GREY MAN TRACK · SEC-12

SEC-12 — Recognizing Cultivation and Recruitment

Spot · Assess · Develop · Ask

When a relationship is an operation

BOTTOM LINE UP FRONT

Recruiting a source is never one conversation — it's a slow, patient cycle: spot, assess, develop, then ask. SEC-12 teaches members to recognize when a new friendship, romance, or helpful contact is a deliberate effort to gain access to their trust or the group's. Feeds directly into SEC-05's insider-threat material.

Why This Matters

By the time the actual request arrives, the relationship already feels real — months of favors and rapport were spent deliberately, so refusing the ask feels like betraying a friend rather than declining a stranger's request.

> *"Compromise doesn't need to be offered like the other levers — it only needs to exist and be known by the cultivator."*

THE KEY CONCEPTS

The Four-Stage Cycle	Spot, assess, develop, ask — a recruitment attempt unfolds over weeks or months, never a single conversation.
Money and Debt	Financial pressure offered as a loan, a gift, or payment for something that sounds unrelated to the eventual request.
Ideology, Grievance, and Ego	Validation a target isn't getting elsewhere — a sympathetic audience, shared belief, or flattery calibrated to a specific person.
Compromise	A secret held over someone. Unlike the other levers, it doesn't need to be offered — only to exist and be known.

COURSE LESSONS

Lesson 1: The Four-Stage Recruitment Cycle
Spot, assess, develop, ask — why the actual request is deliberately timed to arrive last.

Lesson 2: The Classic Levers
Money and debt, ideology and grievance, ego, and compromise — how each actually works.

Lesson 3: Recognizing It In Progress
Applying the cycle to a real case, and setting a boundary in advance rather than treating every friendship with suspicion.

DOCTRINAL SOURCES

Source	Publisher	Relevance
No single named field manual cited in this build	FFTP synthesis	Synthesizes classical human-intelligence recruitment doctrine rather than one named manual; add a citation once a source is confirmed.