiritual or meaningful scaffolding sometimes led to routines feeling repetitive, disconnected from values, or lacking significance in daily life. This indicates that continuity in fitness engagement is not solely maintained by habit, discipline, or social support but is reinforced by the degree to which practices resonate with an individual’s sense of purpose and spiritual orientation.

Moreover, participants suggested that addressing spiritual detachment requires intentional integration of reflective or value-based elements into fitness. Practices that incorporated mindfulness, gratitude, prayer, or contemplative movement were described as counteracting disconnection, enhancing engagement, and fostering a more holistic experience. This highlights that disconnection is not an inherent limitation of fitness itself but emerges through the interplay of individual perception, practice structure, and alignment with personal meaning systems.

Overall, these suggest that spiritual detachment within fitness practices can diminish both the experience and continuity of engagement. Fitness routines that fail to integrate reflective or value-based elements risk becoming mechanical or superficial, underscoring the importance of aligning physical practice with broader dimensions of meaning, purpose, and spiritual awareness. Sustained engagement is therefore constructed not only through habitual participation but through the integration of practices that connect the body, mind, and spirit coherently and purposefully.

Table 22. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: Core Ideas, Nodes, and Categories

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Environmental quality is essential in fitness activity (S2). Quality of environment affects fitness participation (S5). Environmental quality enforces fitness engagement consistency (S6). Quality environment enhances fitness engagement (S8). Environmental quality influence fitness participation (S3). Quality of environment affects fitness engagement (S4).	Quality	Environmental Quality

Phase two: The Integration of Categories and its Properties

Environmental Quality

Within the environmental dimension of wellness, environmental quality surfaced as a dynamic category, highlighting how clean, safe, and supportive surroundings shape participants’ sense of balance, comfort, and vitality. Rather than approaching routines in isolation, participants described how physical spaces, whether gyms, studios, or outdoor settings, significantly influenced their experience of exercise, their comfort levels, and their ability to sustain participation. Environments perceived as clean, safe, well-equipped, and conducive to focus were described as facilitating both engagement and enjoyment, whereas poorly maintained or chaotic spaces were associated with distraction, discomfort, or diminished commitment. This underscores that fitness engagement is deeply relational to the surroundings in which it occurs, with environmental quality serving as both a practical and symbolic mediator of participation.

Data revealed that environmental quality functions as a mechanism for reinforcing consistency and habit formation. Participants noted that spaces with appropriate lighting, ventilation, equipment availability, and spatial arrangement promoted focused practice, reducing barriers to engagement and enabling smoother execution of routines. This illustrates that meaning and experience in fitness are co-constructed with the environment: high-quality settings are interpreted as supportive, motivating, and affirming, which strengthens participants’ sense of agency and confidence in sustaining routines. The environment thus becomes an active participant in shaping both the practical and emotional dimensions of engagement. The participants have the following statements uttered during the focused discussion and in-depth interview.

Yes, because it depends on the clients. We have different types of clients. There are clients who are affluent, others who belong to the middle class, and others who are in the lower-income group. It really depends on your target clientele. But generally, what a gym needs is cleanliness. You cannot expect clients to train if the area is dirty. That is not acceptable. How can they enroll with you if the environment is unhygienic? There are gyms here in GenSan that are clean and well-maintained.” (FD,P3S6, L1244-1248)

For me, sir, that is how/what I am because many people will be affected by it. For example, people will no longer want to work out if the place smells bad. The gym here is not only for middle-class clients; there are also Class A clients and many VIPs who actually work out here.” (P1S3,L1378-1380)

Of course, it is enjoyable to work when the environment is pleasant when it does not smell, when the relationships are good, and when the place is clean and cool. It is truly satisfying to work in such conditions.” (FD,P2S4,L1603-1607)

Participants also emphasized that environmental quality directly influenced the sustainability of their fitness practices. Consistently well-maintained spaces encouraged regular attendance and fostered a sense of accountability, while environments perceived as inadequate or poorly organized led to avoidance, frustration, or intermittent engagement. This highlights that continuity in fitness is not only a matter of personal discipline or motivation but is also scaffolded by the quality and structure of the surroundings. The interplay between personal effort and environmental support reflects the relational and contextual nature of sustained engagement, in which both internal and external factors mutually reinforce participation.

Furthermore, participants described the environmental context as shaping the overall experience of fitness, including social interactions, focus, and emotional engagement. High-quality environments facilitated connection with instructors and peers, enhanced concentration during routines, and contributed to enjoyment and satisfaction. Conversely, spaces that were crowded, poorly maintained, or lacking in resources undermined both engagement and relational interaction, illustrating how environmental quality intersects with both individual and social dimensions of participation.

Overall, these suggest that environmental quality is a critical determinant of meaningful and sustained fitness engagement. By providing safe, well-structured, and supportive spaces, the physical environment not only facilitates technical execution but also reinforces motivation, consistency, and enjoyment. Fitness continuity is therefore constructed through a dynamic interaction between participants’ effort, relational experiences, and the material and sensory qualities of the environment, highlighting that the spaces in which wellness practices occur are integral to their effectiveness and longevity.

Table 23. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*

Phase One: Core Ideas, Nodes, and Categories

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Suitable locations needed for activities		
Private spaces for yoga	Suitability	Environmental Fit
Consistent venue builds trust.		

Phase two: The Integration of Categories and its Properties

Environmental Fit

Emerging from participants’ experiences, environmental fit became a central thread of wellness, capturing how people harmonize with their environments to sustain engagement, ease, and balance in daily life. Sustained engagement in fitness is closely tied to the suitability of the environments in which activities are performed. Beyond general environmental quality, participants emphasized the importance of fit between the nature of the activity and the characteristics of the space. Fitness engagement was described as being most meaningful and sustainable when the physical setting aligned with the goals, intensity, and emotional demands of the practice. This suggests that fitness continuity is not only shaped by personal motivation or routine but also by how well the environment supports the specific requirements of the activity.

Participants distinguished between spaces that merely allow activity and those that actively support it. Certain practices, particularly those requiring focus, privacy, or introspection, were described as needing environments that minimize distraction and enhance psychological comfort. This reflects how participants co-construct meaning through their interaction with space: environments are not neutral backdrops but are interpreted as either enabling or constraining engagement. When spatial conditions aligned with the practice, participants reported greater immersion, confidence, and willingness to sustain participation.

Privacy emerged as a salient dimension of environmental suitability, particularly for practices that involve vulnerability, stillness, or inward attention. Participants described how private or semi-private spaces supported comfort, self-expression, and emotional safety, allowing them to engage without fear of judgment or interruption. In such contexts, fitness became an experience of intentional presence rather than performance. This highlights how environmental fit extends beyond physical convenience to include emotional and psychological compatibility, reinforcing engagement through a sense of safety and respect for personal boundaries. The participants have the following statements uttered during the focused discussion and in-depth interview.

Outdoors setting is okay, provided that it is peaceful and not too crowded. (FD,P2S10,L1581-1585)

Even now, here in the mall... I don’t like it when it turns into a show. For me, it’s no longer an exercise. (FD,P2S10,L1552-1560)

Before, there was. Marichi, Ma’am Helen. I used to be under her before. But now she’s gone, so we no longer have that. (FD,P2S10,L1632-1633)

Participants also emphasized the importance of consistency in venue as a foundation for trust and commitment. Returning to the same space over time fostered familiarity, predictability, and a sense of ownership over the practice environment. This stability reduced uncertainty and cognitive load, allowing participants to focus more fully on their routines. From a reflexive thematic standpoint, consistent venues function as anchoring structures that support habit formation and relational trust, both with the space itself and with



others who share or manage it.

