

What Is A Holland Code?

"Holland's theory of career choice has numerous aspects, but its main points are the existence of a close relationship between personality and vocational interest and that people's career interests are expressions of their personalities. Holland also developed six personality categories: realistic, investigative, artistic, social, enterprising, and conventional (RIASEC). He believed that nearly all individual personalities, in relation to work, could be described as a combination of these categories. Holland identified various preferences and traits that were common among each group."

By Elizabeth Mohn, EBSCO

ACTIVITY: Discover Your Holland Code

Step 1: To complete the Holland Code activity on this page, check each box that applies to you.

I am...					
<input type="checkbox"/> Practical	<input type="checkbox"/> Scientific	<input type="checkbox"/> Creative	<input type="checkbox"/> Friendly	<input type="checkbox"/> Self-confident	<input type="checkbox"/> Well organized
<input type="checkbox"/> Athletic	<input type="checkbox"/> Precise	<input type="checkbox"/> Imaginative	<input type="checkbox"/> Generous	<input type="checkbox"/> Persuasive	<input type="checkbox"/> Efficient
<input type="checkbox"/> Mechanically inclined	<input type="checkbox"/> Self-motivated	<input type="checkbox"/> Innovative	<input type="checkbox"/> Helpful	<input type="checkbox"/> Sociable	<input type="checkbox"/> Systematic
<input type="checkbox"/> A nature lover	<input type="checkbox"/> Analytical	<input type="checkbox"/> Sensitive or emotional	<input type="checkbox"/> Patient	<input type="checkbox"/> Ambitious	<input type="checkbox"/> Conscientious
<input type="checkbox"/> Shy or modest	<input type="checkbox"/> Observant	<input type="checkbox"/> Independent	<input type="checkbox"/> Cooperative	<input type="checkbox"/> Impulsive	<input type="checkbox"/> Accurate
<input type="checkbox"/> Persistent	<input type="checkbox"/> Curious	<input type="checkbox"/> Intuitive	<input type="checkbox"/> Idealistic	<input type="checkbox"/> Optimistic	<input type="checkbox"/> Polite

I can...					
<input type="checkbox"/> Fix electronic equipment	<input type="checkbox"/> Think abstractly	<input type="checkbox"/> Sketch, draw, paint	<input type="checkbox"/> Teach others	<input type="checkbox"/> Convince others to do things my way	<input type="checkbox"/> Work well within a system
<input type="checkbox"/> Play a sport	<input type="checkbox"/> Solve math problems	<input type="checkbox"/> Play a musical instrument	<input type="checkbox"/> Express myself clearly	<input type="checkbox"/> Sell things or promote ideas	<input type="checkbox"/> Keep accurate records
<input type="checkbox"/> Work on cars	<input type="checkbox"/> Analyze data	<input type="checkbox"/> Write stories or poems	<input type="checkbox"/> Lead a group discussion	<input type="checkbox"/> Give talks or speeches	<input type="checkbox"/> Use a computer
<input type="checkbox"/> Read a blueprint	<input type="checkbox"/> Use a microscope or computer	<input type="checkbox"/> Sing, act or dance	<input type="checkbox"/> Mediate disputes	<input type="checkbox"/> Lead a group	<input type="checkbox"/> Write effective business letters
<input type="checkbox"/> Operate tools and machinery	<input type="checkbox"/> Do complex calculations	<input type="checkbox"/> Design fashions or interiors	<input type="checkbox"/> Plan or supervise an activity	<input type="checkbox"/> Initiate projects	<input type="checkbox"/> Operate office machines
<input type="checkbox"/> Pitch a tent	<input type="checkbox"/> Conduct research	<input type="checkbox"/> Work independently	<input type="checkbox"/> Offer others guidance	<input type="checkbox"/> Manage people or products	<input type="checkbox"/> Create charts and graphs

