

TRIATHLON NEW ZEALAND PERFORMANCE PATHWAY SNAPSHOTS

PATHWAY DESCRIPTORS		PERFORMANCE REQUIREMENTS									
Level	Stage Description	Athlete Description	Individual	Mixed Relay	Single Discipline	Health & Wellbeing	Physical	Technical	Tactical	Ambition	Attitude
HP Elite (Tier 1) Medal Focus 2026 Timeline to Podium 0-4 Years TAPS eligible	Athletes who have demonstrated realistic podium capabilities and are refining performance for podium success at the PE in this cycle	Athletes that have achieved multiple top 8s at BEs or PEs, or one Top 8 and equivalent international performances	ONE OF WTCS: 2 x Top 8 (standard distance) or winner World Cup: 2 x Podium (standard distance) ≤1% of winner AND shows evidence of progression against the sport's picture of performance towards a podium at the PE in this cycle	ONE OF WTCS: 2 x Top 8 (sprint or super sprint distance) or super sprint distance) ≤3% of winner World Cup: 2 x Podium (sprint or super sprint distance) ≤1% of winner AND WTMRS: A leg time ≤10% of fastest leg time in your respective leg	Swim 400m SC: Men ≤4:15 (98%) Women ≤4:30 (98%) Run 1500m: Men ≤3:59 (94%) Women ≤4:22 (94%) Run 5km: Men ≤14:19 (94%) Women ≤16:36 (94%) Combined Swim+Run ≥182%	Demonstrates healthy fueling, training and recovery habits, maintains low injury and illness rates, enabling consistent training with >90% availability during key performance periods Demonstrates a sustainable and effective balance between wellbeing and performance across all demands Operates within a clearly defined, fully aligned and high-functioning interdisciplinary support team Purposely adjusting the career plan as needed Building financial resilience with different income streams and contingency plans	Elite-level aerobic capacity and ability to perform at a relatively high percentage of max High fatigue resistance with the ability to maintain submaximal workload efficiently Well-developed anaerobic capacity specific to high performance demands Superior movement economy and neuromuscular coordination optimised for all disciplines	Mastery of all disciplines to optimise efficiency, especially under stress, fatigue, and high speed Purpose-driven training with a focus on winning Continuous self-collaboration with support application of advanced training methods Identifies opportunities for 1% gains	Plans, adjusts, and executes race strategies in real time under pressure Demonstrates advanced tactical understanding and deliberate, accurate self-correction in-race Manages risk strategies, dynamically based on elite level race scenarios Benchmarks performance objectively against the world's best, with ongoing critical reflection to maintain competitive edge	Sustains passion and perseverance toward long-term goals despite setbacks Leverages learning to improve decision making Plans intentionally, critically evaluates progress, and implements improvements Owns outcomes and exhibits a strong competitive drive Leans in' to their values, purpose and multiple identities to assist decision making Leads effectively and embraces role as ambassador in NZ	Delivers high-level performance in key moments on most occasions Harvests anxiety, maintains composure, and focuses attention in complex environments Relentless and intentional pursuit of growth and closing performance gaps Demonstrates leadership to support others through change Leads effectively and embraces role as ambassador in NZ
HP Potential (Tier 2) Medal Focus 2028/32 Timeline to Podium 1-4 Years TAPS eligible	Athletes who have demonstrated performance progression, showing high potential of a Top 8 placing at the PE in this cycle and/or potential to medal at the PE in the next cycle Tracking towards Elite in 1-4 years	Athletes that have demonstrated agreed performance progression and tracking towards a Top 8 placing at the PE in this cycle, AND tracking towards a podium at the PE next cycle OR athletes that have demonstrated agreed performance progression and tracking towards a podium at the PE next cycle	ONE OF WTCS: 2 x Top 16 (standard distance) ≤3% of winner World Cup: 2 x Top 5 (standard distance) ≤2% of winner U23 World Champs: Podium	ONE OF WTCS: 2 x Top 16 (sprint or super sprint distance) ≤3% of winner World Cup: 2 x Top 5 (sprint or super sprint distance) ≤2% of winner AND ONE OF WTMRS: A leg time ≤15% of fastest leg time in your respective leg U19/U23 MR World Champs: A leg time ≤15% of fastest leg time in your respective leg	Swim 400m SC: Men ≤4:20 (96%) Women ≤4:36 (96%) Run 1500m: Men ≤3:55 (92%) Women ≤4:27 (92%) Run 5km: Men ≤14:35 (93%) Women ≤16:55 (92%) Combined Swim+Run ≥188%	Demonstrates healthy fueling, training and recovery habits, maintains low injury and illness rates, enabling consistent training with >90% availability during key performance periods Manages wellbeing effectively under increased travel, competition, and training demands Has an established, integrated support team working cohesively around athlete needs Has developed a dual career action plan Demonstrates financial capability with informed decisions around money	Elevated aerobic capacity approaching elite levels, with a developing ability to sustain high percentages of max Good fatigue resistance and growing efficacy in submaximal workload management Anaerobic speed reserve is emerging but not fully refined Movement economy improving but still being honed for technical efficiency in all triathlon disciplines	Shows consistent excellence across all disciplines, maintaining efficiency at high intensity and in challenging conditions Trains with a clear performance focus, targeting competitive breakthroughs at international level Demonstrates reflective practice and openness to collaborative, progressive and innovative input within the performance environment	Independently plans and adapts nuanced race strategies across varied conditions Demonstrates consistent tactical awareness and initiates self-correction in-race Applies targeted risk strategies appropriate to race dynamics Benchmarks and critically reflects against international competitors to identify performance gaps Own successes and failures incorporating a healthy competitive drive Understand their purpose and can articulate their multiple identities	Sustains resilience over time, driving progress toward international performance benchmarks Harnests anxiety, maintains composure, regulates emotions and focuses attention in complex environments Intentional pursuit of growth and closing performance gaps Demonstrates skills and strategies to navigate change Developing leadership and role modelling appropriate behaviour	Consistent delivers near-best performance in important competitions Harnests anxiety, maintains composure, regulates emotions and focuses attention in complex environments Intentional pursuit of growth and closing performance gaps Demonstrates skills and strategies to navigate change Developing leadership and role modelling appropriate behaviour
HP Confirmation (Tier 3) Medal Focus 2032/36 Timeline to Podium 4-6 Years TAPS eligible	Athletes who are confirming the performance requirements to achieve a Top 8 placing at the PE in this cycle and potential to podium at the PE in the next cycle Tracking towards Potential in 1-2 years	Athletes that are confirming the performance requirements to achieve a Top 8 placing at the PE in this cycle and potential to podium at the PE in the next cycle OR athletes that are confirming the performance requirements and tracking towards a podium at the PE in the next cycle	ONE OF Conti Cup: Podium (sprint or super sprint distance) ≤2% of winner U23 Conti Champs: Podium (sprint or super sprint distance) ≤2% of winner AND ONE OF U19 World Champs: Top 8 World Cup: Top 8 WTMRS: A leg time ≤15% of fastest leg time in your respective leg U19/U23 MR World Champs: A leg time ≤1.5% of fastest leg time in your respective leg	Swim 400m SC: Men ≤4:25 (94%) Women ≤4:41 (94%) Run 1500m: Men ≤4:00 (90%) Women ≤4:32 (90%) Run 5km: Men ≤14:51 (90%) Women ≤17:14 (90%) Combined Swim+Run ≥184%	Demonstrates healthy fueling, training and recovery habits, maintains low injury and illness rates, enabling consistent training with >90% availability during key performance periods Applies emerging strategies to maintain a healthy balance between wellbeing, lifestyle, and performance Engages proactively with support staff, developing skills in communication and self-management of health needs Actively explores interests, motivators and potential industries Developing financial literacy	Aerobic capacity values enhanced through training, showing above-average endurance capacity Developing fatigue resistance capacity for competitive race paces Development of specific anaerobic conditioning as aerobic conditioning develops Neuromuscular coordination progressing toward technical proficiency across disciplines	Exhibits reliable technical proficiency in all disciplines, sustaining efficiency under variable loads and race stress Trains with clear performance focus, progressing toward international benchmarks Engages