Overall, these suggest that environmental suitability is a key mechanism through which fitness engagement is sustained. When locations are aligned with the nature of the activity, provide appropriate levels of privacy, and remain consistent over time, they create conditions that support focus, trust, and continuity. Fitness participation is thus constructed not only through individual effort but through the intentional matching of activity and environment, positioning space as an active contributor to meaningful and enduring wellness practices.

Table 24. RQ 1 - *Concepts and Experiences of Adults on Multidimensional Wellness*
Phase One: Core Ideas, Nodes, and Categories

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Comfort is of prime importance in doing wellness activity (S1)		
Clean spaces enhance fitness satisfaction (S7)	Environmental	Environmental
Fitness practice thrives in supportive spaces (S9)	Conditions	Support
Structured fitness environment builds trust (S10)		

Phase two: The Integration of Categories and its Properties

Environmental Support

Within the environmental dimension of wellness, environmental support surfaced as a dynamic category, highlighting how access to nurturing surroundings, facilities, and social structures fosters sustained engagement and well-being. Engagement in fitness, as underscored by participants, is strongly shaped by the degree of support afforded by the physical environment. Rather than viewing space as a neutral setting, participants described environmental conditions as actively influencing comfort, focus, and emotional readiness to engage in wellness activities. Spaces that were perceived as comfortable, orderly, and intentionally designed were associated with greater satisfaction and sustained participation, suggesting that environmental support operates as a foundational condition for meaningful fitness engagement.

Comfort emerged as a central element through which participants evaluated their fitness environments. Participants emphasized the importance of temperature, ventilation, spatial layout, and overall ambiance in shaping their willingness to participate and remain engaged. Comfort is not merely a physical sensation but a meaning-laden experience, interpreted as a signal of safety, care, and readiness. When environments supported bodily ease, participants were better able to focus on movement, technique, and internal awareness, reinforcing continuity and depth of engagement.

Cleanliness was also highlighted as a significant contributor to satisfaction and trust. Participants associated clean spaces with professionalism, respect for participants, and concern for health and well-being. Clean environments reduced anxiety related to hygiene and safety, allowing participants to engage more fully without distraction. This suggests that cleanliness functions not only as a practical requirement but also as a symbolic marker of quality and credibility, shaping how participants interpret and commit to their fitness practices. The participants have the following statements uttered during the focused discussion and in-depth interview.

Yes sir. Actually, the gym is new, and all the equipment is new too, so the environment is completely new for me. Others would probably notice that it's okay, it feels comfortable for people. (FD,P2S1,L1476-1478)

Of course, if the environment is friendly, clean... [the] ambiance. Like, the moment you enter, it gives you a feeling of... Oh, there it is. Like when you first enter, you think, 'Wow, this is the gym,' it even smells nice, it's relaxing. It's totally different when you enter a place that smells like armpit or feet. Who would continue going there? When you walk in and think, 'What's this smell, like a sewer?' Of course, you'd look for another gym. (FD,P3S7, L286-288)

Yes. There was a time... We used to do Zumba at Las Villas and [DARBCI]. At [DARBCI], there was like a pig farm nearby. There were times in the early morning when we were doing Zumba, and maybe they were clean, but the smell would reach us while doing Zumba. With the wind blowing, we could smell it. I had to ask to stop the class. It's different, really hard to tolerate. So, the environment really affects the activity. We'd wonder if its healthy doing the class in this place. It really needs to be clean. (FD,P2S9,L1771-1792)

Participants further described how structured environments enhanced engagement and trust. Spaces that were organized, predictable, and purposefully arranged supported smoother transitions between activities and clearer expectations for behavior and participation. From a reflexive thematic standpoint, structure within the environment mirrors structure within practice: both provide stability, reduce uncertainty, and reinforce a sense of order. This alignment fosters trust, enabling participants to invest in their routines with confidence and consistency.

Supportive environments were also described as cultivating a sense of belonging and motivation. Participants noted that when spaces were intentionally designed to accommodate wellness activities, they felt encouraged to return and remain engaged. Environmental support thus operates as a relational and contextual resource, shaping not only the practical execution of fitness but also emotional attachment to the practice itself.

Overall, these suggest that environmental conditions play a critical role in sustaining fitness engagement by providing comfort,

cleanliness, and structural support. Wellness practices thrive in spaces that communicate care, professionalism, and intentional design, positioning the environment as an active contributor to trust, satisfaction, and continuity. Fitness engagement, therefore, is constructed through the interaction of personal effort and environmental support, emphasizing that sustained participation depends as much on where fitness occurs as on how it is performed.

Table 25. RQ 2 - *Process and Interaction that Influence the Integration or lack thereof of wellness dimensions*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Encouragement is made for clients to continue (S1). Motivation sustains fitness participation (S2).		
Guidance and knowledge promote fitness continuity (S8) Support prompts fitness return (S6); Encouragements leads to fitness continuity (S7);	Encouragement	Motivational Support

Phase two: The Integration of Categories and its Properties

Motivational Support

Motivational support emerged as a key category within the social dimension of wellness, reflecting the ways participants draw encouragement, reinforcement, and inspiration from peers, mentors, and their social networks. Motivational support plays a central role in sustaining engagement in fitness practices. Rather than relying solely on self-discipline or internal drive, participants emphasized the importance of encouragement received from coaches, peers, and supportive figures within the fitness environment. Encouragement was experienced as an affirming presence that validated effort, reinforced commitment, and countered moments of doubt or fatigue. This highlights that fitness continuity is not purely an individual endeavor but is deeply shaped by interpersonal support that nurtures motivation and persistence.

An important insight from the analysis is that encouragement functions as a catalyst for ongoing participation. Participants described how verbal affirmation, recognition of progress, and constructive reinforcement fostered a sense of confidence and capability. Motivation is co-constructed through interaction: encouragement becomes meaningful when participants interpret it as genuine, timely, and aligned with their goals. This interpretive process transforms external input into internal motivation, enabling participants to sustain engagement even during challenging phases of their fitness journey.

Guidance and the sharing of knowledge further strengthened the motivational impact of encouragement. Participants noted that motivation was most effective when paired with clear instruction and practical insight, allowing them to understand not only what to do but why it mattered. This combination of emotional support and informational guidance reinforced a sense of direction and purpose, making fitness practices feel intentional rather than obligatory. Such integration illustrates how motivation is sustained through both affective reinforcement and cognitive clarity. The participants have the following statements uttered during the focused discussion and in-depth interview.

Actually, I give them motivation to improve their body. Sometimes, you can't control people's mindset. They have their personal problems, their own reasons, to do something else. That's usually why they don't continue." (FD,P2S1, 1685-1688)

We align it according to our prayers. For example, if our mind is negative, that will also lead there. But if your prayers are about your [good] intentions, God will grant them." (FD,P1S8,L1644-1646)

I tell my clients, 'Don't stop now, it would be a waste. You'd even spend for other stuff.' That is if their reasons are financial concern, like 'I don't have a budget,' 'If you stop, it could cost more later if you get sick and have to pay big hospital bills.' So, you should really encourage them, tell them what they already started will come to waste. 'Why didn't you continue? You're already there.' 'If you're feeling lazy, that's only natural, just be persistent. I have a client who's an engineer, he's busy. Kyle and Mon, they returned to the gym. I asked, 'what's your current weight?' 'This, coach.' 'Oh no, it's risky.' For them to return, I'd tell them it's no longer good for them." (FD,P3S7, L275-279)

Participants also highlighted that support often served as a critical factor in returning to fitness after interruptions. Encouragement from others helped reframe lapses as temporary rather than failures, reducing feelings of guilt or discouragement. This relational support enabled participants to re-engage with greater confidence and resilience, demonstrating that continuity is not defined by uninterrupted participation but by the capacity to return and recommit. Encouragement thus operates as a restorative mechanism, bridging moments of disengagement and fostering renewed commitment.

