



# Know your Personality Type with the Holland Code

One way of exploring careers is by looking at occupations according to occupational interest. John Holland conducted research that divided job seekers into six broad personality type categories:

- REALISTIC
- INVESTIGATIVE
- ARTISTIC
- SOCIAL
- ENTERPRISING
- CONVENTIONAL

All types have both positive and negative qualities and none are better than the others. The Holland Code is a generalization, and not likely to be an exact fit. This condensed survey is not intended to be as accurate or comprehensive as a full instrument. Completing this survey might help you identify the cluster(s) of occupations in which you would have the most interest and get the most satisfaction, and it will give you a place to start your career exploration.

**Step One:** Circle the number of all items below that are appealing to you - leave the rest blank.

- |                                  |                                     |                                      |
|----------------------------------|-------------------------------------|--------------------------------------|
| 1. Planting and growing crops    | 17. Buying clothes for a store      | 33. Writing stories or poetry        |
| 2. Solving math problems         | 18. Working from nine to five       | 34. Attending sports events          |
| 3. Being in a play               | 19. Setting type for a printing job | 35. Making your opinions heard       |
| 4. Studying other cultures       | 20. Using a chemistry set           | 36. Using business machines          |
| 5. Talking to people at a party  | 21. Reading fiction or plays        | 37. Building things                  |
| 6. Working with computers        | 22. Helping people with problems    | 38. Doing puzzles                    |
| 7. Working on cars or lawnmowers | 23. Selling life insurance          | 39. Fashion design                   |
| 8. Astronomy                     | 24. Typing reports                  | 40. Belonging to a club              |
| 9. Drawing or painting           | 25. Driving a truck                 | 41. Giving talks or speeches         |
| 10. Going to church              | 26. Working in a lab                | 42. Keeping detailed records         |
| 11. Working on a sales campaign  | 27. Playing a musical instrument    | 43. Wildlife biology                 |
| 12. Using a cash register        | 28. Making new friends              | 44. Using science to get answers     |
| 13. Carpentry                    | 29. Leading a group                 | 45. Going to concerts or the theater |
| 14. Physics                      | 30. Following a budget              | 46. Working with the elderly         |
| 15. Foreign language             | 31. Fixing electrical appliances    | 47. Sales people                     |
| 16. Working with youth           | 32. Building rocket models          | 48. Filing letters and reports       |

**Step Two:** On the chart below, again circle the numbers of the items which appealed to you. Then count the number for each row and write the number in the box to the left. The two highest categories are the clusters in which you have the most interest, and their corresponding labels are your Holland Code. (For example, if you scored highest in Social, and second highest in Artistic, your Holland Code would be "SA". This is where you will concentrate your career exploration efforts.)

	R = REALISTIC	1	7	13	19	25	31	37	43
	I = INVESTIGATIVE	2	8	14	20	26	32	38	44
	A = ARTISTIC	3	9	15	21	27	33	39	45
	S = SOCIAL	4	10	16	22	28	34	40	46
	E = ENTERPRISING	5	11	17	23	29	35	41	47
	C = CONVENTIONAL	6	12	18	24	30	36	42	48

◆ Highest score: \_\_\_\_\_ Second highest score: \_\_\_\_\_ My Holland Code: \_\_\_\_\_

In the lists below, you can identify your type, and then focus on your job search in the “*Interest*” section of “Advanced Search” in the *Wages and Occupational Data (WOOD) tool*

## REALISTIC

- Robust, rugged, practical, physically strong
- Uncomfortable in social settings
- Good motor coordination
- Weak verbal and interpersonal skills
- See themselves as mechanically and athletically inclined
- Stable, natural, persistent
- Prefer concrete to abstract problems
- Have conventional political and economic goals
- Rarely perform creatively in the arts or science
- Like to build things with tools
- Like to work outdoors
- Cool to radical new ideas
- Like to work with big, powerful machines
- Buy boats, campers, snowmobiles, motorcycles

## INVESTIGATIVE

- Scientific orientation
- Task-oriented, all wrapped up in their work
- Introspective and asocial
- Think through rather than act out a problem
- Strong need to understand the world
- Enjoy ambiguous tasks
- Prefer to work independently
- Have unconventional attitudes
- See themselves as lacking in leadership skills
- Confident of their intellectual abilities
- Analytical, curious, reserved, independent
- Great dislike for repetitive activities
- Buy telescopes, calculators, electronic equipment

## SOCIAL

- Sociable, responsible, humanistic, religious
- Like to work in groups
- Have verbal and interpersonal skills
- Avoid both intellectual problem-solving and physical exertion
- Enjoy healing, developing, training, or enlightening others
- Understanding, helpful, idealistic
- Dislike working with machines or in highly structured situations
- Like to discuss philosophic questions
- Concerned with the welfare of others
- Cooperative, friendly, generous
- Attend workshops, other group experiences

## ENTERPRISING

- Good verbal skills, persuasive
- Strong leaders
- Avoid work involving long periods of intellectual effort
- Strong drive to attain organizational goals
- Concerned with power, status, and leadership
- Aggressive, popular, sociable, self-confident
- High energy level - Adventuresome, ambitious
- Enjoy making things happen
- Value money and material possessions
- Dislike science and systematic thinking
- Buy big cars, nice clothes, country club memberships

## CONVENTIONAL

- Prefer well-ordered environments
- Like systematic, verbal and numerical activities; avoid ambiguous situations and problems
- Conscientious, efficient, practical
- Identify with power
- Value material possessions and status
- Orderly, persistent, calm
- Adverse to free, unsystematic, exploratory behavior in new areas
- Do not seek outside leadership
- Stable, controlled, dependable
- Most effective at well-defined tasks
- Save money, buy conservatively

## ARTISTIC

- Like art, music, drama, other creative interests
- Prefer free, unstructured situations
- Impulsive, non-conforming, independent
- Adverse to rules
- Deal with problems through self-expression in art
- Value beauty and aesthetic qualities
- Expressive, original, intuitive
- Like to work in free environments
- Like small, intimate groups
- Willing to take risks to try something new
- Dress in freer styles than other people
- Have need for individualistic expression
- Not assertive about own capabilities
- Sensitive and emotional
- Spend money on art objects—books, paintings, DVD's, CD's