

# DISCOVER YOUR HOLLAND CODE



Dr. John Holland reasoned that people work best in environments that match their preferences. He theorized that both people **and** occupations can be loosely classified into six different groups. Most people

are some combination of two or three groups. These two or three letters are called your Holland Code (or interest code). Complete this activity to discover your Holland Code.

1. Read each statement on pages 1 & 2 and put a check in the box to the left of each one that applies to you.

	Column 1		Column 2		Column 3	
<b>I am...</b>			<b>I am...</b>		<b>I am...</b>	
practical	stable	inquisitive	analytical	creative	intuitive	
athletic	concrete	scientific	observant	imaginative	innovative	
frank	reserved	precise	scholarly	unconventional	emotional	
mechanical	self-controlled	cautious	curious	independent	expressive	
a nature lover	ambitious	self-confident	introspective	nonconforming	impulsive	
thrifty	systematic	reserved	broad-minded	sensitive	open	
curious	persistent	independent	logical	complicated	idealistic	
<b>I can...</b>		<b>I can...</b>		<b>I can...</b>		
fix electrical things		think abstractly		sketch, draw, paint		
solve electrical problems		solve math problems		play a musical instrument		
pitch a tent		understand scientific theories		write stories, poetry, music		
play a sport		do complex calculations		sing, act, dance		
read a blueprint		use a microscope or computer		design fashions or interiors		
plant a garden		interpret formulas		<b>I like to...</b>		
operate tools & machinery		<b>I like to...</b>		attend concerts, theater, art exhibits		
<b>I like to...</b>		work with scientific equipment		read fiction, plays, and poetry		
tinker with machines or vehicles		use computers		paint, sculpt, or do ceramics		
work outside w/ plants & animals		work independently		take photographs		
be physically active		perform lab experiments		express myself creatively		
use my hands to build things		solve math/science questions		deal with ambiguous ideas		
tend/train animals		analyze situations & find a solution		read art/music magazines		
work on electronic equipment		use a chemistry set		act in a play		
work in farming, forestry, fishing		do puzzles		design new fashions		
do carpentry work		be in a science fair		study a foreign language		

continue on page 2

## John Holland theorized that:



Column 4		Column 5		Column 6	
<b>I am...</b>		<b>I am...</b>		<b>I am...</b>	
friendly	helpful	self-confident	assertive	well-organized	accurate
idealistic	insightful	sociable	persuasive	methodical	polite
outgoing	understanding	enthusiastic	energetic	conscientious	efficient
cooperative	generous	adventurous	popular	conforming	orderly
responsible	forgiving	impulsive	ambitious	practical	thrifty
patient	empathetic	inquisitive	agreeable	systematic	structured
kind	persuasive	talkative	extroverted	ambitious	obedient
<b>I can...</b>		<b>I can...</b>		<b>I can...</b>	
teach/train others		spontaneous		persistent	
express myself clearly		initiate projects		work well within a system	
lead a group discussion		convince people to do things my way		do a lot of paper work in a short time	
mediate disputes		sell things or promote ideas		keep accurate records	
plan and supervise an activity		give talks or speeches		use a computer	
cooperate well with others		lead a group		write effective business letters	
<b>I like to...</b>		<b>I like to...</b>		<b>I like to...</b>	
work and socialize with others		persuade others		work with numbers	
help people solve problems		make decisions affecting others		type reports or work on computers	
do volunteer work		be elected to office		be responsible for details	
work with young people		work on a sales campaign		collect or organize things	
play team sports		start my own service or business		follow clearly defined procedures	
belong to a club		campaign politically		keep things neat and organized	
work with the elderly		have power or status		work with forms and reports	
cater to needs/wishes of others		use language skills to influence others		follow a budget	
help others with personal needs		be with leaders		follow other people's instructions	

2. Add the number of checks from each column on pages 1 & 2. Write the total on the corresponding line to the right..

**Your results**



**Column 1**

**Realistic**

People who have athletic or mechanical ability, or who prefer to work with objects, machines, tools, plants or animals, or to be outdoors.

**R** \_\_\_\_\_

**Column 2**

**Investigative**

People who like to observe, learn, investigate, analyze, evaluate, or solve problems.