Overall, these suggest that motivational support is a key sustaining force in fitness engagement. Encouragement, when delivered through authentic interaction, guidance, and shared understanding, reinforces confidence, persistence, and continuity. Fitness participation is therefore constructed through relational processes that transform support into sustained motivation, underscoring the importance of interpersonal encouragement in cultivating long-term wellness practices.



Table 26. RQ 2 - *Process and Interaction that Influence the Integration or lack thereof of wellness dimensions Phase One: Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
The relationship established between clients and coach becomes the reason for them to stay (S1). Collaboration sustains fitness engagement (S3); Accountability reinforce fitness consistency (S2); Coach behavior and style affect continuity (S9). Coaches motivate clients through effective communication (S10)	Relationship	Relational Commitment

Phase two: The Integration of Categories and its Properties

Relational Commitment

Emerging from participants’ narratives, relational commitment became a vital thread of wellness, capturing how the strength and consistency of relationships anchor social well-being and reinforce sustained engagement in life and health practices. Sustained engagement in fitness is deeply rooted in the relational bonds formed between clients and coaches. Rather than remaining in fitness programs solely because of routines or outcomes, participants described how the quality of their relationships with coaches became a central reason for continued participation. These relationships were experienced as supportive partnerships, where trust, mutual understanding, and shared goals fostered a sense of commitment that extended beyond the technical aspects of exercise. Fitness engagement, in this sense, is constructed as a relational process, embedded within ongoing interpersonal connections.

Collaboration emerged as a defining feature of these relationships. Participants emphasized that when fitness practices were shaped through shared decision-making, where their needs, preferences, and limitations were acknowledged, they felt more invested in their routines. This collaborative dynamic reflects the co-construction of meaning: engagement is strengthened when clients interpret fitness not as something imposed upon them, but as a jointly developed practice. Collaboration thus reinforces agency, ownership, and motivation, all of which contribute to sustained participation.

Accountability was also highlighted as a relational mechanism that reinforced consistency. Participants described feeling more committed to attending sessions and maintaining routines when they knew someone was invested in their progress. This sense of accountability was not experienced as pressure, but as a supportive expectation, grounded in care and mutual respect. The relational nature of accountability transformed fitness from an individual obligation into a shared commitment, reinforcing continuity through interpersonal responsibility. The participants have the following statements uttered during the focused discussion and in-depth interview.

Yes. Usually, I appreciate them when they improve their form. That way, they’d get encouraged even more to keep attending, than those who aren’t being acknowledged at all. (FD,P1S1, L1770-1776)

Yes. I would say, ‘I’ll give you a free session.’ Sometimes, especially for those who hold classes outside, like at Microtel, I try to negotiate it to just P100 per session. Now, that’s manageable for us. I just adjust my fee so it works. Or we just negotiate the fee. It depends on the number of students; I’m okay with that. At least people have more options. That’s what I tell other places, like Herbalife or other studios—if we can do P100 per session, we can also gather more participants. (FD,P3S3, 438-440)

Like, for example, I heard from another client because they were observing the coaches. They said, ‘These coaches are good, but they’re really overweight. They’re good, but they lack discipline.’ That’s their impression. Right? So that’s why I said, oh yeah, it makes sense they’re saying being motivated or disciplined is important. (FD,P1S9,L2153-2160)

Participants further noted that coaches’ behavior and interaction style significantly influenced their willingness to remain engaged. Approachable, empathetic, and responsive coaching styles fostered trust and emotional safety, whereas rigid or impersonal approaches were associated with disengagement. Effective communication played a critical role in this dynamic, allowing coaches to motivate clients, clarify expectations, and respond sensitively to challenges. From a reflexive thematic standpoint, communication functions as both a technical and relational tool, shaping how clients interpret guidance, feedback, and encouragement.

Overall, these suggest that relational commitment is a central sustaining force in fitness engagement. Relationships characterized by collaboration, accountability, and effective communication create conditions that support consistency and continuity. Fitness participation is therefore not solely driven by individual motivation or structured routines but is co-constructed through meaningful coach–client relationships, positioning interpersonal connection as a cornerstone of enduring wellness practices.

Table 27. RQ 2 - *Process and Interaction that Influence the Integration or lack thereof of wellness dimensions Phase One: Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Program adjustments encourage fitness continuity (S5). Behavioral management affect fitness consistency (S4); Flexible strategies support re-entry and continuity (S5)	Adjustment	Program Adaptation



Phase two: The Integration of Categories and its Properties

Program Adaptation

Program adaptation emerged as a pivotal category within the contextual dimension of wellness, reflecting participants’ ability to modify, adjust, and personalize fitness and wellness routines to meet their evolving needs and circumstances. The capacity of fitness programs to adapt to individual needs and changing circumstances plays a critical role in sustaining engagement over time.

Rather than adhering rigidly to fixed routines or standardized plans, participants described valuing programs that allowed for adjustment in response to physical condition, life demands, motivation, or emotional state. Adaptability was experienced as a sign of responsiveness and care, reinforcing participants’ willingness to remain engaged even when external or internal factors challenged consistency. This highlights that fitness continuity is shaped not only by structure but by the flexibility embedded within that structure.

An important insight from the analysis is that program adjustments support continuity by acknowledging the fluctuating nature of participants’ lives and capacities. Participants described how modifications in intensity, frequency, or modality enabled them to sustain participation without feeling overwhelmed or discouraged.

Additionally, such adjustments reflect the co-construction of engagement: fitness practices are shaped through ongoing negotiation between program design and personal experience. When programs accommodate variability, participants interpret this flexibility as permission to continue rather than disengagement, reinforcing a sense of agency and self-efficacy.

Behavioral management also emerged as a key component in supporting consistency. Participants highlighted strategies such as goal recalibration, pacing, and incremental progression as helpful in maintaining routines without triggering burnout or frustration. These approaches allowed individuals to regulate effort, manage expectations, and sustain motivation across time. This suggests that consistency is not achieved through strict adherence alone but through adaptive behavioral strategies that align effort with capacity and context. The participants have the following statements uttered during the focused discussion and in-depth interview.

...Maybe it’s not just a Filipino attitude. Maybe for any nationality, once they’ve achieved their goal within the given timeline, their body kind of signals, ‘Maybe I should stop now because I’ve already reached this point.’” (FD,P2S4,L1799-1806)

So it’s okay compared with others, like adding another physical activity, it can just be added to what they’re already doing. I assess first, then I adjust how it can fit either in the schedule or in the activity they want. Because if they continue with the previous program, they’ll complain again that their body hurts and they can’t play anymore. (FD,P1S5,L2371-2374)

Actually, I don’t really force anything; if he’s/she’s enjoying, then I can’t force him/her. But I do say, ‘If you feel it’s time to go back, just go back.’ Something like that. And he said, ‘Soon, because there are already changes.’(FD,P1S5,L2357-2359)

Participants further emphasized that flexible strategies were particularly important in supporting re-entry after periods of interruption. Life events, health issues, or competing responsibilities often disrupted routines, yet programs that allowed for gradual return, modified goals, or renewed guidance facilitated renewed engagement. From a reflexive thematic standpoint, re-entry is not experienced as failure but as part of an ongoing process of engagement, where flexibility acts as a bridge between discontinuity and renewed commitment.

