One way of exploring careers is by looking at occupations according to interest. Sociology Professor 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. Although the Holland Code is a generalization, completing this survey might help you identify the types 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: Place a check next to all items in the list below that appeal to you (leave the rest blank).**

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

**Step Two: On the chart below, 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 right of the row. The two highest categories are the areas 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: \_\_\_\_\_\_\_\_\_\_

**Step Three: The lists below explain more about your type. This will help to focus your job search.**

**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

**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

**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

**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

**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

**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

Expressive, original, intuitive

Like to work in free environments

Like small, intimate groups

Willing to take risks to try something new

Have need for individualistic expression

Not assertive about own capabilities

Sensitive and emotional