

ATHLETE CATEGORISATION GUIDELINES 2025

SUPPORTING DOCUMENTS

Note: this document is to be read in conjunction with the “AusTriathlon (AusTri) Athlete Categorisation Guidelines 2025”. This document provides additional detail supporting the processes articulated in the Guidelines.

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1. Hierarchy of Discriminators

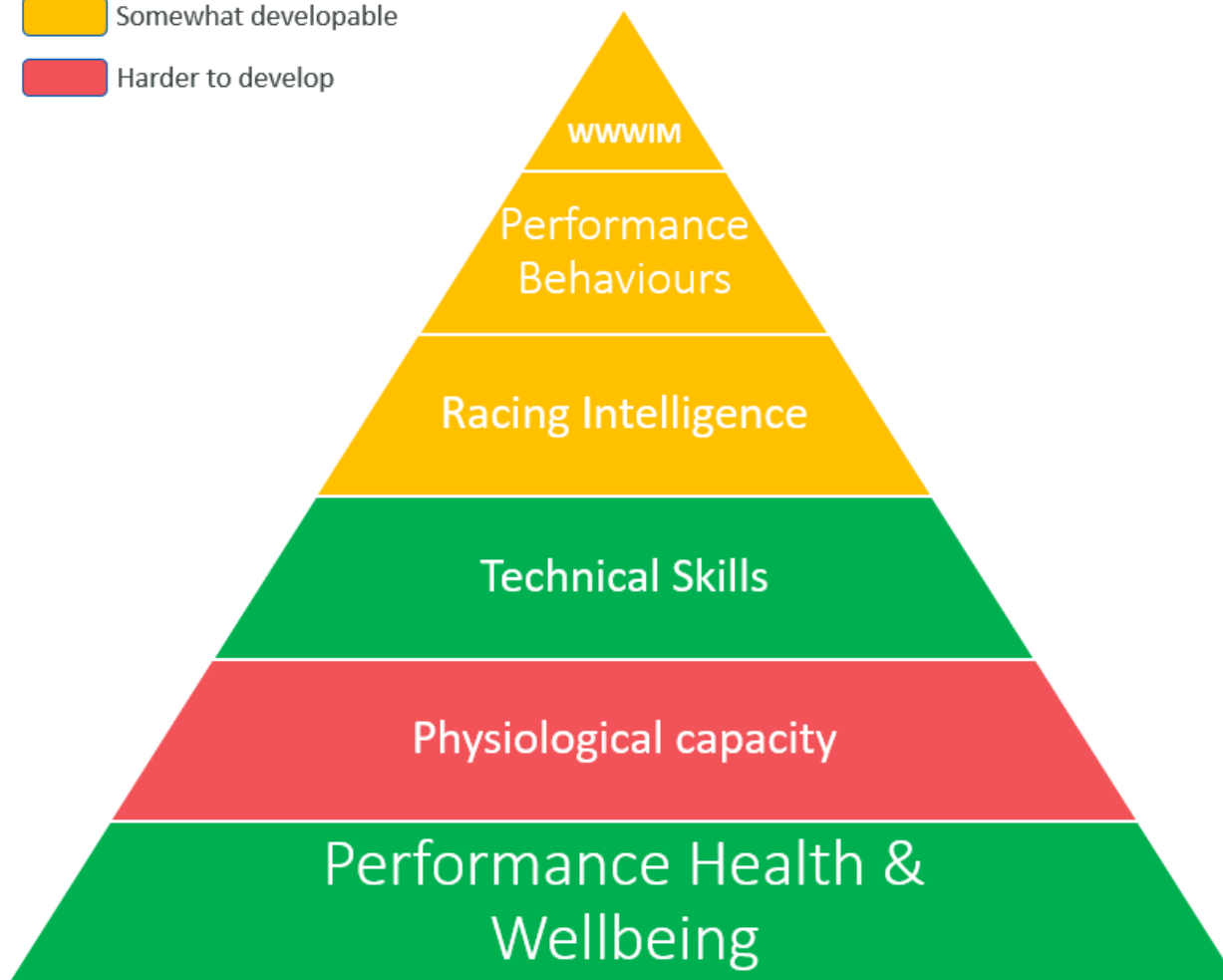
As part of understanding what differentiates podium athletes and podium performances, AusTri has developed a Hierarchy of Discriminators (HoD) that must be developed over time to achieve podium success. These represent the factors that underly what it takes to *Win Well When It Matters*. The HoD forms the foundation of an evidence-informed holistic athlete profiling approach to better predict and monitor athlete progression (over time). At different points in an athlete's journey, different factors may be weighted relatively more, or less, based on their association with long term development.