Overall, these suggest that adaptability within fitness programs is a crucial mechanism for sustaining engagement and consistency. Program adjustments, behavioral management strategies, and flexibility support both continuity and re-entry, reinforcing the idea that sustained participation is constructed through responsive, person-centered approaches. Fitness engagement, therefore, is not defined by rigidity or perfection but by the capacity to adjust, recover, and continue within supportive and adaptive program structures.

Table 28. RQ 2 - Process and Interaction that Influence the Integration or lack thereof of wellness dimensions
Phase One: Core Ideas, Nodes, and Categories

Core Ideas	Nodes	Categories
Lifestyle challenges hinders continuity (S2); Life factors shape continuity (S6). Personal priorities affect client fitness engagement (S10). Pregnancy, work, chores, demotivation disrupt fitness (S6) Lack of time limits fitness participation (S10); Work-related reasons lead to fitness discontinuity (S9).	Lifestyle	Lifestyle Constraints

Phase two: The Integration of Categories and its Properties

Lifestyle Constraints

Within the contextual dimension of wellness, lifestyle constraints surfaced as a dynamic category, highlighting how work schedules, family obligations, and personal commitments interact to challenge consistency in wellness practices. Fitness is profoundly shaped by the realities of everyday life, where competing responsibilities and shifting priorities often constrain continuity. Rather than disengagement being framed as a lack of motivation or commitment, participants described how lifestyle demands such as work



obligations, family responsibilities, and personal transitions interfered with their ability to sustain consistent participation. Fitness engagement, in this context, is embedded within broader life structures, highlighting that continuity is negotiated within the complexities of daily living rather than solely determined by individual intention.

Life circumstances actively shape how participants prioritize fitness; thus, work schedules, household responsibilities, and caregiving roles were frequently cited as limiting available time and energy, making regular participation difficult to maintain. These constraints illustrate how participants interpret fitness engagement through the lens of practicality and feasibility. When fitness competes with immediate responsibilities perceived as non-negotiable, it is often deprioritized, not because it lacks value, but because other roles demand immediate attention. The participants have the following statements uttered during the focused discussion and in-depth interview.

It's like a feeling of regret. They'd say, 'I was busy, coach. My progress should've been already at this point,' things like that. What I tell them is, 'It's okay, let's just come back. The gym is still here.' Something like that. Once you come back, we start again from the basics, then just progress. That's how I motivate them. I also instill a sense of accountability. I remind them, 'Enroll in a gym. It's a good thing because you already started going to the gym.' So why not use your time at the gym to progress? That's how I do it. In a way, I give them a sense of urgency to [make] progress. (FD,P1S2,L1912-1918)

Those young ones already have goals; they join Herbalife to lose weight. Lose weight, get slimmer. They have challenges to lose weight. That's where they do Zumba, and lost weight. After that, they only come in occasionally. (FD,P2S6,L1535-1543)

There's one client who is pregnant. She said she'll only come back after she gives birth. (FD,P1S6, L1346-1350)

Participants also described significant life transitions such as pregnancy, changes in employment, or periods of emotional fatigue as moments when routines were disrupted. These transitions altered physical capacity, motivation, and available resources, requiring participants to renegotiate their relationship with fitness. Demotivation was not described as a personal failure but as a response to cumulative pressures and exhaustion. This suggests that fitness discontinuity is often situational and contextual, shaped by intersecting personal, physical, and social demands rather than by disengagement from wellness values. Work-related constraints emerged as a particularly dominant influence on continuity. Participants noted that long hours, irregular schedules, and work-related stress reduced both time and mental readiness for exercise. Even when motivation was present, fatigue and cognitive overload limited engagement. From a reflexive thematic standpoint, this highlights how fitness participation is contingent on structural conditions beyond individual control, reinforcing the need to view continuity as relationally and contextually situated rather than purely behavior-driven.

Overall, these suggest that fitness engagement is continuously negotiated within the realities of lifestyle constraints. Continuity is shaped by the interplay between personal priorities, life demands, and available resources, positioning fitness as one element within a broader ecosystem of responsibilities. Recognizing lifestyle challenges as legitimate influences on participation underscores the importance of adaptive, compassionate approaches that account for life context, enabling individuals to navigate periods of disruption while maintaining a connection to wellness practices over time.

Table 29. RQ 2 - *Process and Interaction that Influence the Integration or lack thereof of wellness dimensions*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Valid reasons result to fitness disengagement (S5); Health problems drive individuals back to fitness (S6). Mental health challenges influence return engagement (S6). Medical advice affects client fitness participation (S9)	Health	Health Barriers

Phase two: The Integration of Categories and its Properties

Health Barriers

Health barriers emerged as a critical category within the contextual dimension of wellness, reflecting the physical, medical, and physiological challenges that constrain participants' ability to sustain fitness engagement. Health-related factors function in complex and sometimes paradoxical ways in shaping fitness engagement. Rather than acting solely as barriers or motivators, health conditions were described as dynamic influences that could both disrupt and reinitiate participation. Periods of disengagement due to illness, injury, or mental health challenges were often framed as valid and necessary responses to bodily or psychological needs, underscoring that fitness continuity is negotiated within the realities of health rather than governed by rigid expectations of consistency.

Health-related disengagement was rarely experienced as abandonment of wellness values. Participants emphasized that stepping back from fitness due to physical or mental health concerns was often a deliberate and protective decision. This reflects how participants actively interpret health signals and adjust behavior accordingly, prioritizing recovery, safety, and self-preservation. Disengagement, in this sense, becomes an informed and meaningful choice rather than a failure of commitment. The participants have the following statements uttered during the focused discussion and in-depth interview.

Same, Sir Jun. But when we started, we didn't really care. And we really didn't know what we looked like, because we had no idea



about the poses... that’s why I said, when you do it, you really aren’t noticed... even I didn’t know what she could do or what... right... so you’re just thinking about it or using it as a reason... (FD,P3S5,L561)

No. Before you start, you really need to be assessed first before entering the gym. If you have health problems, we can address them so that you can improve. We’re not doctors, of course, but as fitness coaches, we’re here to help you get your system in better condition. If there’s something we can help you with.” (FD,P3S6,L1445-1449)

They’re just, let’s say, put it it’s the summer [season] [for] three months. They’ll just workout for those three months, and after that, they stop. Unlike the older clients or those with mental health issues, they really continue. They’ll keep going, prolong it, and continue because they already have a health concern. Unlike the younger ones, who have a specific [number of] months that they’re.... (FD,P3S6,L1428)

Participants also described how health challenges could serve as catalysts for renewed engagement. Physical discomfort, medical diagnoses, or declines in well-being prompted reflection and reassessment of lifestyle habits, motivating individuals to return to fitness with renewed intention. Mental health challenges, in particular, were described as shaping how and why participants re-engaged, with fitness framed as a supportive mechanism for emotional regulation, structure, and recovery. This illustrates the dual role of health as both a constraint and a driver, shaping cycles of disengagement and return.

Medical advice emerged as a significant influence on fitness participation, shaping both decisions to pause and decisions to resume activity. Participants described adhering to professional guidance regarding rest, modification, or reintroduction of exercise, highlighting the role of external authority in legitimizing engagement choices. From a reflexive thematic standpoint, medical guidance functions as a mediating framework through which participants interpret bodily limits and possibilities, reinforcing trust in adjusted or resumed participation.