I like to...					
<input type="checkbox"/> Work with my hands	<input type="checkbox"/> Use computers	<input type="checkbox"/> Attend concerts or plays	<input type="checkbox"/> Work and socialize with others	<input type="checkbox"/> Make decisions affecting others	<input type="checkbox"/> Work with numbers
<input type="checkbox"/> Be physically active	<input type="checkbox"/> Perform lab experiments	<input type="checkbox"/> Paint, sculpt or do ceramics	<input type="checkbox"/> Help people solve problems	<input type="checkbox"/> Run a political campaign	<input type="checkbox"/> Be responsible for details
<input type="checkbox"/> Tend to or train animals	<input type="checkbox"/> Solve math or science questions	<input type="checkbox"/> Read fiction and poetry	<input type="checkbox"/> Do volunteer work	<input type="checkbox"/> Start my own business	<input type="checkbox"/> Collect or organize things
<input type="checkbox"/> Work outdoors	<input type="checkbox"/> Analyze situations and find solutions	<input type="checkbox"/> Take photographs	<input type="checkbox"/> Work with children or the elderly	<input type="checkbox"/> Be with leaders	<input type="checkbox"/> Follow a budget
<input type="checkbox"/> Hunt or fish	<input type="checkbox"/> Do puzzles	<input type="checkbox"/> Decorate	<input type="checkbox"/> Play team sports	<input type="checkbox"/> Work on a sales campaign	<input type="checkbox"/> Keep things neat and organized
<input type="checkbox"/> Build or repair things	<input type="checkbox"/> Work independently	<input type="checkbox"/> Work on crafts	<input type="checkbox"/> Organize parties	<input type="checkbox"/> Win awards	<input type="checkbox"/> Play board games

	R		I		A		S		E		C
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Step 2: Count the number of checks in each column above and write that total in the blank space at the bottom of each column. Fill in the gray boxes with the letters from the columns with the three largest totals, starting with the highest.

- Column 1: R – Realistic**
- Column 2: I – Investigative**
- Column 3: A – Artistic**
- Column 4: S – Social**
- Column 5: E – Enterprising**
- Column 6: C – Conventional**

Step 3: Read the descriptions for your types on page two.

REALISTIC (“Doers”)

- Individuals with a realistic personality type most often enjoy jobs in which they use their hands. They like making things or accomplishing specific, set tasks. People with this personality type may prefer to work alone or with smaller groups of people. They may enjoy repairing objects and often have good mechanical skills. Those with realistic personalities may also like to perform tasks outdoors, work with animals, operate tools or machinery, engage in physical tasks, or complete practical tasks.

INVESTIGATIVE (“Thinkers”)

- Those with an investigative personality often prefer work that demands abstract thinking. Individuals with this personality type are often good at math and science and appreciate occupations that require them to observe, research, and analyze information. These individuals may prefer to work alone and are often logical and intellectual.

ARTISTIC (“Creators”)

- Individuals with an artistic personality prefer occupations that give them the freedom to solve problems in their own way and be spontaneous. Those possessing an artistic personality are talented in one or more types of creative arts. They often like to entertain and enjoy working with others. People with this personality type usually thrive in positions with little structure that allow more freedom of choice.

SOCIAL (“Helpers”)

- People with a social personality prefer to work with and help others. They often enjoy teaching or counseling as well as assisting people in finding solutions to problems. Most individuals with social personalities enjoy working face-to-face with others. Those with this personality type are usually friendly, possessing highly developed interpersonal communication skills.

ENTERPRISING (“Persuaders”)

- Individuals with an enterprising personality take pleasure in managing or influencing others. Like those with a social personality type, they prefer to work with others and are often outgoing and energetic. People in this group are often confident and assertive and enjoy administrative and managerial work. People with enterprising personalities may also place a high value on influence, power, authority, or money.

CONVENTIONAL (“Organizers”)

- Those with a conventional personality often enjoy work that allows them to maintain or implement order and organization. They usually excel in positions requiring attention to detail. They often enjoy working with numbers—such as dates or prices. Individuals in this category often prefer completing structured tasks with clear guidelines, deadlines, and rules. They are usually compliant and careful in their work.

Step 4: Reflect

- How might your Holland Personality Type incorporate into your work in Education?
 - o In your classroom?
 - o In your philosophy of education?
 - o In your curriculum?
- Consider the separate sections and how that may impact your work:
 - o I am...
 - o I can...
 - o I like to...