It is critical to understand that the weighting does not represent the relative importance of each discriminator to performance at that point in time, but rather the insight it provides in assessing the probability of an athlete achieving podium success over the Olympic or Paralympic cycle they are targeting.

For example, at Podium level an athlete's results in the previous two years are highly associated with their likelihood to perform over the next two years. However, an athlete's results at junior level – while still relevant - are not significantly predictive of their likelihood to podium at senior Benchmark (BME) or Pinnacle events. Therefore, at Emerging level, AusTri are assessing an athlete's potential to perform over time, not their current performance per se.

The overall approach is based on analysing triathlon and discipline specific data noting complexities that influence athlete progression.

- Highly developable
- Somewhat developable
- Harder to develop



At Podium this may look like.....

Winning Well When it Matters - Performing at or above expectation at pinnacle events; using anxiety to enhance performance; highly composed; ability to regulate emotions; focus attention despite "noise" under immense pressure and at critical moments.

Display behaviours that are consistent with High performance. Patience and professional; high self-efficacy, growth mindset; ability to self-regulate; capacity to plan, critically reflect and effect positive change; accountable, deeply competitive, resilient and purposeful.

Ability to plan, adapt and deploy race strategy; dynamically read and orient self in race; manage pacing; deploy tactical plays and "weapons" to influence race outcome and in response to opponents; understand and apply risk strategy; ability to critically reflect and "reality test" performance against planed objectives & world's best.

Possessing high technical competencies across swim, bike, run and transition to maximise performance efficiency, particularly executing continuously under stress / pressure / fatigue at high velocity.

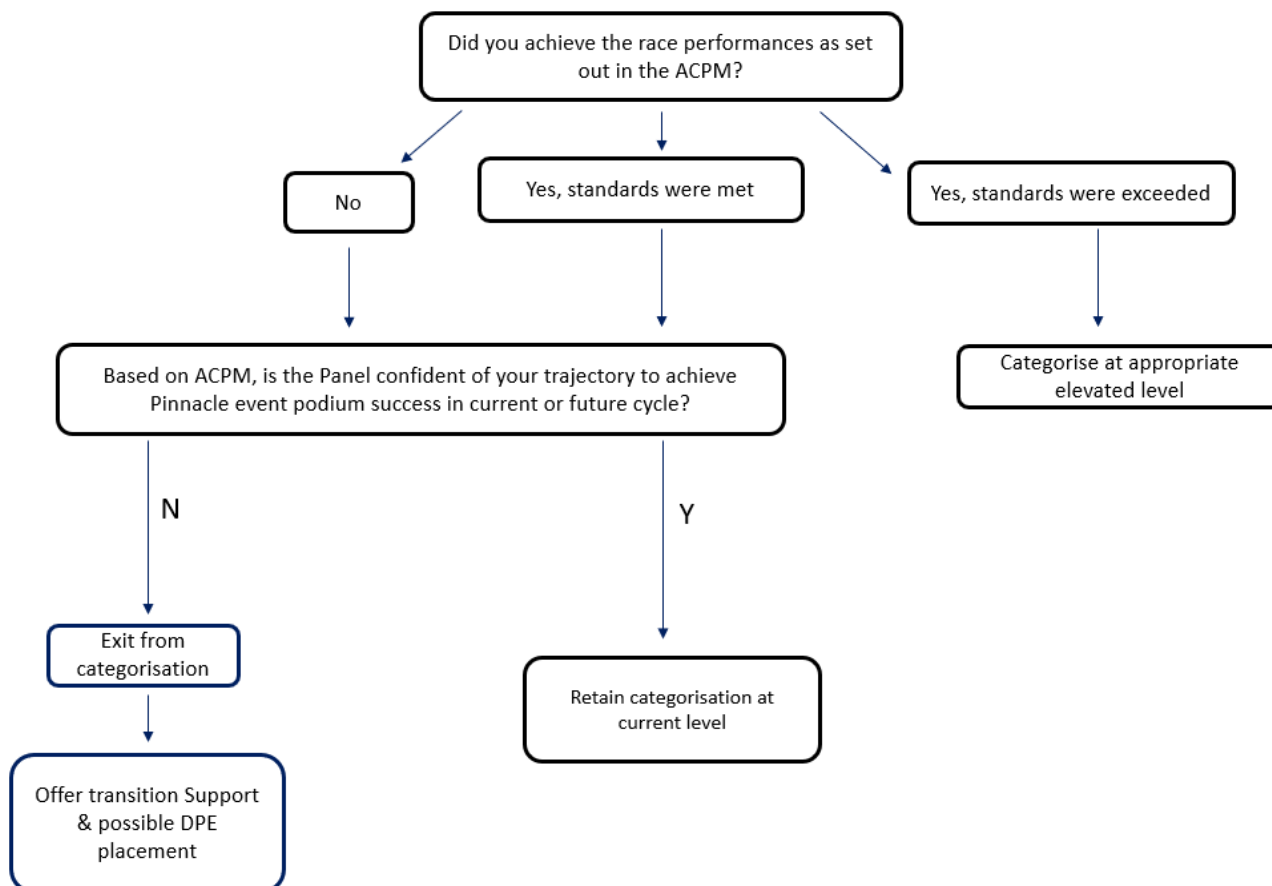
Physiological profile across endurance, speed & strength domains meet or exceed the demands of world class competition; ability to deploy and sustain repeated high speed / power efforts to dictate the critical moments throughout a race; strong fatigue resistance capabilities; outstanding VO2max, high running economy.