Overall, these suggest that health-related barriers do not operate as linear obstacles to fitness continuity but are embedded within an adaptive process of self-regulation and decision-making. Health conditions, mental well-being, and medical advice shape patterns of disengagement and re-entry, emphasizing that continuity in fitness is constructed through responsive, health-centered approaches. Sustained engagement is therefore defined not by uninterrupted participation but by the capacity to listen to the body, respond to health needs, and re-engage when conditions allow, positioning health as a central and guiding dimension of fitness trajectories.

Table 30. RQ 2 - *Process and Interaction that Influence the Integration or lack thereof of wellness dimensions*
Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Constraints hinder fitness continuity (S4). Limitations disrupt fitness continuity (S7); Lack of equipment contributes to fitness discontinuity (S7). Financial constraints influence fitness participation decisions (S9) Environmental issues influence discontinuation of activity (S9).	Constraints	Resource Barriers

Phase two: The Integration of Categories and its Properties

Resource Barriers

Emerging from participants’ narratives, resource barriers became a central thread of wellness, illustrating how navigating these limitations is crucial to maintaining engagement, resilience, and long-term participation in fitness activities. Access to resources plays a critical role in shaping the continuity of fitness engagement. Rather than disengagement being attributed to lack of interest or motivation, participants described how material, financial, and environmental limitations constrained their ability to sustain participation. These constraints were experienced as practical barriers that disrupted routines and limited options, highlighting that fitness engagement is embedded within broader structural conditions that shape what is feasible and sustainable in everyday life.

An important insight from the analysis is that resource-related constraints often intersect, compounding their impact on continuity. Participants described how a lack of equipment, limited access to suitable facilities, or financial strain restricted their choices and reduced flexibility in maintaining routines. These limitations influence how participants interpret their capacity to engage: when resources are scarce, fitness may be reframed as inaccessible or secondary, even when personal motivation remains strong. Engagement, therefore, is shaped not only by internal drive but by the material conditions that support or constrain action. The participants have the following statements uttered during the focused discussion and in-depth interview.

It’s also due to lack of time. Though time can be managed. Yes, it can be managed. Because the workout itself is only 45 minutes to 1 hour each night. But that’s always what they say: lack of time, family matters, things like that. That’s why they stop going to the gym. For my part, I try to approach it in a way that motivates them again, lifts up their confidence to come back. But there are really some people you can’t control their emotions, their mind. Why this, why that. (FD,P2S4, L1844-1862)

For me, some people stop. Maybe they’re demotivated, or they have problems with their family, career, and such. But others continue because fitness has become part of their daily lifestyle. It’s like they’re incomplete without it. Like me. I get stressed if I don’t do



fitness. I get tired, anxious, and afraid because I don't know what to do. I get depressed if I stop going to the gym. I start feeling anxious like, 'Oh no, my body might get worse,' or 'I don't like this.' So, you have to continue in order to maintain. (FD,P3S7, L271-273)

I don't know, sir, because I felt like the reason was that the yoga mat hadn't arrived yet. And she really wanted to do yoga, but by the time the yoga mat arrived, her membership had already expired. Maybe... it was just lacking equipment. There was no yoga mat at that time, so that's why I saw her every afternoon doing her own thing. (FD,P1S7,L422-424)

Financial considerations emerged as a particularly influential factor in participation decisions. Participants noted that costs associated with gym memberships, equipment, or transportation affected their ability to remain engaged, sometimes leading to discontinuation despite perceived benefits of fitness. These financial constraints were not framed as temporary inconveniences but as ongoing realities that required participants to continually negotiate priorities. This underscores how economic factors shape continuity by defining the boundaries within which fitness can be pursued.

Environmental issues further contributed to discontinuation, with participants citing limited access to safe, appropriate, or well-maintained spaces as a deterrent to engagement. Inadequate facilities, unsafe surroundings, or unfavorable conditions disrupted routines and reduced motivation. From a reflexive thematic standpoint, these environmental constraints illustrate that continuity is not solely dependent on personal resolve but is contingent on the availability of supportive infrastructure. The absence of such support can transform fitness from a viable practice into a logistical challenge.

Overall, these suggest that resource barriers significantly shape patterns of fitness continuity and discontinuity. Constraints related to equipment, finances, and environment function as structural determinants that influence participation decisions and engagement trajectories. Recognizing these barriers highlights the importance of accessible, inclusive, and adaptable approaches to fitness that account for resource limitations. Fitness continuity, therefore, is constructed not merely through individual effort but through the alignment of personal motivation with material and environmental support systems that make sustained engagement possible.

Table 31. RQ 2 - Process and Interaction that Influence the Integration or lack thereof of wellness dimensions
Phase One: Core Ideas, Nodes, and Categories

Core Ideas	Nodes	Categories
Expectations affects fitness behavior (S3); Inconsistency hinders fitness progress (S3). Desire for instant results demotivates clients (S9) Boredom and short-term goals cause discontinuity (S6); Fear and excuses lead to discontinuity (S10); Fatigue and discontent cause disengagement (S7).	Expectations	Psychological Barriers

Phase two: The Integration of Categories and its Properties

Psychological Barriers

Psychological barriers emerged as a significant category within the contextual dimension of wellness, reflecting the mental and emotional challenges that impede participants' ability to sustain fitness engagement. Psychological factors play a significant role in shaping engagement and discontinuity in fitness practices. Expectations about progress, outcomes, and personal capability were described as powerful influences on behavior, motivation, and persistence. Rather than functioning solely as internal beliefs, these expectations shaped how participants interpreted effort, evaluated progress, and responded emotionally to challenges. Fitness engagement, in this context, is constructed through ongoing cognitive and emotional appraisal, where perceptions of success or failure directly influence continuity.

Unrealistic or short-term expectations often undermine sustained fitness engagement. Participants described becoming discouraged when desired results were not immediately visible, leading to frustration and diminished motivation. This concept reflects how participants actively interpret progress through expectation-driven lenses: when effort does not align with anticipated outcomes, fitness practices may be re-evaluated as ineffective or unrewarding. This mismatch between expectation and experience highlights how psychological framing can shape behavior more powerfully than objective progress itself. The participants have the following statements uttered during the focused discussion and in-depth interview.

You know, usually when they stop, like when they start being absent? And once they miss one session, especially during long breaks like December, they get lazy and won't go back. No matter the workout, whether it's yoga or gym, they just won't go back. Even for me, it's the same I was running in Cotabato, but I didn't really run there... when I got back here, I felt so lazy to run, didn't want to run. I thought to myself, 'Why should I run? What am I even doing?' That's exactly what I was thinking. But I needed it for cardio, so I thought, 'I really need to force myself.' So, I set a goal that in a week I have to run 5 kilometers, even if it's just getting back into it..." (FD,P3S3, L468)

I also read an article about some people who continue and some who stop. Mostly, at that time when they joined, they were motivated. Once the motivation is gone, they stop. So, motivation is different from discipline. Discipline is what really ensures that the goal is completed. Unlike motivation, once the motivation is gone, they stop." (FD,P1S9, L2127-2130)



This is correct. In our Zumba... dance fitness, they get bored with the same music over and over, so we need to create new [choreography], even just five new steps, so that it feels fresh with the music. But they don't realize that the steps are actually repeated." (FD,P2S6,L1489-1493)

Participants also emphasized that inconsistency in practice contributed to stagnation, which in turn reinforced disengagement. Irregular participation disrupted momentum, making progress harder to perceive and weakening commitment. Boredom emerged as a related factor, particularly when routines lacked variety or were driven by narrow, short-term goals. Without meaningful engagement or long-term orientation, fitness practices were described as monotonous, reducing intrinsic motivation and increasing the likelihood of discontinuity.

