

WELLBEING FRAMEWORK AND GUIDELINES

HIGH PERFORMANCE SPORT NEW ZEALAND

ABOUT THE HPSNZ WELLBEING FRAMEWORK AND GUIDELINES

Wellbeing Vision and Purpose:	Develop enriching performance environments that empower and support individuals to optimise their potential and enhance their ability to thrive in sporting and non-sporting lives
Wellbeing Core Principles:	Three core principles of transparency, inclusion and continuous growth have been identified as underpinning enriching performance environments, and these have directly informed the HPSNZ Wellbeing Framework and Guidelines
Wellbeing Terms and Definitions:	<p>Wellbeing (hauora) in high performance sport is multidimensional and reflects the achievement of sport and life satisfaction; thriving in sport and life; self-acceptance as an athlete and individual; positive relationships with your coach, teammates and others; autonomy in sport practice and life; sport and life environmental mastery; purpose in sport and life; personal growth as an athlete and individual; and, social wellbeing in sport and life, including social acceptance, actualisation, contribution, coherence and integration.</p> <p>We have grounded our narrative using Te Whare Tapa Whā, to articulate what wellbeing means to us, in our unique part of the world.</p> <p>We define the three core principles as follows:</p> <ul style="list-style-type: none">• Transparency (Matapihi) – open communication and clear, accessible, consistent and accurate information• Inclusion (Kūaha) – differences embraced, whole selves accepted, fair and respectful treatment, contributions heard and incorporated• Continuous growth (Papa) – learning and development prioritised through constructive and meaningful feedback to inform decisions and planning

**WELLBEING IS EVERY INDIVIDUAL'S RIGHT AND
EVERY INDIVIDUAL'S RESPONSIBILITY**

TE WHARE TAPA WHĀ

- High Performance Sport NZ values mātauranga Māori and reflects the Treaty principles of partnership and reciprocity with a specific focus on ensuring that our practices and services are sufficiently informed by Māori research, evidence and traditional knowledge, bringing benefit to individuals, whānau and communities of Aotearoa New Zealand.
- High Performance Sport NZ's Wellbeing Framework and Guidelines represents the culmination of empirical evidence and applied experience. As part of this body of work, we have grounded our narrative using **Te Whare Tapa Whā**, to articulate what wellbeing means to us, in our unique part of the world.
- With its strong foundations and four equal sides, the symbol of the **wharenui** illustrates the four dimensions of Māori wellbeing.
- Should one of the four dimensions be impaired, neglected or in some way damaged, a person, or a collective may become 'unbalanced' and subsequently unwell.
- In a traditional Māori approach, the inclusion of **wairua (the spiritual dimension)**, the role of the **whānau (family)** and the balance of the **hinengaro (mind)** are as important as the **tinana (physical)** manifestations of health and wellbeing.



**HAUORA (WELLBEING)
IS A LIVING AND
THRIVING STATE**

TAHA WHĀNAU

FAMILY HEALTH

The capacity to belong, to care and to share where individuals / collectives are part of wider social systems

Taha Whānau underscores the coaches or athlete's support network.

Strong family bonds, camaraderie with teammates, and a sense of belonging within the high performance community provides the vital foundation for emotional stability, encouragement, and shared achievement.

TAHA HINENGARO

MENTAL AND EMOTIONAL HEALTH

The capacity to communicate, to think and to feel

Elite sports demand a robust mental and emotional resilience. Taha Hinengaro encompasses mental fortitude, emotional balance, and stress management.

We must develop strategies to handle pressure, cope with high-stakes situations, and maintain a positive mindset for consistent peak delivery and performance.



TAHA WAIRUA

SPIRITUAL HEALTH

The capacity for cultural belief systems, faith and wider communication

Taha Wairua involves cultivating a strong sense of purpose, mental resilience, and alignment with our personal, organisational and sport's core values. Connecting with a deeper sense of meaning can fuel motivation, aiding coaches and athletes alike in overcoming setbacks and maintaining focus.

This dimension determines who and what we are, where we have come from, and where we are going.