Training load appropriate, minimum 80% training availability, low injury and illness history, functionally robust, fueled for appropriate energy availability, adequate sleep, life balance (education, employment, living arrangements, relationships).

2. AusTri Athlete Categorisation Decision Processes

The following sets out the AusTri Athlete Categorisation decision processes.

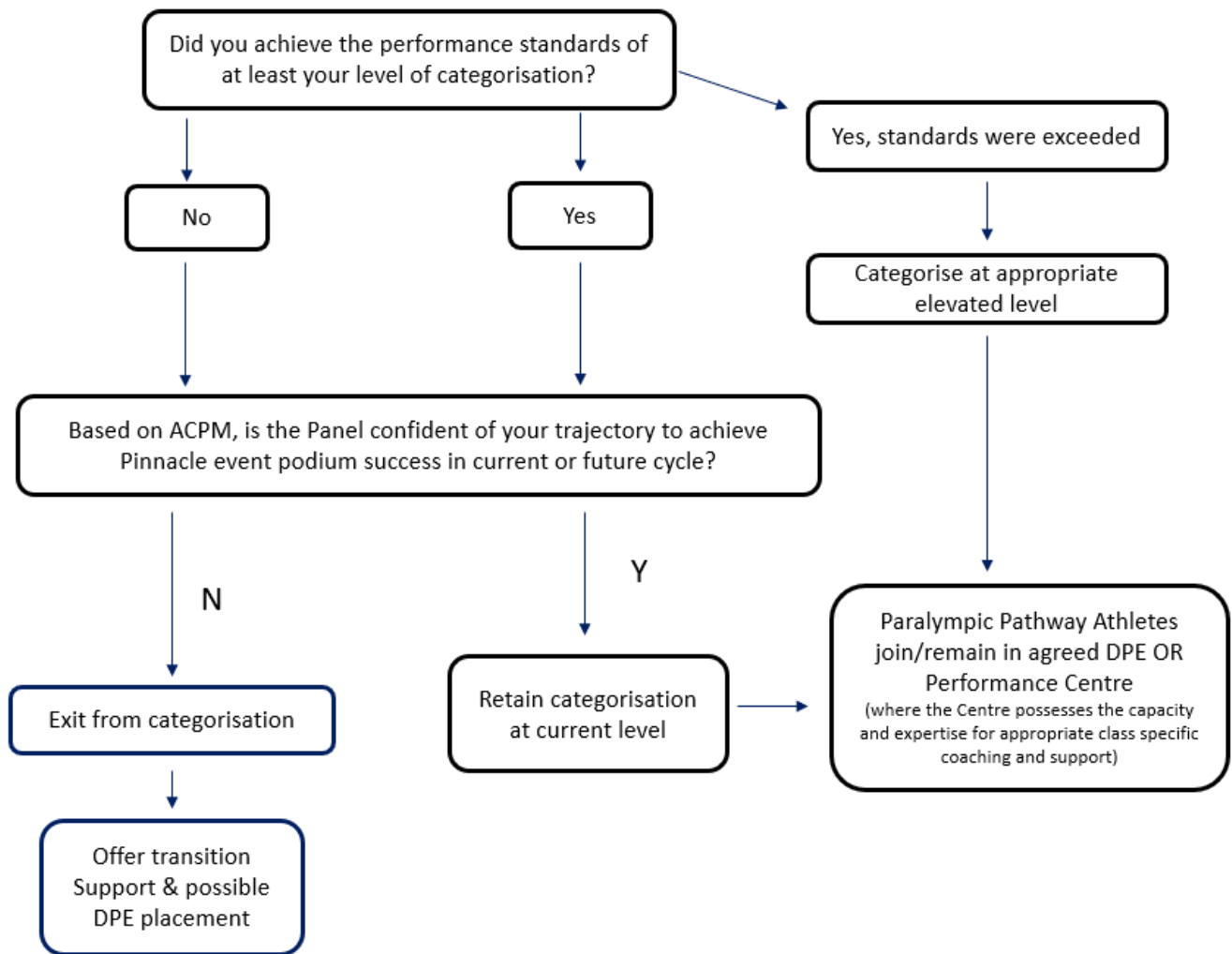
Existing Categorised Athletes in the Olympic Program:



Notes:

- Athlete Categorisation Panel decisions regarding ongoing athlete categorisation (status and level) will be guided by ACPM performance benchmarks assessed together with other ACPM characteristics and capabilities. Achieving ACPM performance benchmarks alone does not guarantee categorisation at any level. While ongoing progress is expected, athlete development is not linear and individual factors and context are considered in the categorisation decision process.
- A summary of Athlete Categorisation Levels is outlined in **Table 1**.

Existing Categorised Athletes in the Paralympic Program:



Notes:

- Athlete Categorisation Panel decisions regarding ongoing athlete categorisation (status and level) will be guided by ACPM performance benchmarks assessed together with other ACPM characteristics and capabilities. Achieving ACPM performance benchmarks alone does not guarantee categorisation at any level. While ongoing progress is expected, athlete development is not linear and individual factors and context are considered in the categorisation decision process.
- A summary of Athlete Categorisation Levels is outlined in **Table 1**.






Table 1: AusTri Athlete Categorisation Levels Summary

Category	Duration	Advancement	Performance Maintenance	Re-categorisation
Emerging	Up to 4 years	Must meet ACPM benchmarks to advance	N/A	Can move to Developing or higher
Developing	Up to 3 years	Must meet ACPM benchmarks to advance	N/A	Cannot drop to Emerging
Podium Potential	Ongoing annual review	Must meet ACPM benchmarks to advance	Must maintain standards annually (pending injury or absence)	Cannot drop to Developing
Podium Ready	Ongoing annual review	Must meet ACPM benchmarks to advance	Must maintain standards annually (pending injury or absence)	Cannot drop to Developing
Podium	Biennial Review	n/a	Must maintain standards on a biennial basis	Cannot drop to Developing