Fear and avoidance were further identified as psychological barriers to sustained engagement. Participants described apprehension about failure, discomfort, or perceived inadequacy, which sometimes manifested as excuses or procrastination. These emotional responses were often compounded by fatigue and general discontent, diminishing both physical energy and psychological readiness to engage. From a reflexive thematic standpoint, these findings illustrate how disengagement is often preceded by an accumulation of emotional and cognitive strain, rather than a single decisive moment.

Overall, these suggest that psychological barriers rooted in expectations, emotional responses, and cognitive appraisal significantly shape fitness continuity. Disengagement is not merely a consequence of poor discipline but emerges through complex interactions between belief systems, emotional states, and lived experience. Addressing expectations, fostering patience, and supporting reflective engagement may therefore be critical in sustaining participation. Fitness continuity is constructed not only through physical routines but through psychological alignment that supports resilience, motivation, and long-term commitment.

Table 32. RQ 2 - Process and Interaction that Influence the Integration or lack thereof of wellness dimensions
Phase One: Core Ideas, Nodes, and Categories

Core Ideas	Nodes	Categories
Motivation requires consistent dedication in fitness practices (S8).		
Commitment enhances fitness engagement (S10).		
Viewing fitness as career ensures continuity (S10).	Commitment	Personal Commitments
Positive outcomes reinforce persistence (S8)		

Phase two: The Integration of Categories and its Properties

Personal Commitment

Within the individual dimension of wellness, personal commitment surfaced as a dynamic category, highlighting how intrinsic motivation, goal-setting, and perseverance drive continuity in wellness practices. Sustained engagement in fitness is closely linked to personal commitment, understood as an ongoing investment of effort, intention, and identity. Rather than viewing motivation as a fleeting emotional state, participants described commitment as a deliberate and consistent dedication to their fitness practices. This dedication was framed as essential for maintaining routines over time, particularly in the face of challenges, fatigue, or competing priorities. Fitness engagement, in this context, emerges as a long-term endeavor shaped by intentional choice rather than momentary enthusiasm.

An important insight from the analysis is that commitment enhances engagement by stabilizing motivation. Participants emphasized that consistent dedication allowed them to continue even when motivation fluctuated, suggesting that commitment functions as an anchoring mechanism that sustains participation beyond emotional highs and lows. This reflects on how participants co-construct meaning around fitness as a valued practice: commitment is interpreted not merely as obligation, but as alignment with personal goals, values, and self-concept. This meaning-making process reinforces persistence and resilience in engagement. The participants have the following statements uttered during the focused discussion and in-depth interview.

For me, motivation is different from dedication. Some people are only motivated because of the hype, or because their friends are joining, so they follow along. But after that, they don't come back. Dedication is different. It's when you yourself are willing to change, when you truly want to live a healthy lifestyle and want to improve yourself (FD,P2S8,L2070-2076)

Ma'am, how are you? Where are you headed? We haven't seen you doing Zumba. Where have you been? this and that, what have you been doing? Come back, ma'am. Are you still around? Yes ma'am, this is my schedule. I take time. And all of them, I take time. (FD,P1S10,L1761-1763)

In terms of that, instead of spending money on medicine, it's more in my mind now to just workout. Without hesitation thankfully, it's actually normalized. The pain I used to have, now, after several years, I no longer feel it. (FD,P2S8,L2094-2100)

Participants also described how integrating fitness into their professional or vocational identity strengthened continuity. Viewing fitness as part of a career or long-term pathway transformed routines from optional activities into integral components of daily life. This identity-based commitment heightened accountability and consistency, positioning fitness as a non-negotiable aspect of personal and professional development. Such framing illustrates how engagement is sustained when fitness becomes embedded within broader life



narratives and aspirations, rather than remaining an isolated or peripheral pursuit.

Positive outcomes further reinforced participants’ commitment. Experiences of improved health, performance, confidence, or well-being validated the effort invested in practice, creating a reinforcing cycle of persistence. These outcomes were not only physical but also emotional and psychological, strengthening participants’ belief in the value of continued engagement. From a reflexive thematic standpoint, this feedback loop highlights how commitment is sustained through lived experience, where tangible and perceived benefits reinforce dedication and continuity.

Overall, these suggest that personal commitment operates as a central mechanism in sustaining fitness engagement. Motivation is maintained through consistent dedication, identity alignment, and the reinforcement of positive outcomes. Fitness continuity, therefore, is constructed through an ongoing process of intentional commitment, where persistence is supported by meaning, identity, and lived validation of effort.

Table 33. RQ 2 - *Process and Interaction that Influence the Integration or lack thereof of wellness dimensions*
 Phase One: *Core Ideas, Nodes, and Categories*

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
Religious beliefs may cause practice discontinuation (S10). Social factor disrupts fitness continuity (S10)	Beliefs	Value Conflict

Phase two: The Integration of Categories and its Properties

Value Conflict

Value conflict emerged as a meaningful category within the individual dimension of wellness, capturing the inner tension participants experience when personal priorities, beliefs, or responsibilities clash with the demands of sustaining fitness engagement. Engagement in fitness is sometimes challenged by the intersection of personal beliefs and social influences, highlighting how value conflicts can disrupt continuity. Rather than disengagement being solely a matter of motivation or convenience, participants described situations in which their religious or moral convictions created tension with certain fitness practices or environments. In these cases, adherence to deeply held beliefs was prioritized over routine participation, suggesting that fitness engagement is negotiated within a broader framework of values, ethics, and social expectations.

Religious beliefs emerged as a particularly salient factor influencing participation decisions. Participants described occasions when specific practices, schedules, or social norms associated with fitness routines were perceived as incompatible with spiritual or moral observances. This perception illustrates that meaning-making in fitness is relational: the act of exercising is interpreted through the lens of personal and spiritual values, with discontinuity sometimes resulting from the perceived need to align behavior with higher-order principles. In such instances, disengagement is not a lack of commitment but a conscious strategy to maintain integrity and coherence between belief and practice.

Social factors also contributed to value-based discontinuity. Participants noted that expectations, norms, or pressures from family, peers, or community could create conflicts with personal fitness routines. These social influences sometimes disrupted participation, either by limiting time and opportunity or by framing certain practices as inappropriate or low priority within the participant’s social context. This demonstrates that continuity in fitness is relationally embedded, shaped not only by internal motivation but also by negotiation between personal values and external expectations. The participants have the following statements uttered during the focused discussion and in-depth interview.

Time. But I know someone from church. I was prohibited by their church. They said it’s really not allowed. That’s probably why I told you that, because yoga, their perception is more of meditation.” (FD,P2S10,L1714-1721)

Because of my daughter. I feel that my daughter is my top priority among anything else. And she owns my full attention. That’s why. That’s the main reason I stopped. And I keep telling myself that it’s easy to go back when it’s the right time, because I don’t need a community, you just need yourself, to be present in the practice when you want to practice. And I’m happy that there are still gyms here in GenSan that offer yoga. At least there is still somebody who’s willing to teach.” (FD,P3S10,L178)

Participants’ narratives suggest that managing these conflicts requires active reflection and prioritization. Some individuals sought strategies to reconcile fitness with belief systems, such as adapting routines, finding alternative modalities, or integrating practices that were congruent with their values. From a reflexive thematic standpoint, this highlights the dynamic interplay between personal meaning, social context, and behavioral continuity, emphasizing that fitness engagement is a negotiated, context-sensitive practice rather than a purely individual endeavor.

