

Masculinity Conflict Framework (MCF)

Interpersonal Conflict Doctrine - Developed by Daniel Nkado

A practical doctrine for managing interpersonal conflict by assessing repairability and shifting to containment or lock when risk emerges.

Scope

MCF is for interpersonal conflict only. It is not designed for clique warfare, crowd dynamics, public pile-ons, or audience-driven conflict. Daniel Nkado developed MCF through close analysis of conflict in Black queer and other male-coded, status-sensitive environments. That origin grounds the doctrine in lived, relational, and power-aware experience. The framework itself, however, is not biologically restricted to men. It is best applied wherever hierarchy, image control, restraint, and indirect dominance shape conflict.

CCRP Sequence

Cause -> Clarity -> Repair -> Protection

This sequence matters because parties often overemphasize the perceived cause of conflict while undervaluing what follows. In MCF, cause is useful data, not a standalone determinant of outcome.

1) Cause

MCF reads cause as an early signal, not a final verdict. In MCF, ego-based conflict tends to speak in a language of blame, while non-ego-based conflict tends to speak in a language of inquiry. These are data points, not decision-makers.

0 - No cause: There was no real interaction and no natural basis for conflict. No conflict = no action.

1 - Ego-based: The conflict is being carried as a power move or winning move. Common signs include accusation, absolutes, excessive 'you' language, confrontational posture, and focus on what you did rather than on what happened to the relationship.

2 - Non-ego-based: The conflict reflects genuine relational strain. Common signs include curiosity, 'what' and 'how' questions, 'we' language, sadness over the damaged relationship, and practical concern for what can be clarified or repaired.

2) Clarity

Seek clarity privately, even if rupture first appears in public. Public scenes degrade signal and raise the clarity threshold. Clarity is successful only if it produces usable information, not punishment.

Apology is not a threshold for clarity. A person may pass clarity without remorse, contrition, or apology. In MCF, clarity is informational, not emotional.

2 - Welcomed: Clarity produces real, honest, and useful information.

1 - Punished: The attempt to clarify is met with hostility, intimidation, reversal, retaliation, evasiveness, or pressure.

0 - Never natural: It becomes clear that this was not a genuine rupture to resolve. They were simply looking to get you.

DATIR rule: If you observe distortion, allegation-making, third-party involvement, institutional escalation, or record-building, document immediately.

Private Clarity Doctrine (Scene-Contamination Rule)

Public rupture degrades signal. If clarity is forced to happen on-stage, remain silent and observe. They either pass clarity unaided, or you move to protection. Any punishment or mobilisation signal triggers immediate protection. Any DATIR signal requires immediate documentation.

3) Repair

Offer repair only when Clarity succeeds - that is, when it produces real, honest, and usable information without punishment. Clarity creates a repair position, but it does not belong to the Repair stage and does not resolve the conflict. Repair resolves the conflict only when both parties agree to it and complete it in behaviour.

In MCF, repair is not apology, explanation, justification, excuse, emotional display, promises, or oaths. Explanation can pass clarity, but it ends there. Repair is action-oriented, and verbal overloading is not necessary.

2 - Welcomed and completed: Repair is mutually agreed and carried through in behaviour.

1 - Avoided: Repair is verbally entertained but not enacted, or clarity is used to stall after a repair offer has been made.

0 - Deception noticed: Repair loses credibility. Move to protection.

No framework can force truth at Clarity. MCF instead blocks withheld truth from generating trust, proximity, or advantage. Performative clarity may pass Clarity, but it cannot pass Repair. If repair behaviour contradicts clarity or introduces punishment, move to Lock.

If repair competence is established, the person becomes a **Possible Trust Asset (PTA)**. Use the **Trust Onion Model (T-O-M)** to assess depth and fit.

4) Protection

Protection begins when clarity fails, punishment appears, deception appears, or risk becomes active.

Punishment Doctrine

Punishment is any deliberate act within conflict that imposes cost and does not advance clarity or repair. Truth does not cancel punishment. Function decides.

Forgivable Punishment (FP): Direct, open, attributable punishment that may remain truth-revealing and harm-reducing rather than covert. Repair pauses, but trust is not yet cancelled.

Non-Forgivable Punishment (NFP): Hidden, unowned, reputational, or strategic punishment. Hidden punishment cancels trust.

Protection Categories

Category 1 - Yellow: Containment

Use when clarity yields no usable clarity through evasion, avoidance, or withdrawal, and the risk level remains unclear. It also applies when punishment is direct and open, but truth-revealing and harm-reducing rather than covert or harm-escalating.

RR-NN: Reduce contact. Reduce exposure. No chasing. No stage.

Category 2 - Red: Lock and Key

Use when hidden punishment appears, trust is cancelled, deception becomes trust-breaking, humiliation logic is confirmed, allegation or sabotage risk appears, or snaking is detected.

Snaking: covert planning against you - backstage moves, quiet positioning, concealed coordination, underground narrative control, or other hidden preparation.

Exit from containment requires them to reopen clarity themselves and actively pursue repair. Containment cancels any prior trust mark, so trust must be rebuilt from scratch after repair is completed.

Red response: Mark the person unsafe. Avoid engagement except for risk management. Assume no goodwill. Do not trust words alone. Lock access.

Operational Rules

- Cause is an early read, not a final verdict.
- Clarity is the true test.
- Repair is conditional.
- Punishment cancels repair.
- Hidden punishment cancels trust.
- If clarity yields no usable clarity, contain.
- Containment persists until they reopen clarity and pursue repair.
- If snaking appears, escalate to Category 2.

Quick Scoring

Stage 1 = Cause + Clarity

3-4 -> Proceed to Repair

2 -> Containment

1 -> Lock

0 -> Ignore

Stage 2 = Cause + Clarity + Repair

6 -> Possible Trust Asset

5 -> Containment

4 or below -> Lock

Prepared in condensed doctrine-sheet form for publication, teaching, or private use. DNB Stories Africa.