3. Athlete Categorisation Performance Matrix (ACPM) - Olympic Program

Categorisation Level	MEDAL FOCUS	Timeline to Pinnacle Podium	DPE	Race Performances				Health & Wellbeing	Physiological Profiling	Technical Skills	Racing Intelligence	Performance Behaviours	WWWIM
				Race Results	Results Mixed Relay	Single Discipline							
				Race rank, % behind fastest, quality of field <i>Podium / results from previous 24 months Pod. Ready - Emerging / Results from previous 12</i>	Leg Rank % behind fastest, quality of field	Single discipline performances against WITTW, % & seconds behind fastest in leg		Periodic Health Evaluation & ongoing wellbeing support	Physiological Testing - Undertaken in DTE and race data	Coaches eye and training feedback. Race analysis, reflection and review	Coaches eye and feedback	Psychological skills assessment (including testing inventory) and coaches eye on overall racing, training and life related performance behaviours	Assessment of Performances at pinnacle events vs expectation and coaches eye
Podium	LOS ANGELES 2028	0 - 4 years	National Performance Centres or own DPE	Podium @ Olympics OR 2 wins @ World Triathlon Championship Series (WTCS) / World Triathlon Championship Final (WTCF) races OR podium in WTCS overall	Podium @ Olympics AND top 3 in respective leg, OR Podium @ BME and 1st place in respective leg.	WITTW Model	What this might look like at Podium ➡	Low injury and illness rates resulting in training consistency (>80% availability for full training) in key periods. Post athlete career establishing.	Possessing physiological profile that exceeds demands of world class competition. High Anaerobic speed reserve, strong fatigue resistance. Outstanding VO2max and high running economy	Skill mastery across swim, bike, run and transition to maximise performance efficiency, particularly under stress, pressure & fatigue at high velocity all the time	Ability to plan, adapt and deploy race strategy (plan A, B, or C); dynamically read and orient self in race; manage pacing; deploy tactical plays and "weapons" to influence race outcome and in response to opponents; understand and apply risk strategy; ability to reflect accurately and "reality test" performance against world's best	Perseverance and passion for long-term goals despite challenges; high self efficacy, resilience, high learning orientation; ability to self regulate; capacity to plan, critically reflect and effect change; accountable, deeply competitive	Winning Well When it Matters - Performing at or above expectation when it matters; using anxiety to enhance performance; highly composed; ability to regulate emotions; and direct attention despite "noise" under immense pressure
Podium Ready		1 - 4 years		At least 2 of: 4th - 8th @ Olympics / WTCS overall, Podium @ WTCS	Podium @ Olympics or Mixed Relay World Championships AND top 3 in respective leg in this race	WITTW Model	What this might look like at Podium Ready ➡	Low injury and illness rates resulting in training consistency (>80% availability for full training). Post athlete career establishing.	Possessing physiological profile that meets the demands of world class competition. High Anaerobic speed reserve. Strong fatigue resistance. High VO2max and running economy	Skill mastery across swim, bike, run and transition to maximise performance, under stress, pressure & fatigue at high velocity most of the time	Ability to plan, adapt and deploy race strategy (plan A, B, or C); dynamically read and orient self in race; manage pacing; deploy tactical plays and "weapons" to influence race outcome and in response to opponents; understand and apply risk strategy; ability to reflect accurately and "reality test" performance against world's best	Perseverance and passion for long-term goals despite challenges; high self efficacy, resilience, high learning orientation; ability to self regulate; capacity to plan, critically reflect and effect change; accountable, deeply competitive	Consistently performing at expectation and often above expectation regardless of stressors, perceived pressures, & adversity.