**I** \_\_\_\_\_

**Column 3**

**Artistic**

People who have artistic, innovative, or intuitional abilities, and like to work in unstructured situations, using their imagination and creativity

**A** \_\_\_\_\_

**Column 4**

**Social**

People who like to work with people – to inform, enlighten, help, train, develop, or cure them, or who are skilled with words

**S** \_\_\_\_\_

**Column 5**

**Enterprising**

People who like to work with people – influencing, persuading or performing, or leading or managing for organizational goals or economic gain.

**E** \_\_\_\_\_

**Column 6**

**Conventional**

People who like to work with data, have clerical or numerical ability, carrying things out in detail, or following through on others' instructions.

**C** \_\_\_\_\_

3. Using your results at left, write your Holland (interest) Code on the lines below. If R has the most checks, write R - *Realistic* on line 1. If S has the next most checks, put S - *Social* on line 2, etc.

My Holland (Interest) Code is:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. Browse the occupations listed on the next page. Based on your highest\* score, choose two that you would like to research and write them below.

These 2 occupations might be a good match:

a. \_\_\_\_\_

b. \_\_\_\_\_

4. Go to O\*NET OnLine\*\* where you will find more occupations that match your Holland (Interest) Code.

\*Remember that your first letter usually carries the most weight, but if your results are close, you may have a strong interest in more than one area.

\*\*Find many more occupations at O\*NET OnLine:  
[www.onetonline.org](http://www.onetonline.org)



## Realistic

### DOERS

Agricultural Technician	RIC
Aircraft Mechanic	RCI
Auto Specialty Tech.	RIC
Brickmason	RCI
Civil Engineer	RIC
Construction Carpenter	RCI
Dental Lab. Technician	RIC
Electrician	RCI
Food Prep. Worker	RCE
Forest Firefighter	RSI
Forester	RIE
Heavy Truck Driver	RCI
Plumber	RCI
Restaurant Cook	REA
Roofer	RCI
Surveyor	RCI

## Investigative

### THINKERS

Anthropologist	IAS
Biologist	IRC
Chemical Engineer	IRC
Chemist	IRC
Dentist	IRS
Diagnostic Sonographer	ISR
Dietitian	ISE
Management Analyst	IEC
Network Architect	ICR
Nuclear Engineer	IRC
Police Detective	IEC
Political Scientist	IAS
Software Developer	IRC
Surgeon	IRS
Urban Planner	IEA
Veterinarian	IRS

## Artistic

### CREATORS

Actor	AES
Architect	AIE
Choreographer	ASE
Creative Writer	AIE
Dancer	ARS
Fashion Designer	AER
Floral Designer	AER
Graphic Designer	AER
Instrumental Musician	AER
Interior Designer	AER
Landscape Architect	AIR
Model	AER
Music Director	AES
Photographer	ARE
Reporter	AEI
Technical Writer	AIC

## Social

### HELPERS

Arbitrator	SEC
Clergy	SAE
Dental Hygienist	SRC
Elementary Teacher	SAC
EMT	SIR
Massage Therapist	SRI
Nanny	SAC
Park Naturalist	SRA
Recreation Worker	SEA
Registered Nurse	SIC
Rehab. Counselor	SIA
School Counselor	SAE
Speech Pathologist	SIA
Tour Guide	SEA
Training Specialist	SAC
Waiter	SEC

## Enterprising

### PERSUADERS

Chef or Head Cook	ERA
Chief Executive	ECS
Education Administrator	ESC
Engineering Manager	EIR
Financial Advisor	ECS
Flight Attendant	ESC
Funeral Director	ESC
Lawyer	EIA
Logistician	ECS
Optician	ECR
Police Detective	EIC
Real Estate Broker	ECR
Retail Buyer	ECR
Sales Manager	ECS
Ship Captain	ERC
Telemarketer	ECR

## Conventional

### ORGANIZERS

Accountant	CEI
Ambulance Dispatcher	CRE
Archivist	CIS
Bill Collector	CES
Budget Analyst	CEI
Computer Operator	CRI
Controller	CEI
Financial Analyst	CIE
Judicial Law Clerk	CIE
Librarian	CSE
Mapping Technician	CRI
Proofreader	CAE
Receptionist	CES
Rental Clerk	CES
Statistician	CIR
Teller	CER