in regular self-evaluation with support team to refine performance habits Applies structured, modern training methods with growing consistency	Plans and adapts race strategies with partial independence Applies developing tactical awareness to make timely in-race adjustments Takes risk-taking decisions within controlled race environments Benchmarks progress against national or international performers to identify strengths and weaknesses, structured support	Demonstrates consistent perseverance toward ambitious goals, managing setbacks constructively Proactively exploring ways to learn and applying lessons systematically to progress performance Actively engages in critical reflection to refine and optimise approaches Accepts accountability for results and sets a clear competitive mindset Exploring values, purpose and multiple identities	Performs strong when it counts Can manage anxiety, composure, emotions and attention in challenging environments Growth mindset, intentional in identifying and closing performance gaps Embraces change and successful transitions Aligns behaviours with expectation of Tri NZ and HPSNZ	
HP Development (Tier 4) Medal Focus 2032/36 Timeline to Podium 6-10 Years Non-TAPS eligible, unless by exception Tracking towards Confirmation in 1-4 years	Athletes who are demonstrating the performance requirements to perform at future PE introduction to high performance environments and international competition Tracking towards Confirmation in 1-4 years	Athletes that are benchmarking against the performance requirements to perform at future PE	ONE OF World Cup: one result ≤4% of the winner Conti Cup: multiple performances ≤ 3% of winner Oceania U19 MR Champs: Top 5 & ≤3% of winner Oceania U19 MR Champs: A leg time ≤30s of the fastest time in your respective leg NZSS: Podium	Swim 400m SC: Men ≤4:43 (87%) Women ≤5:00 (87%) Run 1500m: Men ≤4:17 (85%) Women ≤4:44 (85%) Run 5km: Men ≤15:31 (85%) Women ≤18:01 (85%) Combined Swim+Run ≥172%	Learning healthy fueling, training and recovery habits that reduce risk of injury and illness, aimed at maximising training availability Learning to balance personal wellbeing with growing performance demands Accessing foundational support services as introduced through the pathway Understands the importance of a dual career Shows appreciation for money as a finite resource	Aerobic capacity in the improvement phase, foundation for aerobic endurance being laid Fatigue resistance building through consistent training exposure Maintenance of anaerobic training exposure as aerobic development prioritised Movement economy and coordination foundational skill development	Demonstrates solid foundational capabilities across all disciplines, with developing ability to maintain efficiency under pressure Approaches training with discipline and intent, aiming for measurable progress against performance goals Begins to use self-reflection and feedback from coaches and peers to inform growth and learning	Begins to plan and follow simple race strategies with guidance Shows emerging awareness of race dynamics and basic tactical decision-making Attempts simple risk/reward decisions with coach input Compares performance to higher-level peers as an introduction to benchmarking	Coachable and open to learning Shows enthusiasm, resilience, and responsibility through goal setting, learning and improvement Has a strong athletic identity and desire to pursue a high-performance athletic career	Shows ability to perform well in key moments on occasion Learns strategies to settle nerves, emotions and regain focus when distracted Growth mindset, intentional in identifying and closing performance gaps Has an understanding of the nature and inevitability of change Understands how behaviour impacts performance in sport and life	

The Tri NZ Performance Pathway describes the platform to identify, select, track and support athletes as they transition from HP Development to HP Elite. It is based on data from World Triathlon results (individual and mixed relay), individual discipline performance, and elite training from 2000-2025. While it is strongly evidence-based, athlete progression is also recognised as dynamic and non-linear, and therefore the Pathway is considered as a guide for individual consideration. The Pathway is two-dimensional. Read horizontally the key components relevant to each stage of the Pathway are outlined. Read vertically, the Pathway describes how each key characteristic changes from one stage of development to the next.