TAHA TINANA

PHYSICAL HEALTH

The capacity for physical growth and development

Taha Tinana emphasises the body's vitality, health, and balance. Proper care, exercise, and nutrition are central to optimising physical condition, allowing individuals and collectives to engage fully in daily life and pursue their aspirations.

TE WHARE TAPA WHĀ FRAMEWORK

Taha hinengaro (back wall) –
Mental and emotional health

Taha wairua (front wall) –
Spiritual wellness

Taha tinana (left wall) –
Physical wellbeing

Taha whānau (right wall) –
Family and community connect

Kūaha (doorway) –
Inclusion

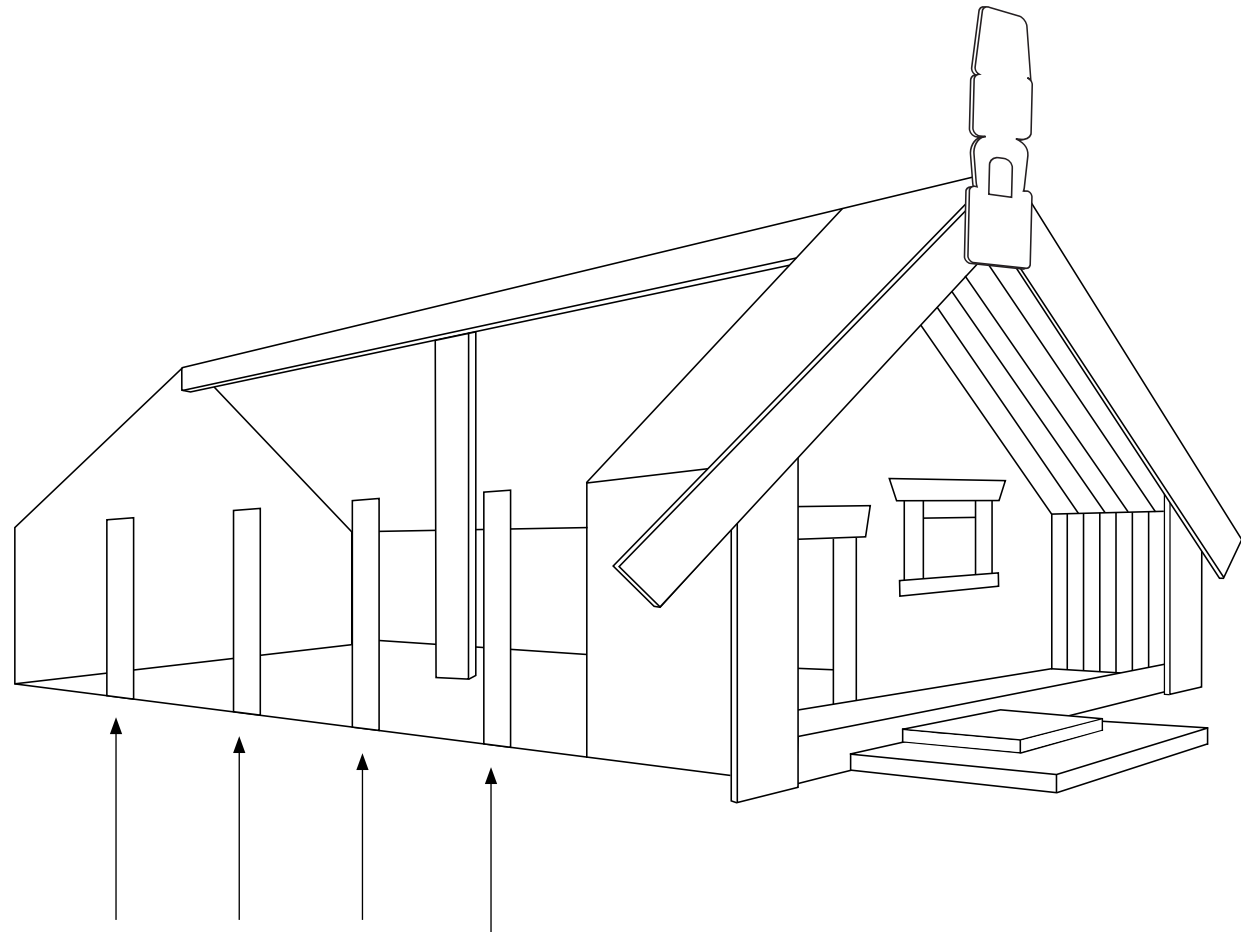
Matapihi (window) –
Transparency

Papa (platform) –
Continuous Growth

HIGH PERFORMANCE SPORT NZ CORE PRINCIPLES
(Transparency, Inclusion, Continuous Growth)

OUR HIGH PERFORMANCE SPORT SYSTEM

Opening up the walls of our high performance system allows us to see the NSOs and all individuals who are the pillars that keep our whare upright and strong.