Overall, these suggest that value conflicts, whether rooted in religious beliefs or social influences, can significantly impact fitness continuity. Discontinuation in such contexts is not a deficit in motivation but a reflection of complex decision-making where alignment with personal beliefs takes precedence. Sustained engagement, therefore, is constructed through ongoing negotiation between internal values, social context, and practical possibilities, emphasizing that fitness practices are embedded within broader ethical and relational landscapes.

Table 34. RQ 2 - *Process and Interaction that Influence the Integration or lack thereof of wellness dimensions*
Phase One: Core Ideas, Nodes, and Categories

<i>Core Ideas</i>	<i>Nodes</i>	<i>Categories</i>
New hobbies can replace fitness practices (S10)	Replacement	Activity Substitution

Phase two: The Integration of Categories and its Properties

Activity Substitution

From participants' narratives, activity substitution became a central thread of wellness, illustrating how individuals navigate interruptions, constraints, or barriers by finding alternative paths to remain active and committed to their well-being. Engagement in fitness is sometimes disrupted by the introduction of alternative activities, highlighting the dynamic and negotiable nature of wellness practices. Rather than discontinuity being solely a result of lack of motivation or external barriers, participants described situations in which new hobbies or interests replaced previous fitness routines. This substitution reflects how individuals constantly navigate priorities, interests, and sources of fulfillment, illustrating that engagement in physical activity is embedded within a broader landscape of leisure, personal development, and self-expression.

An important insight from the analysis is that activity substitution is often value-driven and meaning-laden. Participants described turning to hobbies that offered comparable or alternative forms of satisfaction, whether through social engagement, creative expression, or mental stimulation. This indicates that fitness engagement is interpreted relationally: when alternative activities better align with current needs, interests, or identity, prior routines may be consciously deprioritized. Discontinuity, in this context, is not a passive lapse but a reflective negotiation of personal meaning and priorities. One of the participants has this statement uttered during the focused discussion and in-depth interview.

So, I'm not losing out, actually. As long as I put [myself out] there, people show up, they appreciate my work. I get energy from that. Not everyone has money to spend, but when it comes to the shop, and they complement my work, I can see the amusement on their faces. It fuels me. (FD,P3S10,L195)

Participants further emphasized that substitution was sometimes cyclical rather than permanent. Engagement with new activities could coexist with, or eventually lead back to, fitness practices, particularly when initial routines were adapted to accommodate evolving interests. This dynamic illustrates that continuity in wellness is flexible and non-linear, shaped by participants' ongoing evaluation of what activities provide fulfillment, health benefits, and alignment with personal goals. Substitution is therefore both a potential challenge and an adaptive mechanism for sustaining overall well-being in a changing lifestyle context.

Overall, these suggest that activity substitution reflects the negotiable and context-dependent nature of fitness engagement. New hobbies can temporarily replace fitness routines, not out of neglect, but as part of participants' ongoing efforts to balance multiple interests, responsibilities, and sources of meaning. Sustained engagement is thus constructed through reflective negotiation, adaptation, and integration, emphasizing that fitness practices are part of a broader ecosystem of meaningful activities rather than fixed or immutable commitments.

Concepts and Experiences of Adults on Multidimensional Wellness

Phase three: Integrating Categories Properties including Diagram

The diagram visually presents how the findings of the study are organized by illustrating the relationship between overarching themes and the categories contained in concepts and experiences of adults on multidimensional wellness. This diagram displays clusters of related categories showing how different aspects of wellness-related experiences coexist and interact. Placement of categories under each overarching theme provided a clear overview of how specific practices, conditions, and experiences are brought together to represent broader areas of focus identified in the analysis.

The categories were derived through careful consideration of the significant statements identified in the data. These statements were initially coded, and codes that reflected similar meanings were then grouped together to form categories. The resulting categories were further examined and clustered based on shared ideas and experiences, allowing overarching themes to emerge. This process demonstrates how significant statements, codes, and categories were systematically integrated to arrive at the overarching themes.

Given the number of categories generated through this process, grouping was necessary to present the findings in a clear and accessible manner. Categories were grouped based on shared meanings, functional similarities, and their alignment with the central focus of each overarching theme. This approach allows the diagram to show how multiple categories operate together within a theme, while also highlighting that relationships among themes remain interconnected and responsive to varying contexts and experiences. Thus, the inclusion of this diagram is necessary because this is the first ground in the formulation of the theory.

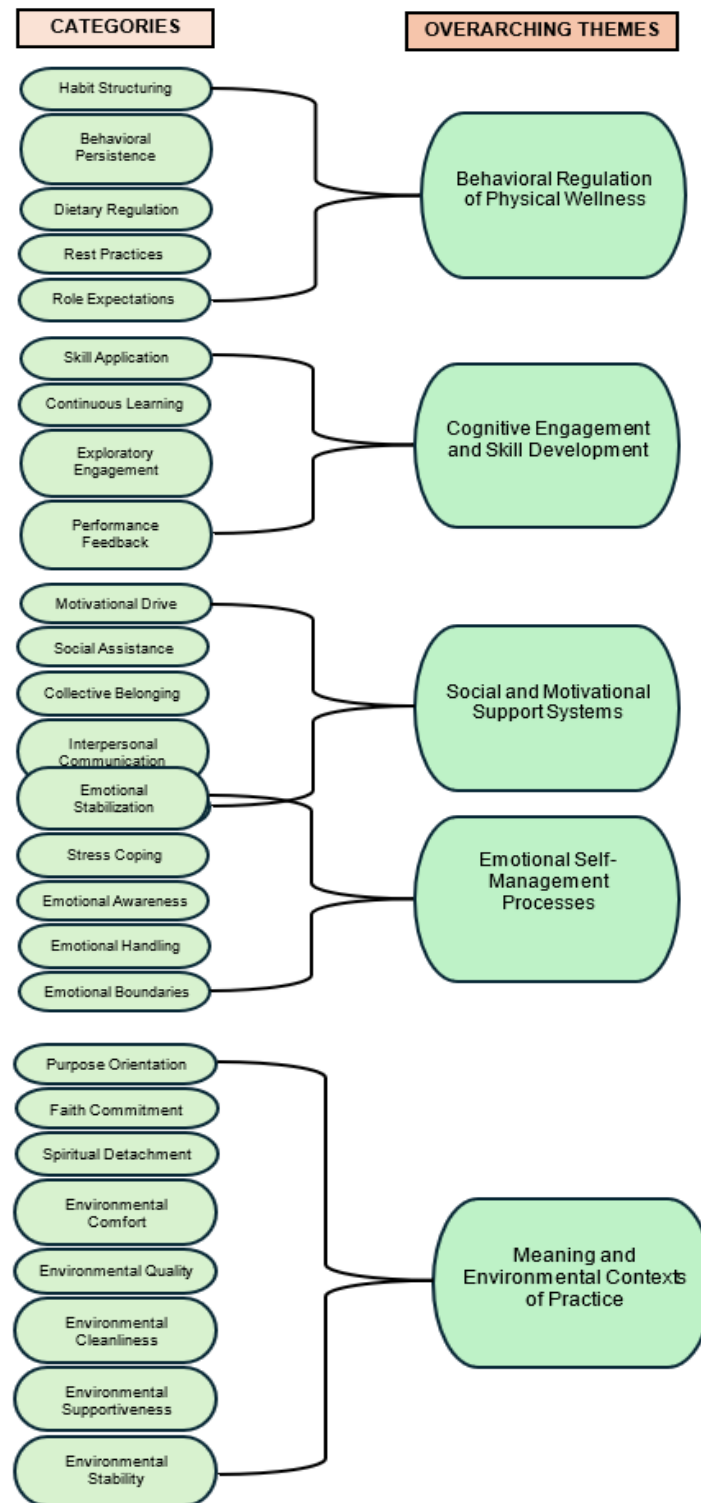


Figure 1. Integrating Categories Properties, including Diagram

Process and Interaction that Influence the Integration, or lack thereof, of wellness dimensions

The diagram below visually presents how the findings of the study are organized by illustrating the relationship between overarching themes and the categories contained in process and interaction that influence the integration or lack thereof of wellness dimensions. This diagram displays clusters of related categories showing how different aspects of wellness-related experiences coexist and interact. Placement of categories under each overarching theme provided a clear overview of how specific practices, conditions, and experiences are brought together to represent broader areas of focus identified in the analysis.