Podium Potential		2 - 4 years		At least 2 of: Top 12 WTCS, Podium @ World Triathlon Cup (WTC), Podium @ U23 World Champs	WTCS Mixed Relay individual performances	WITTW Model	What this might look like at Podium Potential ➡	Low injury and illness rates resulting in training consistency (>80% availability for full training). Post athlete career establishing.	Possessing physiological profile that is developing towards the demands of world class competition. Developing Anaerobic speed reserve. Strong fatigue resistance. High VO2max and running economy	High skill competency across swim, bike, run and transition to maximise performance, under stress, pressure & fatigue at high velocity often	Plan, deploy and adapt race strategy through pacing, tactical plays that may influence race outcomes; Ability to reflect, learn & be aware of individual strengths and weaknesses	Perseverance and passion for long-term goals despite challenges; high self efficacy, resilience, high learning orientation; ability to self regulate; capacity to plan, critically reflect and effect change; accountable, deeply competitive	Winning Well When it Matters - Performing at or above expectation when it matters; using anxiety to enhance performance; highly composed; ability to regulate emotions; and direct attention despite "noise" under immense pressure
Developing	BRISBANE 2032 & LOS ANGELES 2028	4 - 8 years	National Performance Centres	At least 2 of: Top 10 U23 world champs, Top 12 WTC, Podium @ Cont Cup (only 1 Oceania + 1 Euro), Podium @ Jnr World Champs	WTCS Mixed Relay individual performances	WITTW Model	What this might look like at Developing ➡	Low injury and illness rates resulting in training consistency (>80% availability for full training). Introducing career options.	Possessing physiological profile that is developing towards the demands of world class competition. Developing Strong Aerobic capacity, Anaerobic speed reserve. Developing fatigue resistance. High VO2max, developing running economy and power profile to meet international competition demands	Highly competent skills across swim, bike, run or transition; Capacity to fast track technical skills development through high physical awareness, reflection and learning capabilities; Demonstrating ability to execute under most competition demands.	Plan and deploy race strategy through pacing, tactical plays that may influence race outcomes; Ability to reflect, learn & be aware of individual strengths and weaknesses	Perseverance to achieve for long-term goals; Emerging self efficacy; Resilience; High learning orientation; Capability to self regulate; Capacity to plan, critically reflect and potential to effect change; Self accountable; Competitive	An ability to perform at targeted races;
Emerging		4 - 8 years		Consideration of: Junior World Championships Podium, U23 World Championships Top 15, Oceania Cup Top 5, National/Oceania Junior Championships win	Oceania Jnr/U23/Elite Mixed Relay championships individual performances.	WITTW Model	What this might look like at Emerging ➡	Age appropriate Training load; Training consistency (>80% availability for full training); Low injury and illness rates; Fuelling adequate, Chronic sleep adequate, Introducing career options	Possessing physiological profile that is developing towards the demands of world class competition. Developing Strong Aerobic capacity, Anaerobic speed reserve. Developing fatigue resistance. High VO2max, developing running economy and power profile to meet international competition demands	Highly competent skills across swim, bike, run or transition; Capacity to fast track technical skills development through high physical awareness, reflection and learning capabilities; Demonstrating ability to execute under most competition demands.	Ability to plan and deploy a basic race strategy; Understanding of pacing; Awareness of basic tactical plays and how to influence race outcomes, proactive race reflection; Capable of learning from experiences; Awareness of individual strengths and weaknesses	Perseverance to achieve for long-term goals; Emerging self efficacy; Resilience; High learning orientation; Capability to self regulate; Capacity to plan, critically reflect and potential to effect change; Self accountable; Competitive	An emerging ability to perform at targeted races; An understanding that, in time, an ability to perform at pinnacle events and in crucial moments will be developed and expected