Poupou (side pillars) = NSOs

HPSNZ – STRONGER TOGETHER, WELLBEING FOR ALL



Te Whare Tapa Whā

HPSNZ HAUORA FRAMEWORK AND GUIDELINES

VISION	Enriching wellbeing through high performance sport environments that empower and support individuals to optimise their potential and enhance their ability to thrive in their sporting and non-sporting lives			
TE WHARE TAPA WHĀ	TAHA HINENGARO	TAHA WAIRUA	TAHA TINANA	TAHA WHĀNAU
PRINCIPLES	INDIVIDUAL	NSO		HPSNZ
TRANSPARENCY To Matapihi	Seek clarification about your role and impact on the culture and environment, as well as your rights and responsibilities, in order to promote transparency	Implement a HP strategy that has a purpose and vision that clearly values trust, respect and transparency		Provide clear definitions of WB and WB in HPS Environments
	Articulate your WB needs and work with relevant parties and support systems to meet them, including whānau as appropriate	Establish and enact policies and a code of conduct that are aligned with your culture, behaviours, and values		Share guidelines and resources with stakeholders to protect and promote a clear, transparent and inclusive approach to WB
INCLUSION To Kūaha	Promote and support information sharing to enhance transparency, regardless of role	Openly share recruitment intentions, selection processes, resource support		Establish and share WB investment and funding criteria
		Ensure informal mechanisms are in place, shared, and utilised to address concerns		Provide guidance for WB measurement, including, best practices for administration, analysis, interpretation and feedback
CONTINUOUS GROWTH To Papa				Establish and enact policies and a code of conduct that are aligned with your culture, behaviours, and values
				Ensure informal mechanisms are in place, shared, and utilised to address concerns
Communicate appropriately, consistently and continuously with relevant parties				
INCLUSION To Kūaha	Actively include and engage with peer groups, colleagues, coaches, athletes, support staff, whānau and caregivers, as appropriate	Utilise input from athletes, coaches, and relevant stakeholders to develop your HP strategy, and engage individuals in HP committees/groups that contribute to key decision-making items		Actively seek and engage input from NSOs, coaches, athletes, staff and whānau as appropriate
	Model and promote respect for others to foster inclusive environments that protect and facilitate safety and WB	Implement policies, strategies and activities that are inclusive, accessible, protect and promote safety and WB, and reflect input of coaches, athletes, staff, and whānau as appropriate		Implement policies, strategies and activities that are inclusive, accessible, and reflect input of coaches, athletes, staff, and whānau as appropriate
CONTINUOUS GROWTH To Papa	Utilise feedback mechanisms that include relevant parties and represent a range of voices and perspectives	Conduct inclusive induction processes, including whānau as appropriate		Communicate and work in tandem with other stakeholders to achieve inclusive, consistent, relevant approaches to WB
	Have honest conversations and develop clear plans to enable growth for personal and professional development needs	Provide and promote opportunities for athletes, coaches, and staff to engage with and influence others in decision-making forums		Provide opportunities and supporting systems for ongoing reflection and development for coaches, athletes and staff, such as leadership development programming
CONTINUOUS GROWTH To Papa	Build capability over time in your respective role (including throughout the performance pathway for athletes)	Promote development opportunities for all parties, including for athletes into, through and beyond the performance pathway		Establish consistent mechanisms that allow for idea exchanges and cross-unit projects, systems, learnings and enhancements
		Prioritise the identification and achievement of intra-individual milestones (e.g., through development, support, and monitoring mechanisms such as development/work plans)		

HPSNZ Framework and Guidelines

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Te Kāwanatanga o Aotearoa
New Zealand Government