

MODULE 3

TIME, CONFLICT, & CONNECTION

Time planning is a skill — not a personality trait.



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What Is Time Planning?

- Time planning is planning and exercising control over how you spend your time.
- It is not about doing everything faster — it is about choosing what matters and protecting the time to do it.



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What Good Time Planning Looks Like

- Setting priorities: deciding what gets done first, and what waits
- Planning ahead: knowing what is coming before it arrives
- Eliminating distractions: reducing what pulls you away from what matters
- Protecting time: saying no to things that do not serve your goals



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What Poor Time Planning Costs

- Missed deadlines — at school, at home, and in relationships
- Stress from a constant sense of being behind
- Lost opportunities — the job, the event, or the moment that went to someone who showed up on time
- Damaged relationships — when others cannot count on you



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Time Wasters by Flock Style

- Every Flock style has a set of characteristic time wasters rooted in behavioral tendencies. Knowing yours is the first step to addressing it.



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Eagle — Time Wasters



- Firefighting (jumping to solve every problem immediately), Snap Decisions (acting before gathering enough information), Poor Delegation (keeping too much control).
- *Root cause: Eagles love action and results — sometimes at the cost of planning and follow-through.*



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Peacock — Time Wasters

- Day Dreaming (staying in idea mode instead of execution mode), Desire to be Involved with Too Many People (over-committing socially), Lack of a Written Plan (preferring spontaneity over structure).
- *Root cause: Peacocks are energized by possibility — and can lose track of what they actually committed to.*



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Dove — Time Wasters

- Inability to Say No (over-committing to others' needs), Postponing the Unpleasant (avoiding difficult conversations or decisions), Not Exercising Authority (hesitating to make decisions that might upset someone).
- *Root cause: Doves prioritize harmony — and sometimes sacrifice their own time and goals to maintain it.*



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Owl — Time Wasters



- Fear of Mistakes (over-checking before acting), Prolonging Events for Improved Results (redoing and re-evaluating past the point of diminishing returns), Overreacting to Constructive Criticism (spending emotional energy on feedback instead of acting on it).
- *Root cause: Owls value accuracy — and sometimes let the pursuit of perfection delay the good enough.*



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WHAT'S YOUR BEST TIME SKILL?

Time planning is a skill — not a personality trait.



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CONFLICT SOLUTION

Conflict is not a failure — it is a signal.



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Conflict Is a Signal

- Every relationship and shared space will experience conflict. The question is not whether conflict happens, but how you respond when it does.
- The Thomas-Kilmann model identifies five conflict solution styles. No style is always right. Every style is sometimes right. The skill is knowing which one to use — and when.



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The Five Conflict Solution Styles

- No Flock Member is locked into one conflict style — but each has a default.
- *Use each style below to show participants what their style reaches for automatically, and to practice the alternatives.*



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Competing

- Best used when: Quick decisive action is needed; emergencies; when you know you are right and the stakes are high.
- *Flock member connection: Eagle default — leads with results and position.*
- Watch out for: can steamroll others; damages relationships if overused.

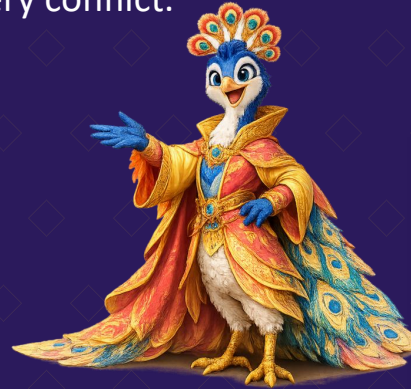


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Collaborating

- Best used when: Both parties' concerns matter; need buy-in; long-term relationship is important.
- *Flock member connection: Peacock default — the highest-skill style; any Flock member can learn it.*
- Watch out for: time-intensive; not right for every conflict.



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Accommodating

- Best used when: You are wrong and want to show it; issue matters more to the other person; building goodwill.
- *Flock member connection: Dove strength, when used intentionally.*
- Watch out for: if overused, erases your own needs and trains others to dismiss you.



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Avoiding

- Best used when: Issue is minor; need time to cool down; others can resolve it better.
- *Flock member connection: Owl tendency — needs coaching to recognize when to engage.*
- Watch out for: prolongs unresolved tension; others may see it as passive.



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Compromising – Where all meet in the middle



- Best used when: Goals are moderately important; equal power; time pressure; no clear right answer.
- *Flock member connection: a middle path, accessible to all styles — but may not produce the best result.*
- Watch out for: both parties give something up; not a full solution.



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EveryBridge™ /The Flock™ Connection: Conflict and Time, Under Pressure

- Flock member styles at their worst show up most visibly when things get hard.
- Conflict and time pressure are the two conditions most likely to pull a participant back into their uncoached behavioral default.



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Eagle — Conflict & Time Defaults

- Conflict default: Competing — moves fast, asserts position, expects resolution. Risk: others feel run over. Growth edge: slow down and ask questions before declaring a position.
- Time default: *Firefighting and snap decisions. Strength: gets things done quickly. Risk: quality issues and re-work from moving too fast.*



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Peacock — Conflict & Time Defaults

- Conflict default: Avoiding or deflecting with charm — prefers to smooth things over rather than name the issue. Risk: problems stay unresolved and relationship tension builds. Growth edge: name the issue directly, not just the feeling around it.
- *Time default: Over-commitment and day dreaming. Strength: energized and creative. Risk: misses deadlines when there are too many exciting things happening at once.*



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Dove — Conflict & Time Defaults

- Conflict default: Accommodating or avoiding — prioritizes harmony over resolution. Risk: their own needs go unmet; others learn their objections can be waited out. Growth edge: practice stating a need or disagreement clearly, once, without apologizing for it.
- *Time default: Inability to say no and postponing the unpleasant. Strength: highly consistent and dependable once committed. Risk: over-committed and exhausted.*



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Owl — Conflict & Time Defaults

- Conflict default: Avoiding or over-analyzing — may not engage until they have enough data to be certain they are right. Risk: timing the response perfectly while the conflict gets worse. Growth edge: engage earlier, with 80% of the information instead of waiting for 100%.
- *Time default: Perfectionism and over-review. Strength: high quality work. Risk: misses deadlines while still improving something that was good enough last Tuesday.*



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END OF POWERPOINT

CONFLICT: WHAT IS YOUR 'GO TO' STYLE?

Conflict is not a failure — it is a signal.



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