4. Athlete Categorisation Performance Matrix (ACPM) - Paralympic Program

				Performance			Classification	Health	Physiology	Technical Skills	Racing Intelligence	Psychological skills	WWIM
	MEDAL FOCUS	Timeline to BME	Primary	Results	Single Discipline								
Assessment of:				Race rank, % behind fastest, quality of field, WTPS fields quota size Podium – Results from previous 24 months Pod. Ready to Emerging – Results from previous 12 months*	Single discipline performances against WITTW, % & seconds behind fastest			Classification needs	Periodic Health Evaluation & ongoing wellbeing support	Physiological Testing– Undertaken in DTE and race data	Coaches eye and feedback. Race analysis, reflection and review	Coaches eye and feedback	Psychological skills assessment (including testing inventory) and coaches eye on overall racing, training and life related performance behaviours
Podium	LOS ANGELES 2028	0 - 4 years	Performance Centre OR agreed DTE	Podium @ Benchmark Event* (BME) OR 2 wins @ World Triathlon Para Series (WTPS)**	WITTW Model	What this might look like at Podium 	International Classification confirmed or FRD given	Load appropriate for training age, consistent training, low injury and illness rates resulting in high availability for training and competition. Capability to match nutrition with training load needs indicating adequate energy availability.	Possessing physiological profile to meet the demands of non-draft legal triathlon at a world class level. Ability to sustain high speed/ power output over each of swim, cycle and run. Strong fatigue resistance capabilities.	Skill mastery across swim/bike/run and transition to maximise performance efficiency, particular under stress, pressure and fatigue at high velocity all the time	Ability to plan, adapt and deploy race strategy; (Plan A, B, or C) dynamically read and orient self in race, manage pacing; deploy tactical plays and “weapons” to influence race outcome and in response to opponents; understand and apply risk strategy; ability to reflect accurately and “reality test” performance against world’s best	Perseverance and passion for long-term goals despite challenges; high self efficacy, resilience, high learning orientation; ability to self regulate; capacity to plan, critically reflect and effect change; accountable, deeply competitive	Winning When it Matters - Performing at or above expectation when it matters; using anxiety to enhance performance; highly composed; ability to regulate emotions; and direct attention despite “noise” under immense pressure
Podium Ready				4 - 6th @ BME within 92% of winners time OR 2 podium finishes in WTPS race @ full quota (***)	WITTW Model	What this might look like at Podium 	International Classification confirmed or Fixed Review Date (FRD) given	Low injury and illness rates resulting in training consistency (>80% availability for full training). Strong life balance considerations		High skill competency across swim, bike, run and transition to maximise performance, under stress, pressure & fatigue at high velocity often		Consistently performing at expectation and often above expectation regardless of stressors, perceived pressures, & adversity.	
Podium Potential				6th-8th BME within 90% Two of: top half of WTPS @ full quota within 90% of winner AND/OR Podium @ WTPC @ full quota	WITTW Model	What this might look like at Podium 	International Classification confirmed or Fixed Review Date (FRD) given	Low injury and illness rates resulting in training consistency (>80% availability for full training). Life balance considerations	Possessing physiological profile that is developing towards the demands of world class competition. Developing Anaerobic speed reserve. Strong fatigue resistance.	Skill mastery across swim, bike, run and transition to maximise performance under stress, pressure.	Plan, deploy and adapt race strategy through pacing, tactical plays that may influence race outcomes; Ability to reflect, learn & be aware of individual strengths and weaknesses		
Developing	BRISBANE 2032 & LOS ANGELES 2028	2 - 8 years		The races to be considered include the following: International racing including Oceania, WTPC and WTPS, any any other domestic racing	WITTW Model	What this might look like at Developing 	Minimum of International Classification (Review or FRD) in line with Paralympic events over the relevant cycle	Low injury and illness rates resulting in training consistency (>80% availability for full training).	Possessing physiological profile that is developing towards the demands of world class competition. Developing Strong Aerobic capacity, Anaerobic speed reserve. Understanding of fatigue and impairment effects on performance through assessment of power profile to meet international competition demands	Competent execution of skills across swim, bike, run or transition; Capacity to fast track technical skills development through high physical awareness, reflection and learning capabilities;	Plan and deploy race strategy through pacing, tactical plays that may influence race outcomes; Ability to reflect, learn & be aware of individual strengths and weaknesses	Perseverance to achieve for long-term goals; Emerging self efficacy; Resilience; High learning orientation; Capability to self regulate;	An ability to perform at targeted races;
Emerging				The races to be considered include the following: Oceania Championships, National Championships other domestic races	WITTW Model	What this might look like at Emerging 	Minimum of National Classification in line with Paralympic events over the relevant cycle	Age appropriate Training load; Training consistency (>80% availability for full training). Low injury and illness rates; Fuelling adequate, Chronic sleep adequate. Understanding of life balances needed		Ability to plan and deploy a basic race strategy; Understanding of pacing; Awareness of basic tactical plays, proactive race reflection; Capable of learning from experiences; Awareness of individual strengths and weaknesses	Ability to plan and deploy a basic race strategy; Understanding of pacing; Awareness of basic tactical plays, proactive race reflection; Capable of learning from experiences; Awareness of individual strengths and weaknesses	Capacity to plan, critically reflect and potential to effect change; Self accountable; Competitive	An emerging ability to perform at targeted races. An understanding that, in time, an ability to perform at pinnacle events and in crucial moments will be developed and expected

* A Benchmark event is defined as the 1 major event for the year. In a Paralympic Year this is the Paralympics and in a non Paralympic year this is the World Championships

** In a Paralympic Year performance at the Para World Championships is considered as a WTPS

*** WTPS and WTPC results applied based on full WT quota as defined under World Triathlon Qualification Criteria (which differs per class and event type)

Notes for ACPM (OLY and PLY):

Performances are assessed together with other HoD attributes as set out in the ACPM.

Relative Weighting based on predictive value of performance at BME over the stated timeline	
Highest	
High	
Moderate	