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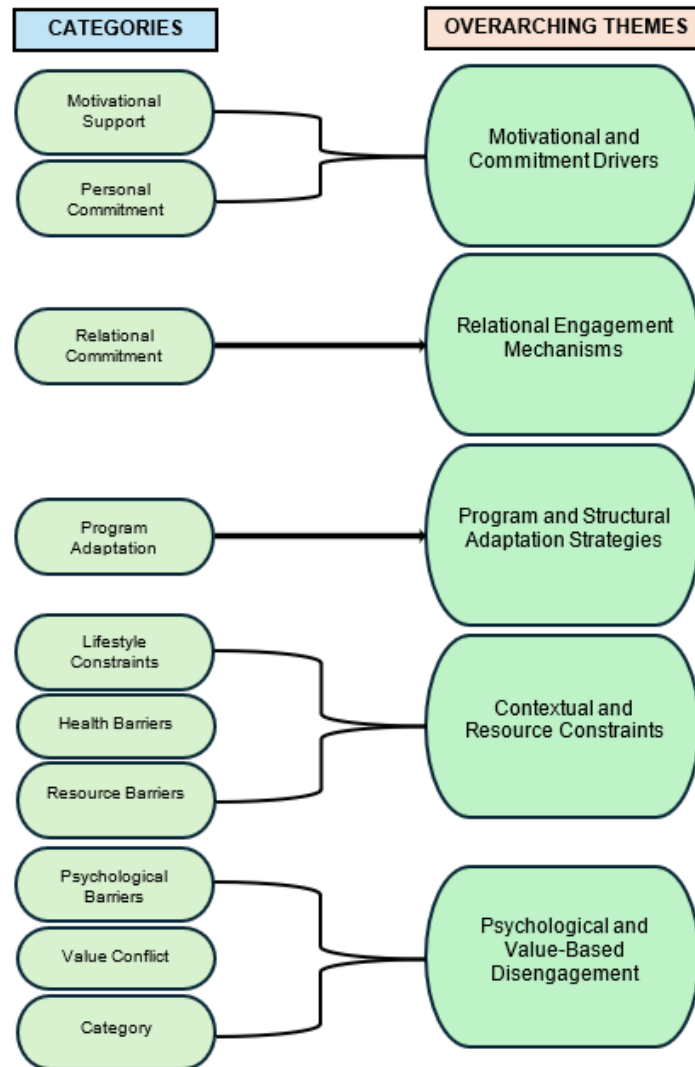


Figure 2. Integrating Categories Properties, including Diagram

The figure visually presents how the findings of the study are organized by illustrating the relationship between overarching themes and the categories contained in process and interaction that influence the integration or lack thereof of wellness dimensions. This diagram displays clusters of related categories showing how different aspects of wellness-related experiences coexist and interact. Placement of categories under each overarching theme provided a clear overview of how specific practices, conditions, and experiences are brought together to represent broader areas of focus identified in the analysis.

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overarching theme. This approach allows the diagram to show how multiple categories operate together within a theme, while also highlighting that relationships among themes remain interconnected and responsive to varying contexts and experiences.

Becoming well emerges as a living, cyclical rhythm, a dance between engagement, disruption, regulation, and re-alignment. Wellness is not a fixed summit to reach but a fluid practice, shaped by the push and pull of personal agency, relational ties, environmental conditions, and the meanings individuals ascribe to their experiences. Continuity is woven through adaptive integration across physical, psychological, relational, and spiritual dimensions, while moments of discontinuity, strain, constraint, or deliberate pause serve as signposts for reflection, recalibration, and responsive adjustment. These shifts are observable patterns, signaling the real-world interplay of capacities, contexts, and consequences rather than mere deviations from an idealized standard.

Discontinuity, far from being a failure, is inherently developmental and interpretive. Pauses, withdrawals, or redirections are moments charged with potential for learning, self-reflection, and re-prioritization. Wellness engagement unfolds as an iterative negotiation, a balancing act between aspiration and capacity, personal expectation and social influence, stability and change. These observable cycles reveal how individuals actively interpret and shape their practices, integrating reflection and experience into a coherent sense of self and purpose, demonstrating that control is continuously exercised within the constraints and possibilities of lived life.

The relational and contextual scaffolding of wellness is equally vital. Engagement is co-constructed through the presence of supportive others, culturally mediated norms, and environmental affordances. Continuity and disruption arise not solely from individual drive but from the dynamic interplay between choice, opportunity, and situational limitations. Emotional experiences, reflective insight, and relational accountability act as guiding threads, mediating the ongoing interpretation of practice and shaping the ways in which wellness is maintained, adapted, or reoriented. These patterns are measurable, patterned, and observable in real-life contexts, underscoring the post-positivist emphasis on empirically grounded understanding of wellness trajectories.

Framing wellness as a living, interpretive practice challenges linear, prescriptive, or compliance-based models of health and well-being. It emphasizes the fluidity, adaptability, and negotiated nature of engagement, portraying continuity and discontinuity as co-constitutive elements of sustained practice. The iterative interplay between effort, reflection, and context highlights the situated, evidence-informed character of engagement, demonstrating that wellness is both enacted and constrained by material, relational, and interpretive realities.

Ultimately, becoming well is not a destination but an evolving process, an observable and interpretable pattern of engagement and recalibration that unfolds across time and space. Continuity and discontinuity are equally meaningful, marking the moments in which practice, reflection, and adaptation converge to shape the ongoing construction of wellness. Through this lens, the lived experience of becoming well is both dynamic and situated, revealing a post-positivist understanding of wellness as an emergent, negotiated, and continuously realized phenomenon.

Conclusions

The ADHERE Theory offers a grounded, process-oriented explanation of wellness engagement by conceptualizing participation as a balance between sustaining and constraining forces. Continuity emerges when habits, resilience, social support, and enabling environments foster adherence, while discontinuity occurs when barriers overwhelm these supports. By reframing wellness behavior as a systemic and adaptive process rather than a matter of motivation alone, the theory provides both conceptual clarity and practical direction for promoting long-term fitness engagement. Ultimately, adherence is not simply a personal trait but a product of integrated behavioral, relational, and contextual systems that enable individuals to remain engaged over time.

Based on the findings, it is recommended that fitness programs incorporate psychosocial support mechanisms alongside physical training. Practitioners should design inclusive and adaptive programs that consider individual differences and contextual factors. Policy-makers and institutions should develop wellness initiatives that address multiple dimensions of health, while future research should explore the applicability of the ADHERE Theory across different populations and settings.

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